

Strengthening and Revitalising Parishes: The Clergy Feedback Project

Parish Renewal Implementation Group

Introduction

To assist the Parish Renewal Implementation Group, this report is intended to provide some analysis about the feedback obtained from the Catholic Parish priests regarding their engagement with and the outcomes of working with the Parish Pastoral Council Formation Program. This process was intended to provide the Parish Renewal Team some measure regarding the work they had been doing over the last five years and to help guide the direction of any further programs.

This feedback has been obtained through a process of structured interviews conducted within the parishes by the author with 50 parish priests, over a period of 12 weeks starting from mid-March 2022. These interviews were with both diocesan priests and with a number of order priests, working in order parishes in the diocese. On some occasions these interviews included a deacon, a number of assistant priests, and/or parish pastoral council members. Interviews were all conducted within the parish in either the parish office or suitable meeting room. The process of the interviews has followed a structured questionnaire (see appendix) but in the form of an intentional conversation that was guided towards the specific outcomes of the questionnaire. Care was taken to build a rapport with the respondent(s) prior to commencement of the interview. In this manner it was felt that a more genuine response from the parish priest could be obtained in four areas 1) the outcomes of the Parish Pastoral Council Formation Program, 2) the work towards creating hubs, 3) support required from the office of Parish Renewal and 4) the parish priests understanding of Parish Renewal. As the author gained experience in the interview process it was modified in that the area 3 questions around support required were not actively addressed with the subjects as these responses had already been obtained to a degree in areas 1 and 2.

Responses were collected by the author in the form of notes taken during the conversations and in some cases, where it was appropriate, the form of confidential recordings made with the obtained permission of the subject(s). The attempt was made to try to capture the verbatim comments from the subject to best represent their feedback. All the interview responses have been kept anonymous and care has been taken not to identify the respondents in this report. As much as possible the author attempted to avoid leading the responses to the questions, but he acknowledges that he will have created some biases in the data through steering the questions at times to obtain feedback useable in the survey analysis. Bias will have also been created through the authors pre-existing relationships with a number of the priests and his personal opinions and beliefs. The responses were transcribed from the authors notes and collated into a form suitable for analysis, which did require a degree of interpretation of some of the he subjects comments, in order to make sense of those comments. Attempts were made to keep such interpretations to a minimum.

The analysis of the responses has been done to date using a thematic qualitative process. Thematic codes for which have been developed deductively from the data and assisted through the use of Quirkos Qualitative analysis software. Such thematic processes are viewed as both a reiterative process and subjective to the researcher. Additional robustness from the data can be obtained through an independent interpretation of the raw data if required. Those comments included with each section have been taken from the responses

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to the questions and given as examples of each of the themes used in the analysis. All of the responses have been collated in a separate document for further analysis if required.

It is believed that we have obtained a reasonable representation of the views and opinions of the parish priests in the metropolitan area of the Archdiocese. Parishes attended ranged from the outer edges of the metropolitan area in the north, south and east as well as a number of inner city and the broader suburban Perth region. In all, a distance of over 2000km was covered by the author in conducting these interviews.

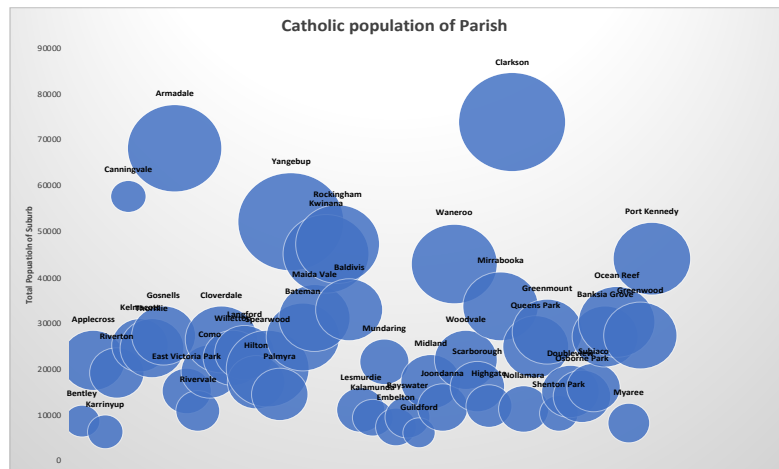
I acknowledge that this outcome was only made possible by the support provided by Fr Nino Vinciguerra, Carmel Suart and Marcelle Batticci in the office of Parish Renewal in arranging the interviews with the priests in their parishes and through the cooperation of the parish priests in responding to the interview.

