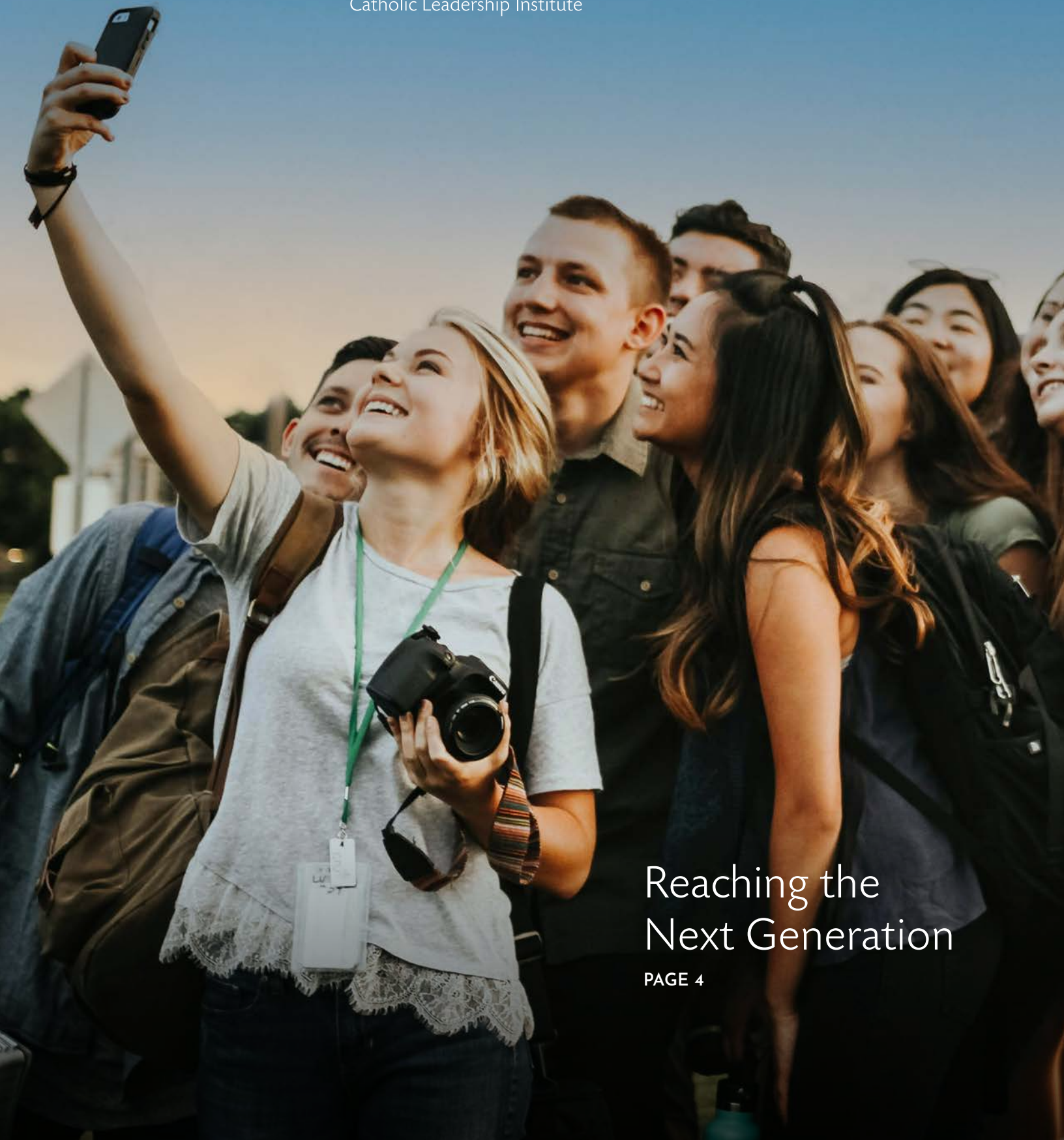


# via magazine

Catholic Leadership Institute



Reaching the  
Next Generation

PAGE 4

“So Peter and the other disciple went out and came to the tomb. They both ran, but the other disciple ran faster than Peter and arrived at the tomb first; he bent down and saw the burial cloths there...”

—John 20:3-5

## FROM THE DESK OF DAN CELLUCCI, CEO



Catholic Leadership  
INSTITUTE

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Photographers: Allan Caballero,  
Robb Cohen, Mary Serafino,  
Stephanie Vaccaro



Dear Friends,

He is risen! Alleluia!

When I ponder this passage, I find myself reflecting on the apostles' response to the news of the empty tomb: they ran. As one who is not much of a runner myself, I often wonder how I would respond. Would I walk? Jog? Most importantly: would I believe in the seemingly impossible?

We have the incredible privilege of not only living in a time of Resurrection, you and I have the further commissioning from Christ to “go and teach all nations.” If our posture should be running toward the tomb, I can only imagine how urgent our desire could be to run *from* the tomb, throwing our whole selves into proclaiming the risen Lord to the world.

Raising up leaders in the next generation and forming missionary disciples is not only at the heart of this season of Easter, but also on the very heart of the Church Herself. That is why Catholic Leadership Institute is always focused on forging the future, focused on running to the fullest realization of the potential God has placed inside each one of us.

In the spirit of this “running,” you’ll find that there is a golden thread of missionary discipleship pulsing throughout the pages of this issue of *Via Magazine*. You will encounter thought-provoking stories from our young adult Catholics taking up leadership roles in the Church, insightful case studies that set best practices for parish settings, and compelling testimonies that highlight the transformative power of faith and leadership.

As you read, I encourage you to reflect on the role that you play in shaping the future of your faith community. Whether you are a clergy member, a lay leader, or a dedicated parishioner, your contributions are essential to the ongoing mission of the Church.

