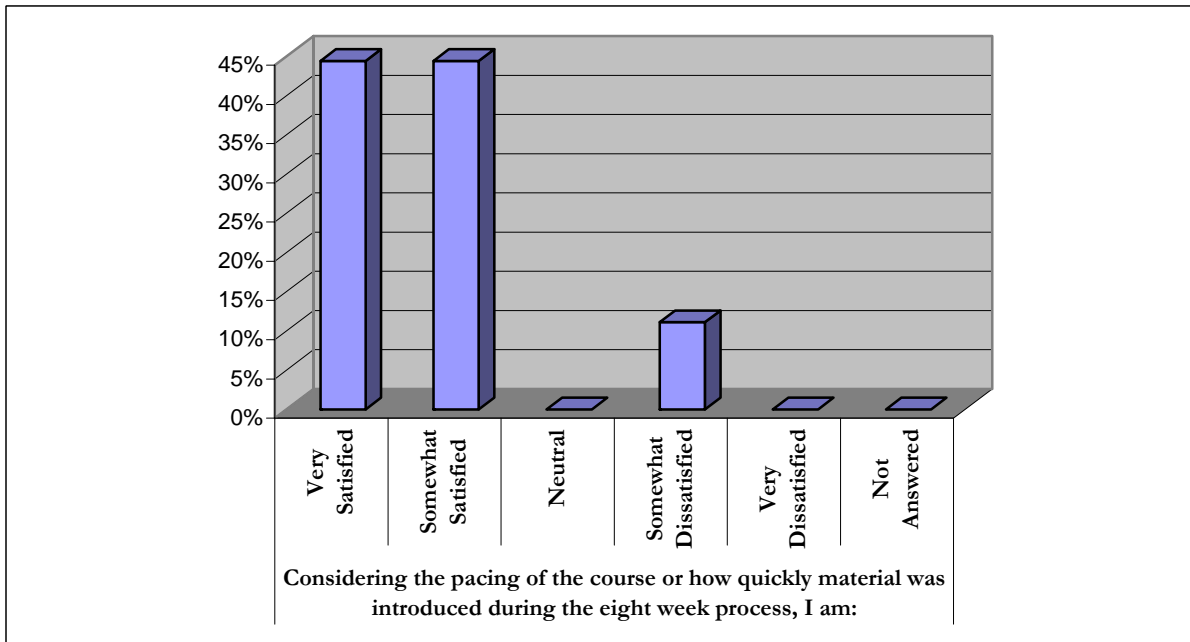
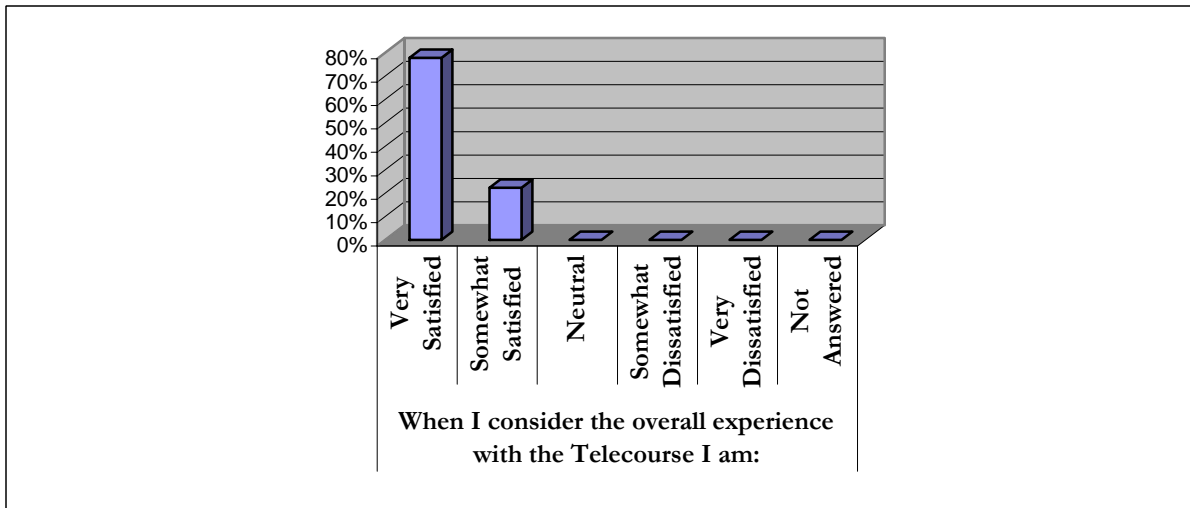