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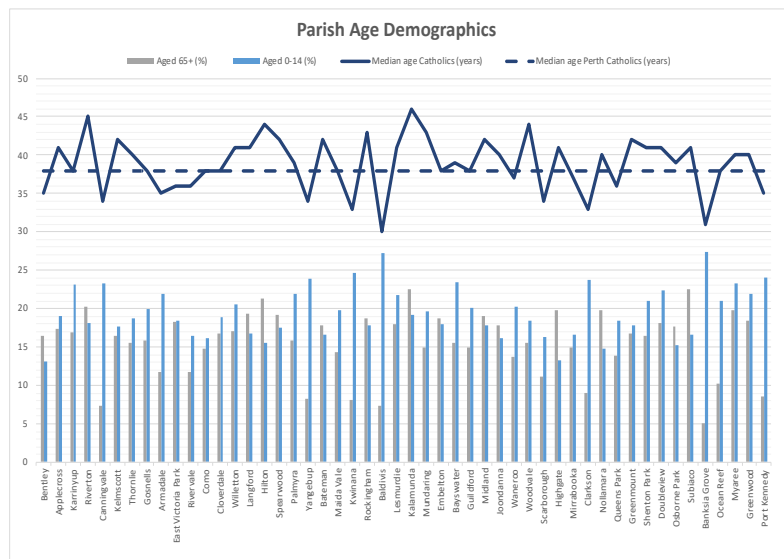
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Parish Demographics for the Parishes Surveyed

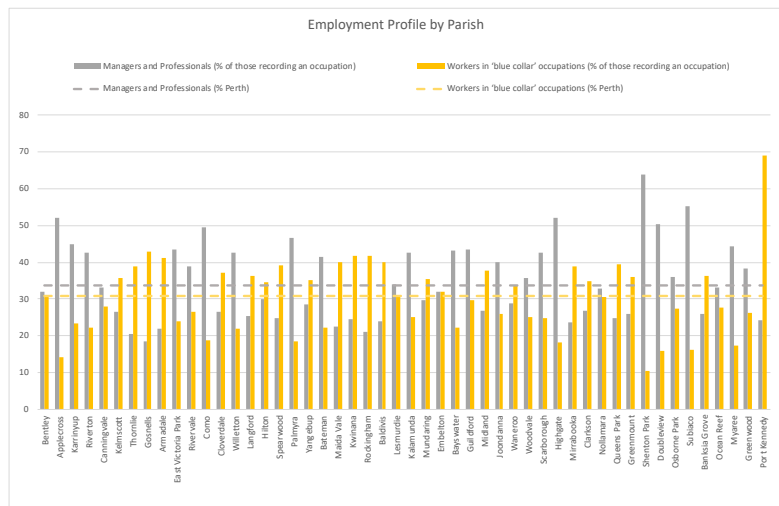
50 Catholic Parish priests or their representatives were interviewed from a range of parishes in the Perth metropolitan areas. They have ranged from small suburban, to small semi-rural, to very large parishes (based upon 2016 census data obtained from the May 2020 reports prepared by the National Centre for Pastoral Research). The Catholic population ranges from 1227 to 14270 in these parishes, which represents anywhere from 13.6% of the total population of the suburb to 42%.



The diversity of the parishes can be represented by the age demographics where the median age ranges from 30 to 46 years of age, with between 13% to 27% under the age of 14 and between 5.1% to 22.6% over the age of 65. As can be seen from the graph, some of the parishes median age is lower or higher than median age of Catholics in the Perth Archdiocese in 2016. Riverton and Kalamunda have higher median age and the newer suburbs like Baldvis and Banksia Grove have lower median age.



In a similar manner the employment profiles of the parishes indicate something of the diversity of those parishes interviewed. A few parishes have significantly more Managers and Professionals and others more workers in 'blue collar' occupations. Suburbs like Applecross,



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Highgate, Shenton Park, Subiaco and Doubleview have higher concentrations of Managers and Professionals and suburbs like Gosnells, Armadale, Kwinana, Rockingham and Port Kennedy report higher levels of 'blue collar' occupations.