Many thanks to our contributors, readers, and supporters who make *Via Magazine* possible. Together, let us continue to journey forward with faith, courage, and compassion as we strive to build a more vibrant Catholic community.

In Christ,

Dan Cellucci, CEO





# Equipping Leaders. Igniting Hope.

## BUILDING NEXT GENERATION LEADERS

One of three main priorities outlined in Catholic Leadership Institute’s fiscal year 2024 operational plan is *Building Next Generation Leaders*. At Catholic Leadership Institute, we recognize that God is always doing something new, and that He doesn’t call the equipped, He equips the called.

As we look at the shifting landscape of the Church, and with the advent of next-generation leadership upon us, we seek to intentionally pour into the future leaders, cooperating with God’s plan to equip the called and prepare them to boldly lead the Church in the years to come. †



## CLI BY THE NUMBERS: REACHING THE NEXT GENERATION

The Disciple Maker Index survey has received responses from 35,000 participants ages 18-35 since 2020. Of these most engaged Millennial and Gen Z Catholics, data shows that only



# 47%

strongly agree that their parish makes them feel welcome and accepted.

How can we as a Church extend a welcoming hand and provide a place of belonging to the next generation? One of the common themes in the *Next Generation Conversations* focus groups (see page 13) was about the importance of personal connection and fostering relationships.

Participants shared the following:

**What’s keeping us out?** “When we signed up at a parish, I wanted someone to personally reach out to me, and they did not. I understand some people are turned off by personal outreach but we’re not.”

**What’s one of our biggest challenges?** “Greatest challenge I face in my faith is fostering relationships with the Catholic community. The church should make space for relationships to deepen relationships not just start new ones.”

**What are we looking for?** “I started going to social events and discussion groups at the parish when I first moved to this area, but I hit a wall in my spiritual growth... The goal of our groups should be to pursue a relationship with Jesus. It’s not to say that socials are bad because there needs to be an ‘on ramp’ for people, but then there has to be opportunities to grow deeper, to grow in discipleship with one another.”

*The Disciple Maker Index (DMI) is a survey tool that supports Church ministry with objective data, helping Church leaders recognize their potential and envision future possibilities through a deep analysis of attitude and belief, participation, relationship/satisfaction, and demographics.*



# Reaching the Next Generation of Catholics

Kindling the spark of spirituality in young adults is vital to the success of the Church. As Catholic Leadership Institute's *Next Generation Parish* initiative helps pastors and their communities assess their parish's greatest opportunities and strengths, develop a plan to move into the future with hope, and cultivate a deeper missionary spirit, we are looking at ways to engage with the "next generation" of Catholics—Millennials, those born generally between 1981 and 1996; and Generation Z, born from the late 1990s to the early 2010s.

*"We need to be willing to approach young adults in a new, probably non-traditional way."*

—Juli Enriquez, *Next Generation Parish Envisioning Team Member*

Like previous generations, these children of the digital age are a broad, diverse group. Many seek "deep life fulfillment," according to Hailey Dubé, 28, who is on the *Next Generation Parish* Envisioning team at Mary, Queen of Peace Parish in Pittsburgh. "These generations are here to spend their time, their resources, to direct their abilities and gifts towards things that mean something to them," she said. Her goal is to let them know that "this spiritual life is what brings fulfillment."

Others, however, are focused primarily on themselves and how they appear to their peers. "They're nervous about how

they look. They're nervous about how they sound. Everyone wants what's new and what's trending," said Giana Curasi, 18, who serves on the *Next Generation Parish* team at St. Matthew Parish in Blue Mountain, Mississippi.

For many, the COVID-19 pandemic highlighted the tremendous isolation these generations were feeling and continue to feel despite the opportunity to gather in large groups.

"Being shut down and being forced to work from home really just affected the way they look at the world, and the way they look at



religion and what they think is important in life,” said Elaine Lima, 30, a member of the *Next Generation Parish* Envisioning team at St. Dorothy Catholic Church in Glendora, California. “They’re hesitant to trust people and to trust things, and even going out and dating and putting themselves out there in that way.”

### ADOPTING A NEW APPROACH

According to members of these generations, engaging young adult Catholics in their faith and parish life requires a mix of approaches—both digital and in person.

As part of its *Next Generation Parish* work, Saint Anne Catholic Church in Seal Beach, California, identified four parish priorities: enhance Sunday mass engagement, promote spiritual growth and faith formation, become missionary disciples, and provide a positive parish experience. “And when I look at these four priorities, they’re general enough to apply to anyone in our parish,” said Juli Enriquez, 45, who was part of the *Next Generation Parish* team. “But I also think that this is a great opportunity to really tune in to that specific demographic of young adults.”

“We need to be willing to approach young adults in a new, probably non-traditional way,” she said. “I see a lot of parishes really using social media, especially Instagram, as a supplemental source of information. I’m seeing content about saints of the day or upcoming events, inviting all those who are seeing it to come and join in.”

### GIVING A VOICE TO YOUNG CATHOLICS

“I think parishes can improve and have more of a social media presence,” said Matt Selzer, 27, a seminarian in his pastoral year at Resurrection Parish in Pittsburgh. Selzer said a group called Pittsburgh Catholics uses the group chat app

>> continued on page 6

In November 2023, Catholic Leadership Institute hosted our first in a three-part Virtual Symposium series on the Next Generation Church. We gathered 40+ young Catholic leaders in a two-day online symposium, consulting participants on best practices, proposed values, and feedback in “Reaching the Next Generation.” As we compile the results and prepare for the next session in April 2024, a summary of initial findings includes ways that parishes can better accompany young Catholics in an on-going relationship (beyond Sunday Mass):

- > Engage in small groups
- > Ongoing formation and support for marriage and family
- > Easy and frequent access to the Sacraments
- > Accessible online presence from their parish and effective digital communication
- > Peer to peer outreach
- > Acknowledging their presence and listening to their needs
- > Praying with and for young Catholics, with a special emphasis on healing



*Bishop Timothy Freyer, Auxiliary Bishop of Orange, with Next Generation Parish Envisioning team member, Juli Enriquez and her husband Elliott.*

GroupMe to help connect young adults, ask them questions and enhance feelings of belonging. “GroupMe is just one among many but provides this kind of opportunity to network and to see what other people are offering.”

