Developmental Initiative Evaluation

You can use this worksheet to evaluate your developmental initiative (DI). It’s a tool in the broader process of refection and learning. The categories run parallel to the Developmental Initiative Worksheet.

The categories are explained in more detail in *Finding God in All Things*: Contemplation, Intercession, and Intervention. The book discusses the theories, methods, skills, emotional intelligence, and stance of effective parish development.

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| ***Finding God in All Things*: Contemplation, Intercession, and Intervention**, Michelle Heyne & Robert Gallagher, Ascension Press, 2023. You can find a **Developmental Initiative Evaluation” form along with “A Developmental Initiative Worksheet”** in Shaping the Parish Resources at [www.orderoftheascension.org](http://www.orderoftheascension.org) |

1. RESULTS & LEARNINGS

A. Results: What happened? What are the initial results you’re seeing? Also look at it in terms of the project goal/objectives. Is there anything to report regarding longer-term development goals? Any initial sense about sustainability over the long-term and under pressure? Relationship to the parish’s overall health? Relationship to the primary task of a parish church? Experience regarding your strategic assumptions -

B. What were the theoretical base and strategic assumptions for the project

a. Theoretical Base (connect related theory to the project and the particulars of your parish) -

*Mark one*

As expected, (in Action Planning) - - - - - Differed from what we expected -

If different, please comment –

b. Strategic Assumptions -rate and comment in relationship to strategic assumptions as noted in action planning -

Not on target 1 2. 3 4 5 Very much on target

Comment –

C. Reflection

*Make comments connecting what happened with the area of reflection.*

1. Strategic

*The Developmental Initiatives are by their nature strategic or at least they are in that arena. These elements may help you consider related factors.*

• Long term, developmental, likely to have a ripple or wave effect; rate and describe -

None 1 2 3 4 5 Strong effect

• Related to the primary task of a parish church or its primary cycle, i.e., The worship of God, the formation of the People of God, having a sanctifying relationship with the broader community. The Renewal-Apostolate Cycle of forming people in their renewal in baptismal identity and purpose and facilitating the movement between renewal and apostolate) –

No noticeable relationship 1 2 3 4 5 Strong relationship

Were adequate resources of time, money, and energy devoted to the initiative? rate and describe -

Not adequate 1 2 3 4 5 Very adequate

2. Demand System

*What is really developmental is usually also not urgent. It may be important, but it is not urgent. How do you establish a new demand system that serves what’s important?*

• How did you cope with all the other demands, expectations, and pressures of the parish an your life as you tried to focus on the DI? –

• How have you worked to create a new “demand system” that will make this initiative part of the parish’s routine business? –

3. Critical Mass

*In general critical mass theories are about building the overall level of commitment, competence and emotional maturity at the center of the parish so that it grounds the system in a mission orientation and an organizational culture that supports the mission. In relationship to a specific Developmental Initiative there may be two considerations.*

• Was there enough “weight” to support this particular DI? Enough energy to get the work accomplished? This has to do with the social and political process by which you help the parish move forward. (For example, if working on Group Functioning – was there enough initial support from members of the groups you wanted involved?) - Rate and Describe -

Not enough 1 2 3 4 5 Enough weight

In most DIs there is another consideration. Is enough of a critical mass developing in relationship to the desired results of the initiative? Rate and Describe (For example, if working on Group Functioning – Is a critical mass of competence and commitment beginning to develop in the groups going through the process? Are people becoming more skilled?) -

Not enough 1 2 3 4 5 Enough

Was there an “emotional inversion” in the parish, either broadly in the parish in general or in regard to this particular DI?

Yes No Unsure

Comment –

4. Internal Commitment

*This is often interrelated with critical mass considerations. You want as many people as possible, at least a critical mass, to have a high level of commitment to the direction or action that was chosen. This makes it more likely that the intervention will continue to have its benefits for the parish over time and under stress. The assumption is that commitment is built upon a base of valid and useful information and free choice. One element builds on the other. The more the information is valid and useful, the more likely the free choice, the more there is truly free choice, the more likely there will be internal commitment.*

a. What did you do to build internal commitment as seen is this approach? -

b. Assess  
Enough internal commitment for what was needed in this case -

Not enough 1 2 3 4 5 Enough

Base of free choice and valid and useful information to build the internal commitment -

Not enough 1 2 3 4 5 Enough

Comment –

5. Your influence

Was your influence adequate to manage the intervention?

Not at all Adequate 1 2 3 4 5 Very adequate

Comment –

6. Readiness

• Adequate dissatisfaction – Was there dissatisfaction with the way things were in relationship to the change projects field of interests? -

Not at all Adequate 1 2 3 4 5 Very adequate

Comment –

• Favorable stance of people – Was there a person, or more, who wants this to happen and is willing to spend energy making it happen? A person with enough influence with people who would need to cooperate in order for it to happen? -

Not at all Adequate 1 2 3 4 5 Very adequate

Comment –

•. Competence for change – Did we have the skills and knowledge we need for this particular intervention? -

Comment –

* It fit with the parish’s current culture -

Not at all Adequate 1 2 3 4 5 Very adequate

Comment –

• Resources available – the people, money, facilities and such needed to implement the project/change. -

Not at all Adequate 1 2 3 4 5 Very adequate

Comment –

• Energy and attention – The needed amount of energy was available -

Not at all Adequate 1 2 3 4 5 Very adequate

Comment –

• Formal authorization – Most of the efforts that can shape a parish only require the  
investment of the parish priest. That role assumes the authority to initiate efforts to improve the faithfulness and health of the parish. But there are situations requiring vestry action. Was there the needed authorization? -

Yes No Uncertain

Comment –

7. Your stance

• What leadership style did you take in doing the intervention? Was that effective? Did you find yourself needing a broader range of styles? -

• What is your usual stance in relationship to the parish and its leaders (loving critic, unloving critic, uncritical lover)? How did that effect the intervention?

C. Learnings

1. About change theory and methods
2. About spiritual practices in shaping the parish
3. About emotional & social intelligence in shaping the parish
4. About yourself as a person and leader

D. Next Steps

1. Thoughts on long-term goals –

2. Next steps in the short term –

3. Comments -