Overall, the 50 parish priests interviewed represent 58.3% of the Catholic population of the Perth Archdiocese based on 2016 census data.

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focus of the PPC or its members. 2.7% of the responses spoke about the effect of COVID in disrupting their PPC. Overall, **29.1%** of responses can be considered as the sessions had a positive effect on their ministry, with only 1.6% as negative and 4.4% as neutral.

Theme	Parent Theme	Total Codes	%
PPC Operations			
Changed operation of PPC	PPC Operations	10	5.5%
Clarified PPC Roles	PPC Operations	25	13.7%
PPC Formation	PPC Operations	10	5.5%
PPC still being developed	PPC Operations	8	4.4%
Supported operation of PPC	PPC Operations	15	8.2%
Response Type			
Negative Response	Response Type	3	1.6%
Neutral Response	Response Type	8	4.4%
Positive Response	Response Type	53	29.1%
Alternate Models for PPC		7	3.8%
Challenge from PPC Members		9	4.9%
COVID Affected		5	2.7%
Mission and Vision		10	5.5%
Resistance to change		7	3.8%
Strategic Planning		12	6.6%

Examples of positive responses are

*good model for other parishes
change in attitude of parish pastoral council members became very supportive,
united, knew their roles
felt inspired,
well attended*

examples of negative responses

*Not very useful
no direct purpose developed*

and those that can be considered as neutral responses.

*some repetition for PPC members as they have just undergone formation for PPC
year before
Nothing, effective PPC structure already in place, some minor changes to members
roles and positions
Nothing much, already well formed PPC and have parish plan in place, refreshed
vision statement*

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Examples of no effect on Priestly Ministry included

not sure if parish pastoral council members will be receptive of formation program and prayer, some resistance

Parish Priest takes charge of the life of the community pastoral, relational, projects final decision sits with Parish Priest,

none as parish is responsibility of Parish Priest difficult for other to assist

3 Why did you decide not to participate?

Of the 16 priests who decided not to participate in the Parish Pastoral Council Renewal sessions, the majority (47.1%) do not have an operating PPC, 23.5% of the priests were newly appointed in the parish since the sessions were run and 23.5% indicated that they did not attend due to other commitments.

Theme	Total Codes	%
Newly appointed in Parish	4	23.5%
No operating PPC	8	47.1%
Resistance from PPC members	1	5.9%
Other commitments	4	23.5%

4 What factors or challenges that prevented you from participating?

When asked what factors or challenges prevented them from participating, the responses were evenly split (29.4%) between other priorities, PPC operating well already or PPC still being formed. 11.8% suggested it was due to being new in the parish.

Theme	Total Codes	%
Other priorities	10	29.4%
PPC Operating well already	10	29.4%
PPC being formed	10	29.4%
Newly appointed in Parish	4	11.8%

Examples of the responses include

*Meeting immediate need rather than more abstract constructs
have a finance committee, provides functional support, use facilities in the school,
they have plenty of resources*

*Practicality of the program on offer
too much to do, cannot do everything
colliding priorities,*

parish history and connection to dioceses

focus more on priorities and necessary meetings

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with school principals etc	Hub operating	5	6.4%
with PPC members	Hub operating	4	5.1%
Supportive of my ministry		8	10.3%

Examples of the variety of responses

*Very useful idea for collaboration
 plan to get PPC members to meet together as hub expecting good outcomes
 Have identified a number of areas to work together - discussion on RCIA, Reconciliation, After school RE classes, Parish retreat
 Sharing RCIA as too impractical on own
 come together to meet for meal, share ideas, then can understand each other
 hub has been strongly supportive, really like to meet other priests
 Haven't met since Christmas, no one taking a lead on organising meetings
 some resistance from larger parishes
 Been affected by COVID, limited contact between the group*

7 How has this impacted the parishioners and the parish community? and 8 What has changed/improved as a result?

Due to the limited responses to this question, 69 in total and the overlap in the responses from the parish priests, I have combined the two questions into one for this analysis.