He also recommends expanding opportunities for young people to get involved in liturgies, such as serving as sacristans. “I think they would jump on it and get involved to see that they’re actually contributing to the parish in a very tangible way,” he said.

In addition, parishes can look to extend their service ministries into their communities as a way to encourage young adults to participate, such as working with a local food pantry or homeless shelter. Consider providing volunteer opportunities with a limited time frame to encourage young adults to give them a try.

Selzer also suggested that parishes develop ways to give young people a voice in the leadership of the parish. “One of the ideas we’ve tossed around is having something like a youth council that can speak directly with the pastor and advise him and say, this is what the youth want,” he said.

Underlying all of these approaches is the need to build personal relationships with the next generation of Catholics.

“I think that part of the way we start to bring them back is to transform our own thinking and to not just label them as the lost generation or like a lost cause, but to say, no, actually, if we light that fire, they would do amazing things in the Church,” Selzer said. †

## THE NEXT GENERATION BELIEFS

The Disciple Maker Index includes several questions that survey Catholics on core beliefs. The responses of Millennials and Generation Z participants on core teachings and practices of the Catholic Faith differ from those from other generations. While the data set for young Catholics is smaller, it shows that the faith of those who are engaged in parishes is stronger in these generations.

I Believe...	MILLENNIALS AND GENERATION Z RESPONSES	OTHER GENERATIONS RESPONSES
In Jesus’ moral teachings for my life as taught by the Church.	64%	57%
In the teaching authority of the Church.	55%	47%
Jesus died and rose from the dead for my salvation.	80%	79%
Scripture is the word of God.	72%	69%
The Church is critical to my relationship with God.	59%	52%
The Eucharist really is the body and blood of Jesus Christ.	71%	72%

The Disciple Maker Index survey data is from 35,000 responses from those aged 18-35 since 2020.



*“I think that part of the way we start to bring them back is to transform our own thinking and to not just label them as the lost generation or like a lost cause, but to say, no, actually, if we light that fire, they would do amazing things in the Church.”*

*—Matt Selzer, seminarian from Resurrection Parish in Pittsburgh*

*Seminarian Matt Selzer reads aloud to children during a story time.*

# A Eucharistic Revival Case Study: Christ the King Parish



Ten years ago, Christ the King parish in the Diocese of Tulsa partnered with Catholic Leadership Institute to gather meaningful feedback and insights from parishioners by administering the Disciple Maker Index (DMI) survey.

The results of the DMI showed the parish's most pressing need was to address growth in parish vibrancy through the Eucharist. This focus precipitated a parish-wide Eucharistic Revival, spanning the course of several years. When the DMI was readministered to the parish in 2019, it revealed a **10% increase** in parishioners who strongly agreed with the statement that "the Eucharist really is the Body and Blood of Jesus Christ."

Since then, Christ the King Parish has continued to flourish in its Eucharistic focus. Catholic Leadership Institute created a case study to document the steps that Christ the King Parish took to bolster the Eucharistic faith of their community. In this "Year of Parish Renewal" for the National Eucharistic Revival efforts (June 11, 2023-July 17, 2024), this case study is offered as a means to share and replicate similar efforts in parishes throughout the nation. Some initiatives that the parish implemented include:

- **Mass Cards in Every Pew:** The Mass card explained the symbolism and significance of different aspects of the liturgy. This served as a valuable resource for non-Catholics and those new to the faith, enriching their worship experience.
- **Emphasis on the Tabernacle:** Christ the King moved the tabernacle from a less

centralized location to directly behind the altar. This served as a reminder of the central role the Eucharist plays in the lives of the faithful.

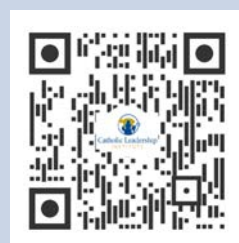
- **Theological Exploration:** Opportunities were crafted to delve into deeper discussions for those more theologically inclined and included topics such as profound experiences and perspectives of saints regarding adoration and the Eucharist.
- **Catechesis Sessions:** Weekly catechesis sessions were established to empower parishioners to fully embrace the transformative graces of the sacraments and adoration.
- **Curating Sacred Silence:** An emphasis was made to shift the socialization aspect of gatherings from inside the Church to outside of the nave. This intentionality fostered a deeper sense of sacredness during the Mass and helped Mass-goers more fully experience the transformative nature of the liturgy.
- **Eucharistic Presence:** The parish expanded times for Adoration and confession to cater to the diverse schedules and needs of parishioners. †