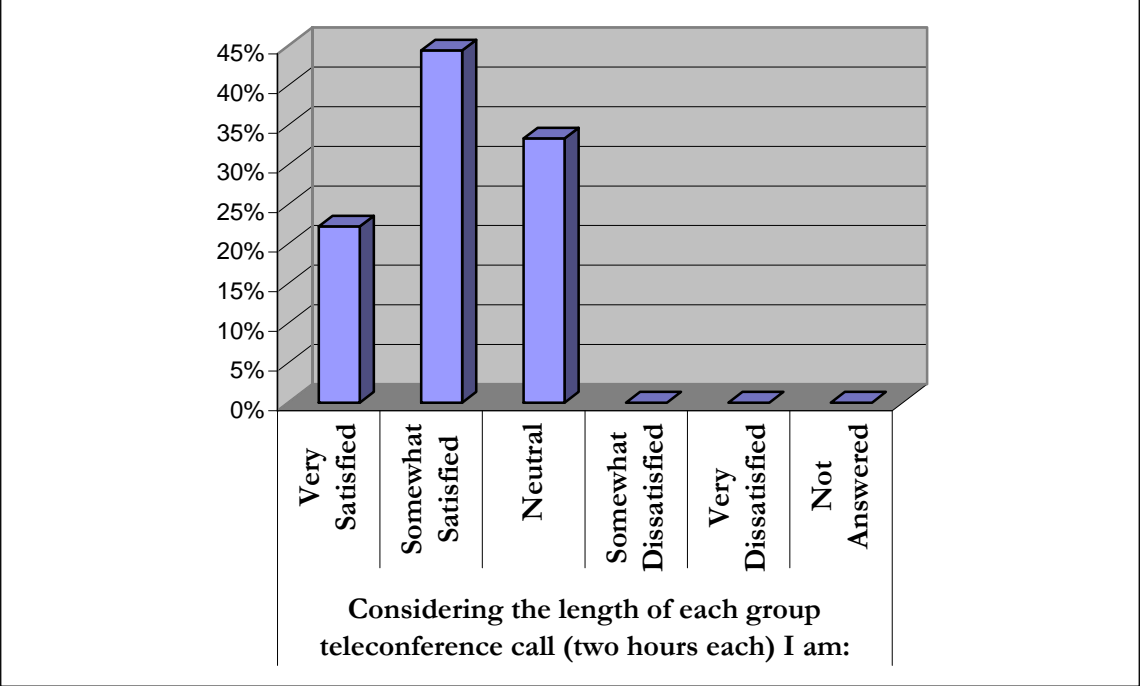
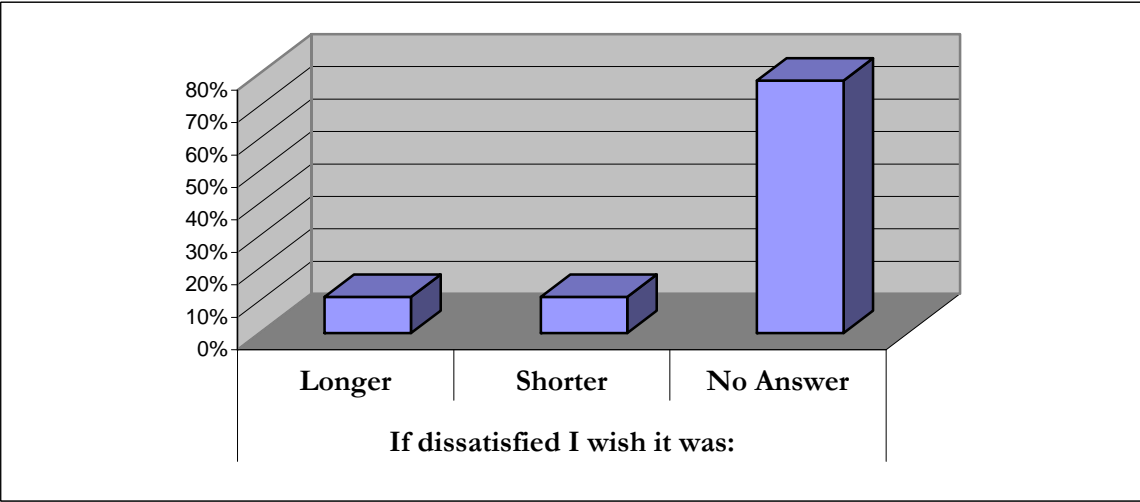
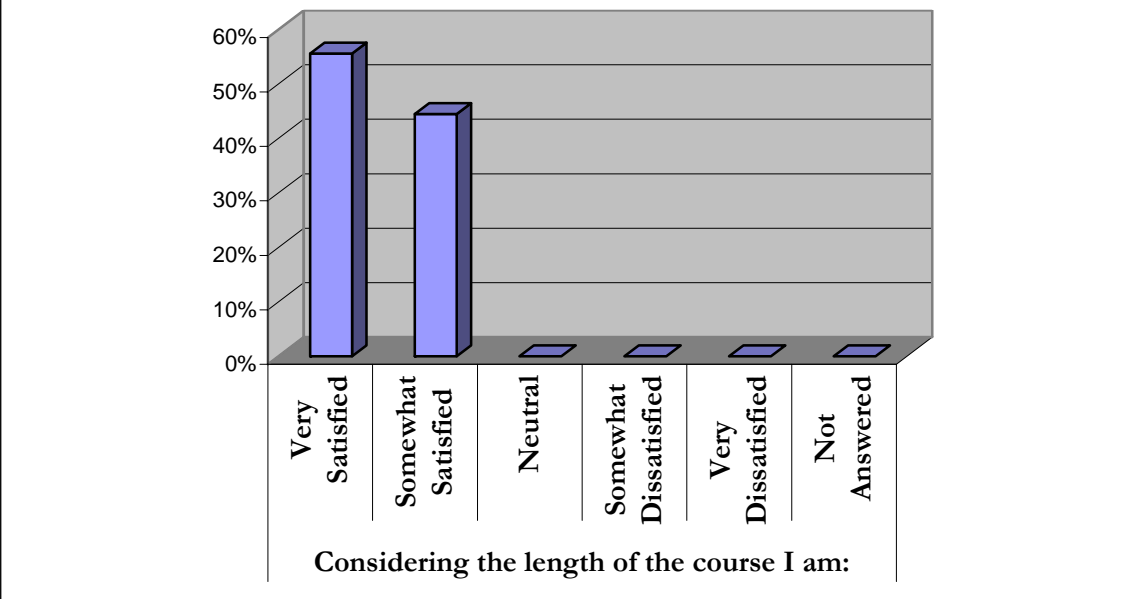