26.1% of responses related to having an effect on sharing of resources (reconciliation, retreats, liturgy, RCIA, faith formation) between parishes due to this collaboration. Only 18.8% felt that there had been no or limited impact or were waiting for a variety of reasons to see some outcomes 29.0%

Theme	Total Codes	%
No impact	6	8.7%
Limited Impact	7	10.1%
Good Impact	18	26.1%
Work in progress	20	29.0%
Sharing of Parish resources and liturgies	18	26.1%

No impact

*Nothing too much
 Need to find broader project to draw in more parishes through projects like reconciliation, retreat etc.
 parish demographic middle aged and elderly*

Limited Impact

*Had impact in local parishes but dependant on the parish priest
 Waiting for Plenary Council outcomes to see how that impacts in this area
 Limited impact on wider parish but parish pastoral council subcommittees aware of Hubs and potential
 Trying not to overload parishioners, be careful in what we are taking on with other parishes to avoid overloading*

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Theme	Total Codes	%
Lack of leadership	9	14.5%
Communication	4	6.5%
COVID	5	8.1%
Not needed	13	21.0%
Personality differences	10	16.1%
Apathy	7	11.3%
Zone meetings suffice	4	6.5%
New to parish/area	6	9.7%
Other barriers	4	6.5%

Lack of leadership

*some attempt been made, priests too independent
local hub driven by parish pastoral council not parish priest
Local clergy only meet for 2nd rite and then socialise, don't meet otherwise
attempted meeting organised by Fr Nino was cancelled*

Communication

*Lack of proper communication between parishes, willing to meet with local parishes
parish hubs can slow down the work in the parish, waiting for meetings, responses,
engagement etc*

Not needed

*currently sharing resources like 2nd rite reconciliation etc,
parish hubs can slow down the work in the parish, waiting for meetings,
responses, engagement etc
No need for hubs as already working with local priest
Parish and surrounding parishes are very large so a hub would be too big*

Personality differences

*interested but recognise cannot craft the relationships with parish priest, takes effort
to maintain any relationship
need to select relevant parish priest to join with hub not just local parishes, need to
be selective as surrounding parish very different some order parishes, some are
diocesan*

Apathy

*challenges with personality conflicts, attempts have been made but not taken up
tried to coordinate
Parish in middle of group not in unique pocket like other parishes
nothing really happened
actions not taken
not able to get in contact with local priests*

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11. How do you think your parish might benefit from the hub approach?

When questioned on the perceived potential benefits for working as hubs, the responses indicated that majority of the priests (67.6%) believed that they could see positive outcomes for the parish in working in some form of hub, for 31.0% of these it related to sharing of resources between parishes and for 9.9% it meant improved communication. Only 7% of the responses suggested that they could not see any benefits but 18.3% agreed that the concept needs more work to develop.

Theme	Total Codes	%
Resources Sharing	22	31.0%
Improve Communication	7	9.9%
Positive Impact on the Parish	19	26.8%
No Impact on the Parish	5	7.0%
Don't know	3	4.2%
Needs more work to develop	13	18.3%
Negative Impact on the Parish	2	2.8%

Previous experience with hubs been good allows parishioners to open up to sharing exchanging ideas, could be beneficial to the community, The way of the future, can't afford to ignore this

12. What support could the Parish Renewal team provide to help you connect with your neighbouring parishes?

When asked how the Parish Renewal team could support you to connect with the surrounding parishes, the responses were fairly evenly split between helping to organise or attend meetings (23.1%), organise seminars, training or formation sessions (21.2%) or help build relationships with surrounding parishes (26.9%). 19.2% wanted the team to continue to share any resources or ideas they have and only 9.6% of respondents indicated that they didn't know how the team could help. Again, these responses are indicative of the number of differing concepts about what could constitute a parish hub.

Theme	Total Codes	%
Organise/attend meetings	12	23.1%
Organise seminars/training/formation	11	21.2%
Help build relationships/networks	14	26.9%
Share resources/ideas	10	19.2%
Nothing/Don't know	5	9.6%

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Organise/attend meetings

could facilitate local hub meeting

Arrange hub meetings with priests and parish pastoral council chairs, don't leave it for priests to arrange

Get parish priest to commit to hubs or let them go their own way

bring in priests from hubs that are working well

Organise seminars/training/formation

Help develop Regional Parish Council hubs

ongoing formation of parish pastoral council

need to make sure that the priests understand why this is relevant and make sure that they support the idea

formation of parish pastoral council members to work in hubs

need to help change idea of parishioners regarding parishes structure

Help build relationships/networks

perhaps different model of hubs not zone based, find the fertile ground if parish

priest don't connect then it doesn't work, some cultural blocks

extend the hub model to parish pastoral council

Trying to build relationship

Needs direct positive support to make things happen

Maybe, depends if can help other priests to be part of hubs

Share resources/ideas

Offer parish pastoral council hubs to share learnings at local level

programs that align (i.e. RCIA starting at different times, different programs)