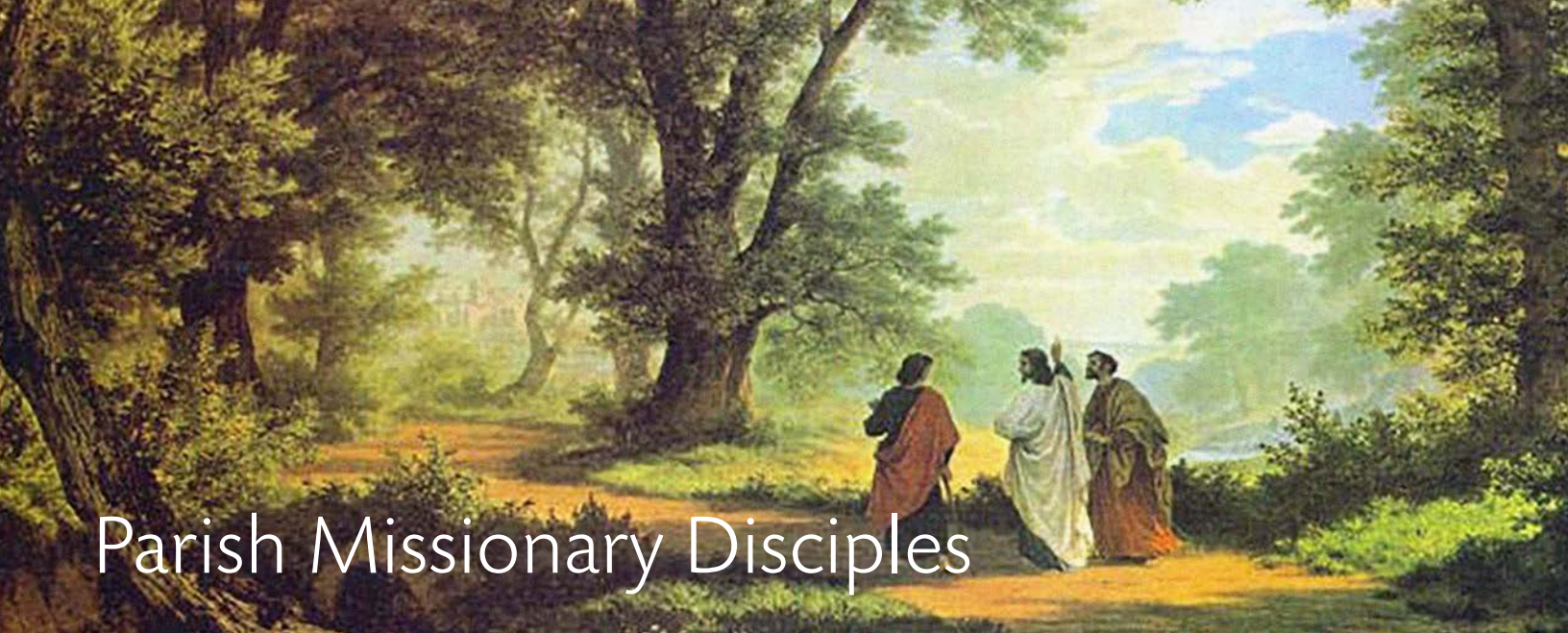
*"Jesus said to them, 'I am the bread of life; whoever comes to me will never hunger, and whoever believes in me will never thirst.'" –John 6:35*



Scan the QR code to download a copy of the case study on Eucharistic Revival at Christ the King Parish and other case studies created to share and explore the principles, challenges, and successes that led to successful leadership initiatives in the Church.







# Parish Missionary Disciples

Parish Missionary Disciples (PMD) is a training offered to deepen participants' relationship with Jesus Christ, transforming them into disciples and empowering them to give witness to how Jesus Christ lives in hearts, influences lives, and calls everyone to holiness. This training is offered as a stand-alone service and as part of other services, including *Next Generation Parish*.

Each training gathers an average of 30–40 participants over 4–6-months for nearly 30 hours of formation in discipleship and evangelization. The formation begins with a focus on recognizing one's call and dives into practical skills to form Christ-centered relationships.

## WHY PARISH MISSIONARY DISCIPLES?

By Richara Krajewski, Manager of Client Services

After undertaking the work of transforming Church structures so that the local church is aligned with Christ, the work of missionary engagement requires all baptized Catholics to answer the call to service through their own lives. Parish Missionary Disciples is a way to engage believers and transform them into missionary disciples. They learn

how to accompany others by praying with them, proclaiming the Gospel message, and sharing their own personal testimony.

Parish Missionary Disciples provides Catholics with tools to reflect on their own history of grace and commit to personal growth in holiness for the sake of salvation



Lay leaders review course materials for PMD in Orange, California during their first session in February 2024.

and for the sake of the Kingdom. This training is an encounter with Christ in all the ways He is present in His Word, in the Sacraments, in prayer and contemplation, and in witness. Parishes are more than just well-ordered communities—they are communities alive with the power of God because they call together baptized Christians who have encountered Christ and have responded to his love with a personal YES. †



(L to R) Stephanie Bosse, Fr. Ed Dover, Carla Molina, Gerardo Salazar—all Leadership Consultants and Allan Caballero, Philanthropy Catalyst. All five members of the team delivered PMD to lay leaders in Orange, California in February 2024.

**Richara Krajewski is the Manager of Client Services and is responsible for connecting Leadership Consultants and parish partners with resources, technical support and information needed for full engagement.**





IGNITE THE PARISH

## FIFTY YEARS LATER: A GODMOTHER'S JOURNEY

By Katherine Hatting, Parish Missionary Disciple Cohort 2018-2019



In 1971 I was asked to play the organ for a wedding. The groom was a young man I had attended elementary school with but hadn't seen since 1963. He had enlisted in the Air Force and was stationed in England. He asked me to provide the music for his wedding to Mary, a woman he had met in England. They would be in the USA for only a week. I had never played for a wedding, but agreed to do it.

About a year later, Bill and Mary asked if I would be the godmother of their daughter who was being baptized in England. I agreed without giving it any thought at all—and certainly with no awareness of the responsibility that came with this request.