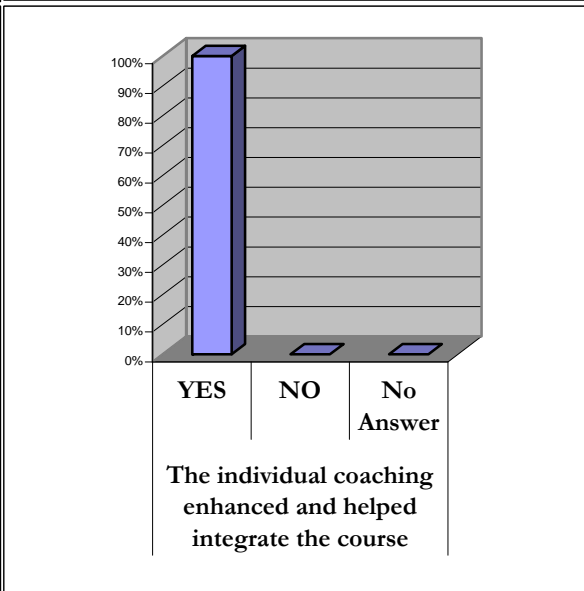
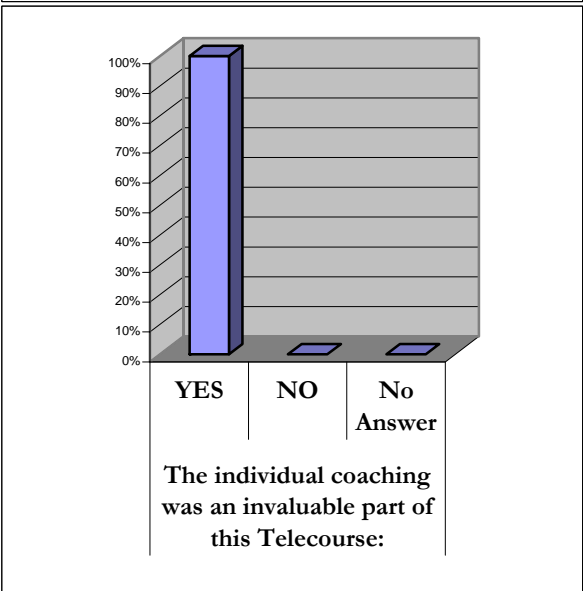
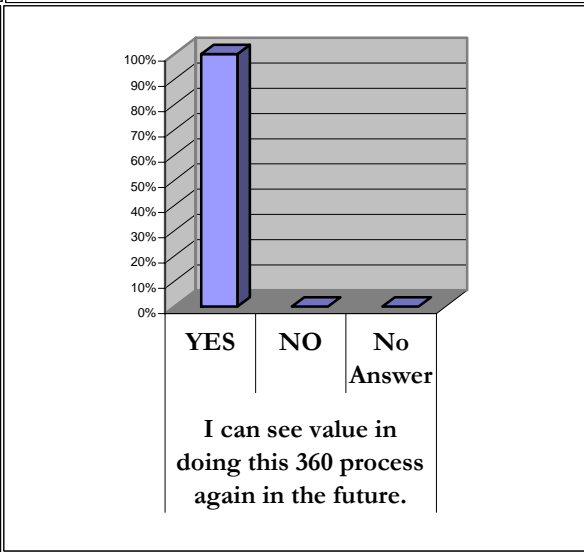
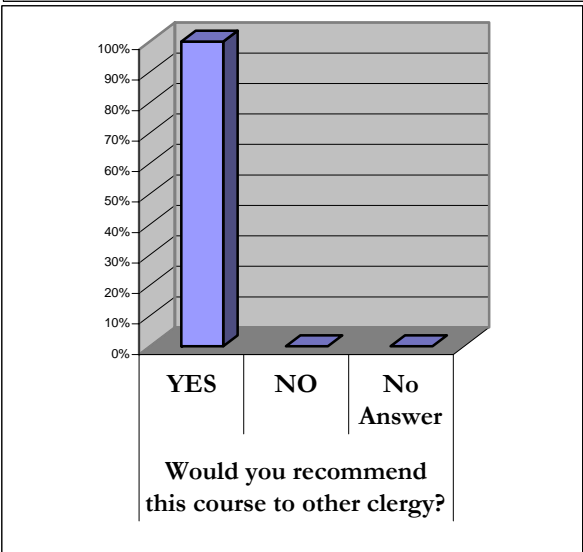