Good to have RCIA hub to prevent/waste time in providing support for candidates

Provide ideas, what other parishes are doing,

need to share what is working in other parishes

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Support

Over the period that the interviews were conducted the author put less of a focus on the questions of support as the response to these questions were obtained to a major degree within questions 5, 12 and 17. Again, given the similarity in responses questions 14 and 15 have been combined in this analysis but question 13 has been addressed separately due to its specific focus but there were a limited number of responses obtained to this question.

13. What have been the benefits to your ministry in connecting with the Parish Renewal Team to date?

Overall, 66.7% of responses indicated that there has been a positive effect in connecting with the Parish Renewal team, which either related to helping with planning within the parish (38.9%) or helped with the manner in which their PPC operates (27.8%). While 33.3% of responses indicated that they had not perceived any benefits of effect from connecting with the Parish Renewal team.

Theme	Total Codes	%
No benefits/effects	6	33.3%
Helped with planning	7	38.9%
Helped with PPC	5	27.8%

Helped with planning

helped refresh vision and mission of parish

actively support

Yes information sharing on formation and constitution for parish pastoral council

big picture visioning, planning, dreaming

Helped with PPC

kept the conversations alive

had problems with tension on parish pastoral council,

Website, training, the priority been kept active

the fact that the parish pastoral council renewal team exists to do this work

No benefits/effects

Problem with commitment from community to respond

Discussion at Zone meeting, no one there had implemented practical program

not everything things run the same way as before

parish very attached to the way things have been done previously

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14. How can the Parish Renewal Team better support you in your parish ministry? and 15. What strategies, programs, support would assist you in your parish ministry?

The most significant response (37.7%) to the question of what support is needed relates to further work with Parish Pastoral Councils either forming new members of PPC's, continuing to develop PPC members understanding of their roles or working to help develop a strategic model for the parish. Other responses include helping to improve communication between the parishes and the archdiocesan agencies (20.8%) or sharing of any available resources (18.9%). In all only 22.6% of responses suggested that they didn't need any support or don't know what support would be of benefit.

Theme	Total Codes	%
Help improve communication	11	20.8%
Organise meetings/formation/training	20	37.7%
Nothing/No help needed	6	11.3%
Share resources	10	18.9%
Don't know	6	11.3%

Areas of support requested or offered in some cases relate to guidance for priests in forming themselves around parish collaboration, providing more practical levels of support relating to administration tasks or technology support. For example

not had the chance to connect with the team yet, in favour of any help, programs, resources that may help and the parish pastoral council to build a stronger faith community

Share ideas between parishes, list of what's happening in other parishes, use collective minds to achieve same ends, priests don't get chance to see what's happening in other parishes (e.g. electronic donation systems)

Support for admin as no parish secretary support for IT, music license

share resources that are not available to smaller parishes

Consultation with other groups to help find the gaps in parish ministry

Need to share protocols around parishes i.e. what happens if parish priest gets

COVID, need processes in place to guide those trying to cope with situation, how to communicate with parishioners, set up communion services, other support, masses in other parishes

office as resources centre

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Parish Renewal

16. What does Parish Renewal mean to you?

The final question that posed relates to the Parish Priest's personal viewpoint regarding what does 'Parish Renewal' mean to them. This question was added to the survey after the trial interviews to try to assess what the shepherds of our flocks in the parishes envision as a strong and vital parish. As expected, this question received a wide variety of responses from the parish priests which is indicative of the diversity of experiences and



viewpoints of the leaders of our faith in the parishes. The responses do provide a richness and depth concerning the complexity of the faith journey of Catholics in today's world.