As the years passed, I exchanged Christmas letters with Bill and Mary. I had never met my goddaughter, Dorothy, but Mary faithfully sent photos of her to me. I hadn't seen Bill and Mary since their wedding day.

When I participated in Parish Missionary Disciples in 2018, one of the sessions focused on Baptism. I then began to realize the role of a godmother—a responsibility I had never previously understood or accepted. I reached out to Mary and asked if she would share Dorothy's contact info with me. She got Dorothy's permission and shared her mailing address. For the past four years, I sent Dorothy a letter, wishing her and her family greetings of the Christmas season and letting her know that I was keeping her in prayer each evening.

On Sunday, December 10, 2023, I met Dorothy, her 18-year-old son, and her younger sister at a Pennsylvania restaurant. What an amazing blessing that dinner was! Many thanks to the Parish Missionary Disciples initiative and leaders who helped me recognize my responsibility as a godmother and meet my spiritual child for the first time—over 50 years after her birth. †



### DISCIPLESHIP DATA

The Disciple Maker Index survey shows staggeringly low percentages of discipleship in parishes:



**25% of respondents strongly agree that their parish is forming them as a disciple.**



**27% of respondents invite someone to Mass regularly (quarterly or more).**



**18% strongly agree that their parish is teaching them to share the story of Jesus.**

# You are Chosen: Bishops Ask How to Lead The Presbyterate in a Polarized Society

By Kyle Hatfield, Manager of Ministry Development

Since joining Catholic Leadership Institute over two years ago, I have been continually amazed by the ways in which we serve the Church. Specifically, every February I have had the honor of attending our Episcopal Ongoing Formation & Support Session. This year's topic was selected by the bishops themselves: "Leading Your Presbyterate in a Polarized Society: Apostolic Strategies for Our Time." I sat and watched, with amazement and gratitude, the vulnerable and pivotal leadership of each bishop in the room. As our team facilitated discussion and shared insights with the bishops, I saw the care and concern each of these successors to the Apostles held for their dioceses and priests. Participants included several bishops from the USA, Canada, and Haiti.

Over the course of several days, we facilitated discussion and shared insights to help our bishops:

- Understand the complex and challenging issues of leading the presbyterate in a polarized society.
- Reflect upon and prioritize the most significant changes needed in their leadership or episcopal ministry to become a pivotal leader, helping their presbyterate accompany the Church.
- Explore how factors stemming from generational differences affect their leadership in accompanying their presbyterate.
- Brainstorm and share new strategies for renewing structures, clarifying vision, and aligning leaders.

Catholic Leadership Institute has been supporting bishops through this annual session and in other ways for decades. I feel immense gratitude for this place we have been called to serve the Church. As one bishop stated, "You're the organization that cares the most about formation of our bishops." To me, this was absolutely evident. As Dan Cellucci, our CEO stated to the bishops present, "You were specifically chosen for this role within the Church in this specific time. You are pivotal men in the Church. We love you and what the Lord has chosen you do to for His Church. We know who you are, and we know whose you are." †

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**Kyle Hatfield serves as the Manager of Ministry Development and connects with leaders of the Church across the country, identifying ways Catholic Leadership Institute can serve them and their dioceses.**



*"This experience reaffirms a prayer I pray every day, 'Lord, help me to be the person you want me to be, not the person I want to be.' The more you know yourself, the better you can minister to others. The more I know who I am, the better I am able to walk with and lead the people of God."*

*—Bishop John N. Tran, Auxiliary Bishop of Atlanta, and member of Catholic Leadership Institute's Episcopal Advisory Board*





**EMBOLDEN  
THE CLERGY**

## THE VALUES OF OUR BISHOPS

During this year's session, the bishops spent time praying and reflecting on their values, walking through the process of defining "Values Needed for a Bishop in an Apostolic Age." At the end of the session, every bishop in attendance listed his own personal, top three values which included: Servant Leadership, Trustworthy, Missionary Zeal, Irreproachable, Sacrificial, Gentle, Formative, Self-Controlled, Accountability, Clarity, Presence, Doctrinal Stability, Prophetic, Ecclesial Unity, and Adaptability. ***Of these values, select three that you believe to be the values necessary for a pivotal leader in polarizing times.***



**VALUE:**  
*Enduring belief that guides your behaviors, decisions, and actions.*

### PROFILE

## ALUMNI UPDATE: FR. ANTHONY ROSSI, PASTOR OF ST. AGNES

*Good Leaders, Good Shepherds Cohort 2023-2024*

"My challenge here at St. Agnes is reforming both parish councils and making decisions on a five-year action plan for the parish community. After having listened and reflected upon my understanding of the *Good Leaders, Good Shepherds* material, I feel more confident in setting down a Mission Statement for the parish, in putting together with a team of parishioners a few pastoral priorities for the community, and then to set our 'Key Responsibility Areas' of focus and ministry."

"The Church in the Archdiocese of Philadelphia is changing, and we must adapt as priests and pastors to the modern era. With so many staffing and logistical

challenges, we must try to work on advancing the mission of Christ in our local communities and parishes. I feel that *Good Leaders, Good Shepherds* has prepared me for that work—to focus myself on facing these challenges with effective tools and models of past leadership in the parish context and seeking advice from my fellow priests of the cohort and the presenters/teachers who shared their wisdom at our conferences. I appreciate all that CLI has shared with me, and I plan to use it in my future ministry."



[▶ Learn more about the 2023-2024 Good Leaders, Good Shepherds cohort on page 15.](#)



# Work Hard. Play Hard. Pray Hard. Remembering Matt McCloskey

By Becky Reilley, Assistant Vice President of Philanthropy

*Matt McCloskey and his wife Donna with Archbishop Nelson Pérez. The McCloskeys' support for the Archdiocese of Philadelphia and its lay leaders is a legacy of love.*

On January 3, 2024, Catholic Leadership Institute (CLI) was saddened by the passing of longtime friend and generous benefactor, Matthew McCloskey.