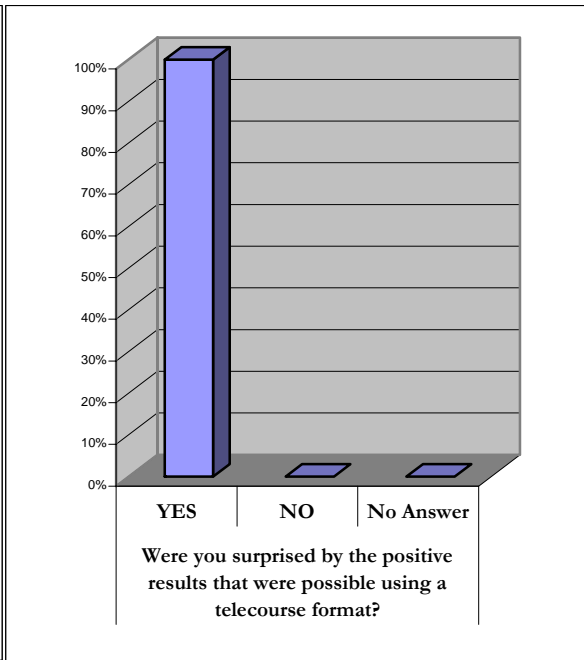
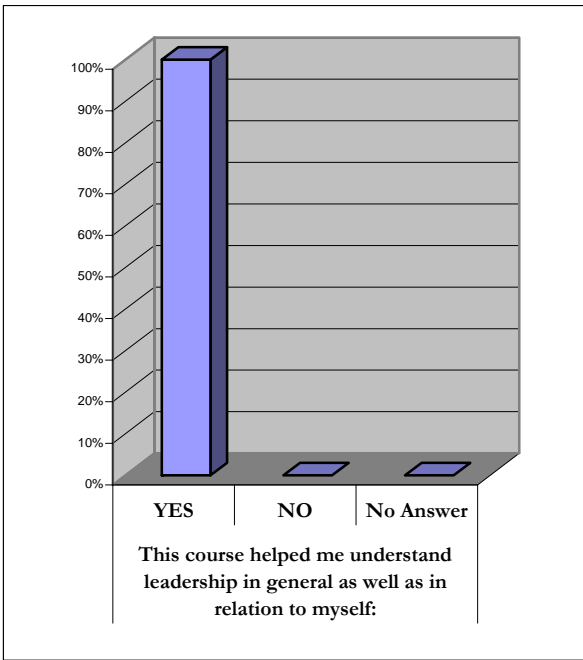
Ongoing Formation Leadership Telecourse Evaluation Summary