Theme	Total Codes	%
Faith formation	33	8.0%
Liturgy/Sacraments	9	2.2%
Outreach	39	9.5%
Community	67	16.3%
Spiritual Growth	41	10.0%
Communication	18	4.4%
Relationship with God	4	1.0%
Leadership	37	9.0%
Collaboration	13	3.2%
Cultural change	40	9.7%
Providing Resources	8	1.9%
Providing Opportunities	36	8.8%
Engagement	63	15.3%
Don't know	3	0.7%

Of the responses to the question of understanding of parish renewal, a portion (40.4 %) relate to the parish community, parish renewal is about an active and engaged community (15.3%), some relate specially to members of the community acting as leaders in the parish (9%) or the priest providing opportunities to meet the needs of the community members (10%).

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*Vision for welcoming and caring parish that brings people together
works to improve community spirit and builds stronger foundations for the future
get people to become part of the family with talents to share and give
Parishioners take ownership of own faith life, not leave it to the priest, encourage
people to take the lead
Growth in leadership of people
what are the needs of the people and the community
pastorally concerned for people, supporting the marginalised*

Another 18% of these responses relate to working towards growing the faith and spirituality of the parishioners and deepening their relationship with God

*faith beyond the Mass
Deeper meaning of faith, total conversion
Bringing a new vision, ways to reach people, evangelising spirit
help everyone grow in their faith, spiritually, pastorally, socially, and holistically
Parishioners living the Mission of Baptism and confirmation
Build personal relationships with God*

9.5% percent of the vision for Parish renewal relates to reaching outside of the parish as part of pastoral and outreach programs, ecumenical outreach or connecting with lapsed community members.

*review for outreach, absent parishioners lost touch
recognise part of universal church
Outward looking, evangelising, building relationships
find ways to reach out, not easy, well-educated people who questions, disagree with
the teachings of the church
Complex issue dealing with real lives of people where traditional religion does not fit
become a Church reaching out to the world*

The last portion of the response relate to actively working to change the culture of the parish (9.7%) or working in collaboration with community members to renew the life of the parish (3.2%)

*changing culture leading to personal change and leadership
get parish to meet halfway, need to change the defensive position
Strive to change the mindsets and culture of the parish
no idea of servant leadership
Need for collaboration, should include the renewal of priests who are trained in
context of their seminary
work in one mind and heart, serve as one community
shift to collaborative ministry*

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17. Is there any further feedback that you would like to provide to the Parish Renewal Team

As a way of concluding the interview process the parish priests were asked if there was any further feedback that they would like to provide. The majority of the responses were already covered in the earlier questions; however, it does serve to reinforce that there is an ongoing need to support priests in their ministry in the parishes in a variety of ways with 81.2% of responses indicating that ongoing support is needed.

Theme	Total Codes	%
Need assistance with cultural change	33	15.9%
Need further formation/training in Parish	9	4.3%
Nothing more	39	18.8%
Share resources	67	32.4%
Continue the good work	41	19.8%
Need support in the Parish	18	8.7%

Open to any ideas and advice

follow up work as promised

More practical training

Offer online resources to be used as basis for discussion

Keep going, good work that is needed

appreciate the work the parish pastoral council renewal team has been doing

Thank you for refilling the bucket of renewal

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Conclusion

For those Parish Priests who have participated in the Parish Pastoral Council Formation session there was a good portion of them that felt there was a beneficial outcome in developing the members of the Parish Pastoral Councils in terms of clarification of roles, vision for selection of the 'right' person for the role and changing the focus of the PPC away from operational to more aspirational. The sessions had an effect in helping develop mission and vision of the Parish and helped towards strategic planning. The outcome for the priest's ministry was positive in that the sessions improved collaboration and working together towards the mission of the parish and also helped improve communication with parish council members and parishioners due to the way the parish pastoral council is operating. There was a limited number of concerns regarding COVID disruptions and PPC members who are challenging to move towards a more advisory model of Parish Pastoral Councils.

For those limited number of priests who decided not to participate in the Parish Pastoral Council Renewal sessions, they either do not have an operating PPC, were newly appointed in the parish since the sessions were run or a few did not attend due to other commitments. Some of these did ask that sessions be run in their parishes or for the Parish renewal team to provide resources for them or their PPC members to use. Only a limited amount of the priests indicated that they did not need any support with their PPCs.

Regarding hubs, there is the indication that differing conceptions of what hubs are intended for has an impact on priests' engagement with the concept. Differing concepts about what could constitute a parish hub range from priests working to support each other, working with each to share parish liturgy, resources and events, working in hubs including PPC leadership and/or members and/or with their school principals and the broader concept of whole parishes being united into a local Catholic hub. Given that a number of the interviews were conducted with order priests who have their own support network, that is not available to most diocesan priests, added to the complexity of getting clarity on who is participating in hubs and what the benefits are for them.