Matt truly lived up to (and beyond) the values of a philanthropist—from his passion for CLI’s mission, to his deep love for his family, to his devotion to the Archdiocese of Philadelphia, the City of Brotherly love. *Matt knew how to love.*

Catholic Leadership Institute was blessed to be in partnership with Matt and his family foundation, The Ambassador’s Fund for Catholic Education, offering innovative, bold, and faithful work to promote Catholic education in Philadelphia.

At Catholic Leadership Institute, Matt championed three important ministry initiatives. Without his assistance, this would not have been possible:

- Lay leaders throughout the archdiocese were trained to evangelize and disciple through support of the Parish Missionary Disciples endeavor.
- Parishes were bolstered with vision, data, and a roadmap towards the future through *Next Generation Parish*.
- The Ambassador’s Fund supported a new way to care for priests through focus on placement, transition, growth planning and leadership coaching for priests via our *Called For More* endeavor in the Archdiocese of Philadelphia.

We thank Matt for his steadfast belief in the future leaders of our faith. Matt has set the stage for his children to continue to build upon the work he inspired. Catholic Leadership Institute is blessed to partner with Matt’s son, Andrew, who serves as the President of the Ambassador’s Fund for Education. Like his father, Andrew is a forward thinker with great interest in supporting the apostolate’s initiatives—a wonderful example of a next generation leader.

At his funeral Mass, one of Matt’s favorite mottos took center stage: *Work hard. Play hard. Pray hard.* May we all do the same for our Church and keep the McCloskey family, particularly Matt’s wonderful wife Donna, in our prayers of gratitude. †

***Becky Reilley is Assistant Vice President of Philanthropy and has the joy of inviting philanthropists and foundations to share their gifts of time, talent, treasure, and prayer to take the apostolate’s mission to the next level and forge a path forward for our Church for generations to come.***





FORGE THE FUTURE

## NEXT GENERATION CONVERSATIONS

By Michelle Sutton, Donor Engagement Director

As we embarked on this ambitious endeavor to help the Church effectively engage the next generation of Catholics in the faith, we knew it was going to be vitally important to hear from Millennial and Gen Z Catholics. In addition to the Next Generation Virtual Symposiums (see page 5), we prioritized a nationwide effort called *Next Generation Conversations* to collect feedback from young adult Catholics.

We held *Next Generation Conversations* in cities across the country, including Philadelphia, Washington DC, Cincinnati, Covington, California, and San Diego. During these gatherings, we facilitated a focus group discussion and spent over an hour talking to young people about their experiences in parish life. We asked questions such as, "What do you look for when seeking out a spiritual



community? What's keeping you in? What's keeping you out? Have you ever been a part of a parish that was responsive to where you are in your life? What did they do to make you feel that way?"

Through this initiative, Catholic Leadership Institute has talked to over 70 young adults. We met young people on fire for their faith and were inspired by what they shared. One attendee said, "The secular world offers chaos, and the Church has the answers. What keeps us in? We know we find truth in the Catholic faith." Another shared, "My parents went to church because they were supposed to. My conversion happened when I discovered there was a person in Jesus who loves me and wants a relationship with me."

We ended the discussions by inviting participants to take a survey so we could obtain quantitative data to support our qualitative observations. In addition to giving voice to the newest leaders in our Church, *Next Generation Conversations* provided essential feedback in charting the path forward! As we share the results of these conversations with bishops, pastors, and lay leaders, we hope to provide a roadmap for how to make effective changes in their local communities. There is great hope for the future of the Church! †

*Michelle Sutton is the Donor Engagement Director and is responsible for connecting donors to the mission of Catholic Leadership Institute to build the next generation of the Church.*



## LEAVE A LEGACY FOR THE NEXT GENERATION OF CATHOLIC LEADERS

Creating a will is one of the most important and special ways you can pave the way for the future of the Catholic Church and Her leaders. That is why Catholic Leadership Institute has partnered with My Catholic Will to help us plan for the future of our Church and the future of those we love.

My Catholic Will allows you to easily write your will online for free. You can create your will in as little as 15 minutes and have the opportunity to provide a legacy gift to Catholic Leadership Institute!

*Children learning about the patron saint of their parish, St. Anne in Seal Beach, CA.*



Scan the QR code and use referral code **CATHOLICLEADERS** to institute your legacy of leadership today!



# Family of Faith, Culture of Connection

The CLI Promise is a four-part declaration of intention that unites the entire Catholic Leadership Institute team in one shared spirit of life and leadership.

*“While we are a fully remote workplace, you will be connected to a family of believers who will inspire and support you in your work, your personal life and your faith journey. Our daily 15-minute afternoon prayer is a sacred and guarded time of day, with different team members taking turns to lead and lift up the needs of our families, friends, Church and world. Our cross-functional project teams and peer-led learning teams ensure that everyone has a place to connect, to learn and to be known. We work hard, but we also care for one another with fervency, making space for family needs and helping each other in our daily tasks. And we laugh and live out our missional joy together on the way.”*

—Excerpt from *The CLI Promise*

## Q What does daily prayer mean to you?



### **Brian Coe, Project Manager**

Daily Prayer at CLI brings in an atmosphere of fellowship and camaraderie. It has helped to strengthen my prayer life, both by challenging me with meditations and different types of praying, but also my knowledge within the faith. Everyone here has such a strong faith base that each day I am humbled with the faith of those around me, and it challenges me to be better in my own life with prayer.