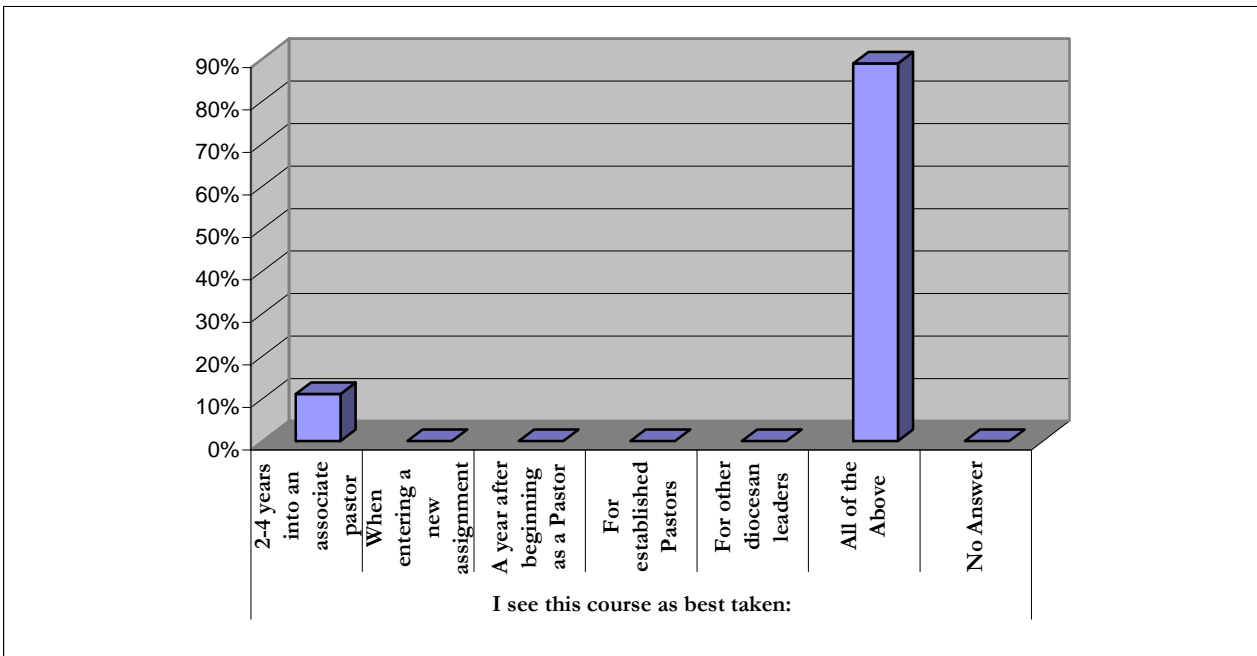
The following charts summarize the evaluations of recent course participants.