Generally, it can be inferred that the majority of the priest's believed that they could see positive outcomes for the parish in working in some form of hub. How this could be facilitated varied from priest to priest. This suggests that there may need to be more work done on exploring this concept with the Parish Priests and try to get some clarity in the future if this concept is to be developed further.

The questions of what further support and of what type is needed by the priests suggest that there is still an opportunity help form new members of PPC's, continuing to develop PPC members understanding of their roles and working to help develop a strategic model for the parishes. There remains the need to provide as many resources as possible to available to assist with this process.

With regard to the question of an understanding of Parish Renewal, the main views expressed were around Parish Renewal relating to building stronger and more vibrant Parish communities that are led in collaboration with the Parish Priest. Also engaging effectively

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with the community to better understand how the priests can help to address the changing needs of the faithful featured prominently. Developing and deepening people's faith and spirituality remains constant as does the need for communities to reach out and be outwardly focussed on the needs of the wider secular community. Interestingly liturgy and the sacraments were not strongly mentioned in the responses regarding Parish Renewal and I can only speculate as to why this might be.

The above conclusions are specific to the interpretation of the data by the author and additional robustness from the data can be obtained through an independent review of the data set.

Thank you to the parish priests for the manner in which they responded to this survey and to the Parish Renewal team for the support I was given in undertaking this research.

Nigel Hayward
Parish Renewal Project Officer
17th June 2022

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Appendix

PARISH RENEWAL PROJECT QUESTIONNAIRE

Aim To determine the engagement of the Clergy with Parish Renewal initiatives.

Interview Questions

Thank you for making the time to meet with me today.

As you know The Parish renewal Team was set up as one of the priorities areas of the Pastoral Plan for the Archdiocese. Over the past five years we have strongly encouraged parishes to collaborate with one another by means of creating Hubs and we have offered opportunities to form the leadership group in the parish. We are seeking your help to review what has been put in place to date and explore directions for the future.

The purpose of my visit today is to find out from you how your connection with us has impacted your ministry in the parish and to ask you how we can better support you, in your ministry, in building a more vibrant and united parish.

[Option to record interview, treated in confidence, only I have access to the recording and they will be deleted as soon as I have confirmed the contents against my notes]

Parish Pastoral Council Formation Sessions

The Parish Renewal team has offered formation session for both Priests and Parish Pastoral Councils on the updated Constitution for Parish Pastoral Councils (2017) to examine the role and function of the Parish Pastoral Councils in the life of the Parish

- Where you able participate in any of the formation sessions? **Y/N**
- Did members of your Parish Pastoral Council attend formation of PPC sessions? **Y/N**

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(If yes)

- What did you find most useful from the sessions in helping you to carry out to your ministry?
- What impact have these sessions had on your ministry in the life of the parish?

(If not)

- Why did you decide not to participate?
- What factors or challenges that prevented you from participating?
- How can the Parish Renewal team assist you in overcoming these factors/challenges?

Working in Hubs

One of the initiatives the Parish Renewal team has strongly encouraged in the past five years for parishes to create a hub with their neighbouring parish working together to share resources and ideas and be support one another in creating vibrant parish communities.

- Have you had the opportunity to create Hub with your neighbouring parishes? **Y/N**

(If yes)

- What has been your experience of sharing your ideas and resources in a Hub?
- How has this impacted the parishioners and the parish community?
- What has changed/improved as a result?
- How has working in a Hub assisted you as Parish Priest?

(If no)

- What has prevented/limited you from doing so?
- How do you think your parish might benefit from the hub approach?
- What support could the Parish Renewal team provide to help you connect with your neighbouring parishes?

Support

- What have been the benefits to your ministry in connecting with the Parish Renewal Team to date?
- How can the Parish Renewal Team better support you in your parish ministry?
- What strategies, programs, support would assist you in your parish ministry?

Concluding question

- What does Parish Renewal mean to you?
- Is there any further feedback that you would like to provide to the Parish Renewal Team

Thank you for your time. Your contribution will be very valuable for us moving forward and to ensure that we are meeting your needs.