## Q What does your Learning Team mean to you?



### **Sr. Ellen Doyle, Leadership Consultant**

My Learning Team is a vibrant little virtual community at CLI that I make a priority in my very part-time ministry with CLI. It is where we welcome people new to CLI, where we answer questions about our roles and projects, and where we participate, along with other Learning

Teams, in a deep dive into CLI's culture and values. It is where I am known, where I assist my colleagues in other departments and where my commitment to CLI and its mission is strengthened.



# Next Generation Shepherds

By Mary Serafino, Communications Manager

In October 2023, over 15 priests began Good Leaders, Good Shepherds in the Archdiocese of Philadelphia. While this was not the first cohort to engage in Catholic Leadership Institute's training for priests, this particular group was notably different than all the rest: they were all young "next generation" priests, with the exception of one. These priests are becoming pastors much sooner than their predecessors.

What set this cohort apart was not only its relative youth, but also the fresh perspectives and what we know to be signature Millennial behavior traits: confidence,

optimism, tolerance, and a strong commitment to personal achievement. The priests approached each session with boldness, unafraid to ask tough questions and delve into the complexities of their roles as spiritual leaders.

Among many fruitful conversations, participants talked with candor about other priests who have gone before them who did not manage stress well, often resulting in their inability to effectively serve the Church. Lucille Smith, Leadership Consultant, led the sessions and recalled the special interest priests had for the "Leadership in the Self Context" session. She shared, "The priests asked questions that took the concepts below the surface to a depth I've not noticed in any other cohort." Their receptiveness to self-awareness reflects a generation of priests committed to personal development and holistic well-being.

Lucille shared that, "The Church is in good hands, and it truly gives me hope."

These men represent a new generation of priests poised to navigate the evolving landscape of the Church with resilience, compassion, and a steadfast commitment to their vocation as priests and role as pastors.

*Mary Serafino is the Communications Manager and serves to give a voice to the organization's mission in the Church across multiple channels.*

**> Meet Fr. Anthony Rossi and hear about his experience in this Good Leaders, Good Shepherds cohort on page 11.**



## Q *What does "laughing and living our missional joy" mean to you?*



### **Roberto Navarro, Leadership Consultant**

Laughing and living out my missional joy means embodying the joy of the Gospel in everyday life and sharing this joy with others through my actions and interactions. As a missionary disciple, it involves finding joy in service, love and actively

participating in the Church's mission to evangelize, using my unique gifts and the joy of my faith to inspire and draw others closer to Christ.

## Q *"We work hard, but we also care for one another with fervency, making space for family needs and helping each other in our daily tasks." What does this mean to you?*



### **Emily Scarola, Executive Assistant**

I have never met more dedicated, exceptional professionals than I have in my time at CLI. In over a decade of serving on the CLI Team, I have personally experienced the best kind of accountability and high expectations, grace-filled care for my family as a single working mom,

powerful prayer during times of both challenge and joy, and a sense of connectedness with my colleagues that helps you to know that you belong and that you are valued.



# Social Media Roundup

Stay up to date on all news, insights, and opportunities to foster your own leadership skills within the Church! Subscribe to Catholic Leadership Institute's social media channels and connect with the resources and examples of dioceses, parishes, priests, and other lay leaders who seek to create vibrant faith communities. Our channels have expanded to include several new series of content.



## Thought Leadership

Posts share tidbits of wisdom and learnings from our published whitepapers, case studies, and *Quintessentials* on how to apply best practices of leadership in the Church.



## Job Postings

We share the latest career opportunities available on the Catholic Leadership Institute team. Perhaps your dream job is only one click away?



Scan the QR code to follow us on Facebook!







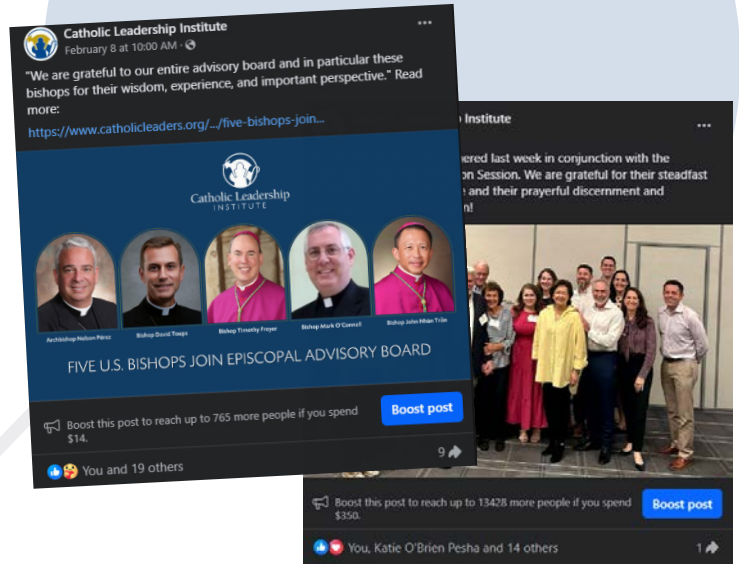
## Discipleship Data

Posts feature data points from the Disciple Maker Index survey, inviting you to reflect on your journey of discipleship and enabling you and your parish to make data-driven decisions to help your community grow in faith.



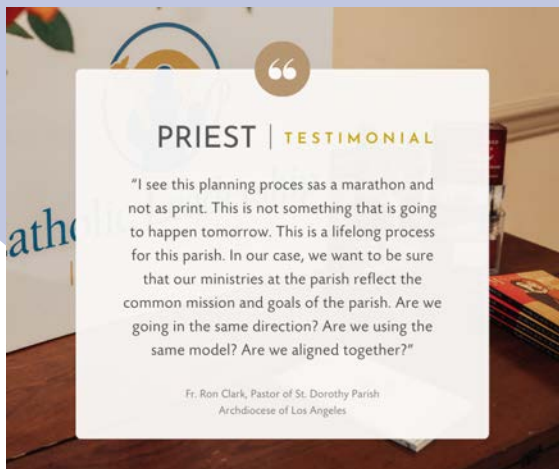
## News

Posts contain stories and photos that celebrate the connections we make with Church leaders on a daily basis—inviting you to join us in the story.