The evaluation of the Ongoing Formation Leadership Telecourse is summarized in this report. An internet form was used to gather telecourse evaluation data. The course evaluations are overwhelmingly positive. This confirms the idea that a highly structured telecourse format integrating group and individual coaching is a very cost effective means of accelerating the development of leadership skills that are essential to effective ministry. Participants overwhelmingly endorse such a program to enhance the formation of clergy.

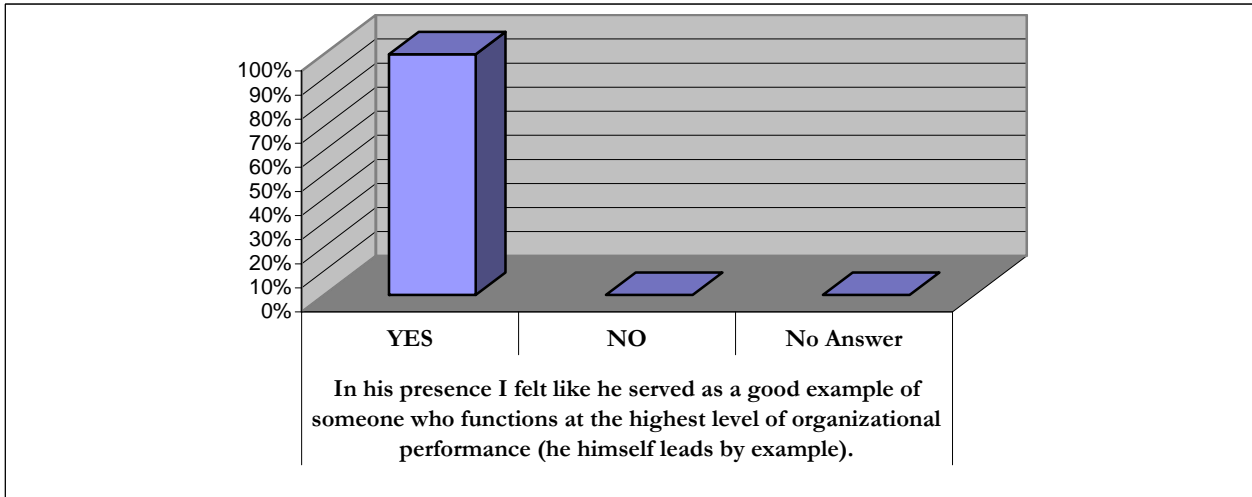
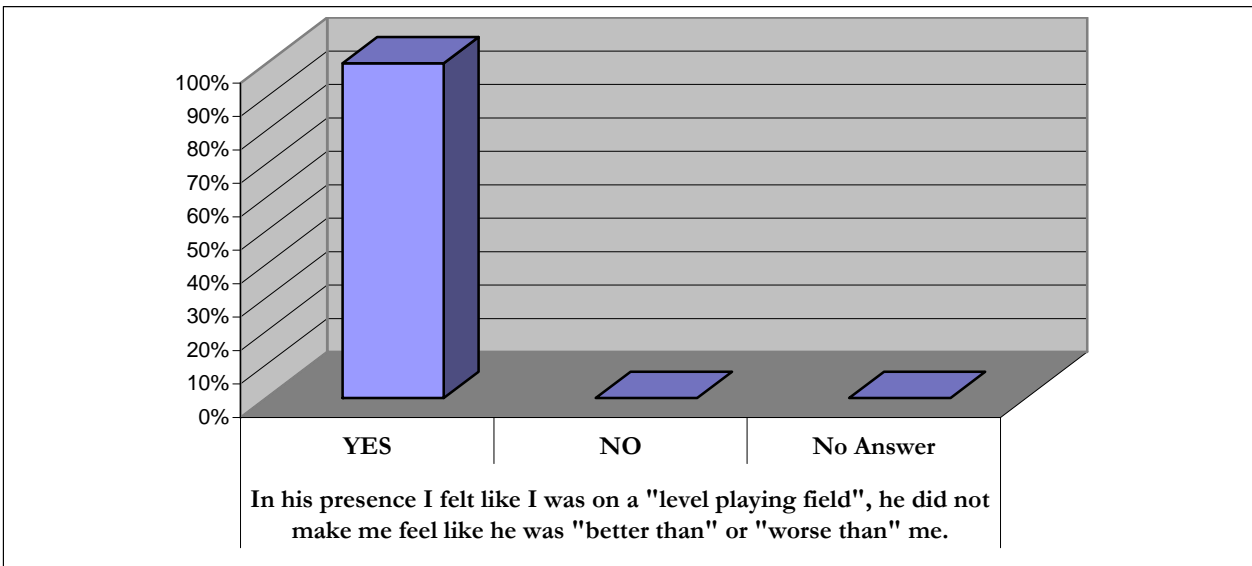








Regarding the facilitator: Tom Krapu, PhD



Open Text Items:

Overall, what I would most want future course participants to know about this Telecourse is:

- * How it can be such a help in gaining clarity and insight about your strengths and gifts for ministry as well as how to become a better leader for the parish and people entrusted to us in ministry.
- * That the results and outcomes far outweigh the time commitment the course requires.
- * Really give it your time and energy, put yourself into it and you will get a lot out of it. If you don't dedicate yourself to the calls and materials it is easy to let it slip.
- * It all makes sense! It is a great opportunity to reflect on strengths and see how leadership plays out in nearly every situation. It works great so long as the participants are open and honest to the process.
- * Not the "same old" early ministry educational program. The topics/results covered are immanently useful - i.e., I can use them the day we chat.
- * One needs to put in the time to prepare for the teleconferences and coaching calls. If one doesn't think about or reflect upon the materials, then I don't think they would get much out of it.
- * When being open and respecting the integrity of the group, we can learn a lot about our style of leadership, both strengths and weaknesses. Then work to become the type of leader we all want and want to be!
- * If you come into the experience with an open mind and a desire to learn more about yourself as a leader and future pastor, God will grace you with some unexpected surprises.
- * To be open to the process because it does have something to offer...the ability to work with different people in leading them to a greater understanding of God working in their lives.

Why would you recommend this course to other clergy?

* Leadership is a natural gift to many, but all of us need to really examine our leadership styles and seek out ways that we can improve to be more motivational to all we lead, from the staff to the person looking for a place to call home.

* It is a great help to my ministry!

* This course really helps you to be the kind of leader Jesus was. If Jesus ever had to do all of the administration stuff priests have to do today he would teach the principles and ideas of this course.

* I think overall it was a great eye-opening experience which has allowed me to see many aspects of leadership, conflict resolution etc. in myself as well as those whom I work with.

* As priests, we "have no choice" but to be leaders - in some way or another. The course recognizes that we are not all equally gifted in this regard, but it also reveals that we are certainly all capable of leadership. I also found that there was a solid foundation insofar as our Catholicness was concerned. Tom had a very good understanding of the ecclesial aspect of our roles as leaders - even if the concepts introduced or covered were not specifically ecclesial.

* I found the self-reflection to be useful in examining my style of leadership and developing methods of implementing changes to that style where necessary.

* I think that it allows us to consider in an honest way the strengths we have and our growing edges as it relates to leadership. This is something that I would think we would not always make time for without the structure of the course.

* Because there should always be growth in the way that we lead others. We don't have all the answers, and the times we think we do, are probably the times we need something like this to help bring us clarity.

* We all will find ourselves in leadership positions as priests; we need to understand our strengths and weaknesses in areas of leadership and how best to identify and utilize our strengths in leadership for building up God's Kingdom.

If I experienced a "WOW" as a part of this Telecourse it would be:

* What a difference it is when we really do begin to see people as people, not as a parishioner, sacristan, secretary, etc.. Not only was this a WOW! for me, but I think it has been a WOW! for those I work with everyday.

* How simple and effective leadership can be when we have greater insight into how self-deception works and can be overcome.

* In every individual coaching session I experienced a WOW in determining what I needed to work on and how to do it. With great insight and patience Tom was able to direct me towards an important task or goal and then give encouragement and practical suggestions as to how to arrive at them.

* The levels of leadership and how they relate to burnout. Business does not make for burnout. Lack of motivation seems more of the culprit.

* That my leadership potential is not necessarily based on my "improving" on my weaknesses, but rather on employing my strengths in relationship to others' abilities.

* Thinking about relationships between leaders and parishioners: in order to lead someone, you must first establish a relationship with that person, especially those you might naturally choose to avoid. Your avoidance does not happen in a vacuum; therefore, how you interact with others will be witnessed and possibly emulated by others within the parish.

* My "WOW" was the 360 feedback, which opened my eyes to how I am perceived and what areas I need to develop. I found it to be very useful.

* The 360 results were much more helpful to me than anticipated. Also the ease at which one could work at the highest level of performance was also surprising to me.

* The ability to reclaim some "stuff" that seemed lost in my life in dealing with relationships...both personal and work.

Some of what participants have wanted Tom to know:

* I just wanted to thank you for this experience; I was excited when the diocese offered this experience to us - a great avenue for us to continue learning, and I was not disappointed. I hope that this experience continues to be unpacked in my months ahead in the parish. All the best to you Tom. - "signed"

* Thank you for your insights into my development as a leader. The book was wonderful and one that I think every parish staff should read and discuss.

* I feel this course almost needs to be mandatory for all pastors. It really opened my eyes up to a lot of things.

* It was a wonderful experience. Thanks!!!

* Thanks for using your gifts in a way to help others. God has definitely blessed you with these abilities and so graciously share them with others. Thanks.

