

§800 REVIEW OF PRIESTLY MINISTRY

The purposes of a review of priestly ministry are twofold. The first purpose is to foster growth in ministry. In an effective review, the strengths of the priest are recognized and affirmed. Areas for growth are identified and a plan for building on strengths and developing skills is formulated and implemented. In addition, with knowledge of the strengths of a priest, the Priests' Placement Board is better able to match a priest with a parish or ministry which needs his gifts. A second purpose is to promote accountability. An effective review encourages the priest, the parish, and the Archdiocese to examine their role in living the Gospel imperative.

§801 REVIEW OF MINISTRY FOR ALL PRIESTS

<p>801.1. Policy There shall be regular review of performance of ministry for incardinated¹ priests active in the Archdiocese.</p>
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Procedures

- a) Each incardinated priest (hereinafter referred to as “priest”) active in the Archdiocese shall participate in a Periodic Review of Performance of Ministry approximately every five years.
 - 1) Periodic Review shall consist of feedback from a representative group of persons familiar with and served by the priest’s ministry, such as staff, parish leaders, parishioners, colleagues, constituents.
 - 2) The Office of Ministerial Evaluation (OME) will initiate the first Periodic Review, taking into account length of time in the parish/ministry.
 - 3) The Episcopal Vicar sends a letter to the parish which is published in the bulletin. It describes the review process and indicates who will be formally consulted. It asks parishioners with a particular insight or concern to write to the Vicar directly.
 - 4) Upon completion of the Review, the Pastor/Associate Pastor, publishes a summary of Performance Plan (goals and objectives developed based on data collected) in the bulletin.
 - 5) Subsequent reviews will be initiated by the OME on a cyclic basis, approximately every five years, taking into consideration the date of assignment.
 - 6) The first Periodic Review after ordination will be scheduled after approximately 3 years in the parish/ministry to which the priest is assigned. Subsequent periodic reviews would be scheduled approximately every 5 years.

¹ Any priest permanently attached to the Archdiocese of Chicago.

- 7) Periodic Review reports will be available for use in the placement process.
- 8) The Priest's Placement Board will maintain a record of the Periodic Review process.
- 9) The appropriate Vicar shall approve exceptions.