## Testimonials

Posts highlight the words of our friends: bishops, priests, deacons, donors, partners, and lay leaders from around the country with faith-sharing and feedback in their own words.



## Holiday

Posts invite you to celebrate holidays and holy days with our team, offering prayer and connection in all seasons of the liturgical year and heart of the Church.



# Quintessentials— Top Five Insights for Ministry

By Katie Pesha, Vice President of Strategic Communications

Catholic Leadership Institute continually seeks ways to strengthen the confidence and competence of Church leaders in their ministry. During this particular moment in our Church's history, leaders are being challenged to consider new modes towards creating more vibrant faith communities. As we engage with dioceses and parishes across the country, we often learn about prominent topics with which parish leaders are struggling or seeking guidance.



Our robust network of experts and collaborators work in a variety of places throughout the Church that have experiences with many of these topics. The proficiency of our team positions us to offer recommendations for growth and improvement. In response to recognizing our ability to offer practical advice to parish leaders, we have committed to producing *Quintessentials*, a series of ministry applications with tangible resources that offer best practices and recommendations for growth in dioceses, parishes, and ministries across the country.

These resources offer the top five insights for ministry from our team in the field on a variety of topics. A few of the initial topics we are focusing on include improving parish communications, parish ministry metrics, forming a team in the parish, managing pastor transitions, and greeting versus connecting.

## FIVE STEPS TO IMPROVE YOUR PARISH COMMUNICATIONS

This resource highlights a core set of recommendations to help a parish move beyond the mere tasks associated with "communication activity" towards a

more comprehensive approach for a "communication strategy." As part of this analysis, Catholic Leadership Institute offers the following five steps a parish can take to approach parish communications more strategically:

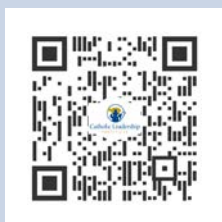
- 1 Audit parish communications
- 2 Review your process
- 3 Set intentional goals
- 4 Know your audience
- 5 Develop clear messaging

Within each step, a variety of tangible practices are provided to help a parish apply the learnings directly to their own unique realities.

By giving a view of the successes, learnings, and impact through a series of qualitative, quantitative, and anecdotal content, *Quintessentials* are just one additional way in which Catholic Leadership Institute is offering our expertise to help Church leaders thrive and grow in their ministry. †

**Katie Pesha is a consultant for Catholic Leadership Institute serving in the role of Vice President of Strategic Communications.**

Scan the QR code to download your copy of the *Quintessentials on Parish Communications*







# Enhancing Parish Leadership: Insights from the *Next Generation Parish* Training in Atlanta

By Angel Barrera, Leadership Consultant

As a Leadership Consultant with Catholic Leadership Institute, I recently had the privilege of attending our training in Atlanta, focusing on the *Next Level Next Generation Parish* (NGP) services. This training marked a significant milestone, representing the culmination of extensive feedback and updates to the NGP process.

The training in Atlanta was not just about learning; it was a valuable opportunity to connect in person with fellow Leadership Consultants, Client Service Coordinators, project managers, and even our senior leadership. This collective experience allowed us to intimately understand the activities and challenges our parishes face during this process.

One of the key advancements in this NGP version is its ability to bridge existing gaps and preempt common pitfalls for parishes. We have clarified the roles of pastors, priority leads, goal leads, envisioning team members, and implementation team members. Practical templates have been introduced for efficient communication across these roles. Moreover, we are enhancing the support we offer pastors, particularly through the fraternal forums.

Currently working in the Laredo, Texas area, I am implementing these NGP advancements with two local parishes. The initial responses have been positive, and I am eager to witness the fruitful outcomes of this enriched process. The journey with NGP is not just about parish development; it's about nurturing a community that thrives on clarity, collaboration, and a deepened faith experience.



Seasoned Leadership Consultant, Linda Banecker, remarked, "This was a very practical and extremely helpful training. It was from my perspective: outstanding."

The NGP training in Atlanta was more than just an educational session; it was a reaffirmation of our commitment to empowering parish communities. As we roll out these enhancements, I look forward to seeing their impactful implementation across the parishes I serve. †

**Angel Barrera is a Leadership Consultant residing in Texas and serving full-time in the Diocese of Brownsville as Director of Parish Engagement.**

*Next Generation Parish* is a four-year experience that transforms the future of the Church through innovative, dynamic accompaniment that helps parishes meet the challenges of our time through visionary models that foster spiritual maturity, share leadership, offer a vibrant Sunday experience, and embrace a missionary impulse.



## STAY CONNECTED

[catholicleaders.org](http://catholicleaders.org)



Scan the code to receive weekly eNewsletters with leadership reflections, news from our work in the Church, and acquire tips on how to grow as a pastor or parish leader.

## PRAYER FOR LEADERS

*Dear Lord, We pray that you will create among us Catholic leaders; individuals made in your image who will apply your teachings in their lives and positively impact our families, our workplaces, our communities, and our Church. Help us to inspire those with whom we come in contact to share their God-given talents, to do your will and to find a place in your kingdom where their deepest joys and the world's deepest hungers meet and cry for their special qualities and abilities. Make us leaders, Lord, leaders with strength and courage to follow you. Leaders who make your love visible to the world in all of our words and actions. Amen.*

