



Criteria to Evaluate Paulist Foundations and Ministries

February 1, 2024

Paulists are a Society of Apostolic Life with a history of listening to the Holy Spirit and responding to the signs of the times. Like most of the North American church, the number of Paulists available today has returned to the level it was in the early 1900's. It is neither just nor good stewardship to ask half as many people to fulfill the same number of ministries as existed 20 years ago.

To respond to these changes and to ensure the Paulists Fathers can continue to provide the level of ministry and pastoral support for which they are known, a review of all ministries is under way. As a follow up to the mandate from the 2022 General Assembly the General Council drafted four criteria to evaluate Paulist foundations and ministries today and for the future.

1 Paulist mission and charism

- 1.1 How does this ministry help us to fulfill our mission now and in the next 5 years?
- 1.2 How does this ministry allow us to live our charism now and in the next 5 years?

2 Caring for Paulist Fathers

- 2.1 Do we have Paulists capable of leading this ministry today? In 5 years?
- 2.2 Do we have Paulists willing to lead this ministry today? In 5 years?
- 2.3 Do we have 2 or more men to live in community?
- 2.4 Can we care for our SMS Fathers here?
- 2.5 How many Paulist vocations has this ministry produced in the past ten years?
- 2.6 What is the level of Episcopal support for this ministry?

3 Care for the People Served by Paulists

- 3.1 How many people do we serve? Use the status animarium or equivalent for 2021-2023
- 3.2 Do we have a special ministry to those on the periphery?
- 3.3 If we leave, who can continue to serve these people? Is there a natural partner to continue the ministry?

4 Financial Viability

- 4.1 What are the revenue and expenses for this ministry for the past three years?
- 4.2 What does this ministry contribute to the Paulists' appeal? Donors and dollars
- 4.3 What did this ministry contribute to the capital campaign? Donors and dollars
- 4.4 Do we own property? If yes, what capital improvements are needed?



Project Update and Timeline

Timing	Activity
✓ Sep 2023	General Council selects consultant to facilitate process
✓ Oct 3, 2023	Discussion of process with Pastors, Superiors, and Directors
✓ Nov 2023	Initial data collection Mission and charism discussions
✓ Dec 8, 2023	General Council discussion of the Paulist mission today, the changes in the Paulist talent pool, and possible criteria to assist in evaluating current ministries
✓ Dec 15, 2023	Town Hall - GC shares update with all Paulists on December meeting Survey all active Paulists on personal ministry interests and priorities
✓ Jan 31, 2024	General Council reviews survey feedback and drafts criteria for decisions
Feb 5	Town Hall - Draft criteria for decisions shared for discussion and feedback
Feb 13	Feedback and suggested revisions to criteria due
Feb 5-29, 2024	Pastors, superiors, and directors and their teams complete ministry review form and provide data and context on the criteria for review
Mar 5-6, 2024	Special General Council meeting to review foundations and national ministries in light of criteria and discern where to allocate Paulist resources in 2024 and beyond
Mar 7-11, 2024	Communication and transition plans announced for affected Paulists and affected ministries
Mar 15 – Aug 31, 2024	Implementation of required ministry transition plans including celebrations of Paulist impact in ministries that will sunset in September
Sep 1, 2024	Foundations and Ministry celebrations and transitions complete



Next Steps and Action Items

Due Date	Action	Person Responsible
Fri, Feb 2	Send draft case for change letter to GC	Fr. Rene
Fri, Feb 2	Draft language for accompaniment through transitions	Fr. Ricky
Fri, Feb 2	Send reminder link to sign up for Town Hall	Fr. Dave
Sat, Feb 3	Post on list serve encourage others to attend Town Hall	Fr. Bob, then others
Sat, Feb 3	Call house meeting to discuss process and encourage attendance at Town Hall	Fr. Dat and Fr. Chuck
Sat, Feb 3	Schedule staff meeting for next week to begin gathering data	Fr. Dat and Fr. Chuck
Mon, Feb 5	Send case for change letter to all Paulists and copy bishops	Fr. Rene
Mon, Feb 5	Draft form for electronic feedback on 4 criteria	Matt
Mon, Feb 5	Town Hall to share criteria and process	PB
Fri, Feb 16	Draft form for electronic submission of data from each foundation and ministry and email to GC for confirmation	Matt
Mon, Feb 20	Send form to all pastors and directors	Fr. Rene
Tue, Feb 21	Post on list serve encourage others to attend Town Hall	Fr. Bob, then others
Thu, Feb 29	Forms due electronically	All
Mon, Mar 4	Initial analysis and summary of data	Matt and Fr. Dave
Tue, Mar 5	Discern which foundations and ministries to staff	General Council
Wed, Mar 6	Create communication plan and timing	General Council
Thu, Mar 7	Execute on communication plan with pastors and bishops	Fr. René
Mon, Mar 11	Town Hall to share decisions with Paulists	Fr. Rene