

Motivating others to grow: mentoring and accompanying, peer groups, gentle accountability, creative leadership in forming others.

1. What actually works in helping people in ministry roles to want to grow beyond where they are?
 - Who are they with? – They meet someone else, standing in their life as an *encourager* and *listener*.
 - Who are they worried about? – They feel some kind of *urgency* to be able to meet a need.
 - Who have they heard? – They hear *testimonies* of those with a diligent heart-attitude.

2. How do I break through the culture of just doing the minimum?
 - *Crowd* it out – grouping with others with a different attitude.
 - *Inspire* it out – testimonies of others with the right attitude and its impact on their personal life, apostolic fruitfulness.
 - *Listen* it out – one-to-one discussion to discover more about their attitude; the need to listen to find the source struggle.
 - *Tailor* it out – don't start them with any workshop; instead look for ones that would meet a need in that person.
 - **Bottom-line: a more personal approach is usually the key to overcoming this issue.**
 - CI workshops that would help: The Vocation of the Catechist / Being Guided and Guiding Souls

3. How is a workshop built to engage different learning styles and aim towards spiritual not just cognitive growth?
 - Learning by *hearing* – auditory platform, wide variety of voices, tonal variance, emotive engagement, music.
 - Listening by *seeing* – video platform, heavy use of beauty, quotes on screen.
 - Learning by *reading* – tasks themselves, what the tasks ask them to do, handouts.
 - Learning by *example* and *story* – narrative approach, witness-based, modeling good practices, mentoring, accompanying.
 - Learning by *doing* and *discussing* – task-based approach, but not in an academic format, sending out to their community.
 - Learning by *praying* and *contemplation* – spiritual effort and invitation, not only cognitive.
 - **Bottom-line: these workshops are built to really grow people, and their method and design needs to be trusted to succeed.**
 - CI workshops that would help: Discipling Adults / Personal Vocation and the Mentoring Relationship / The Human Person

4. Why does accountability matter in spiritual growth, and what is the difference between positive and negative accountability?
 - *Limitedly* negative and *not* the emphasized motivator:
 - Penalties (pay cut or lack of advancement).
 - Organizational threats (to be completed within this timeframe or else).
 - Exterior threats (danger from the culture, possible loss of the parish or school or freedoms or resources).
 - Guilt (exhortation to improve without enablement or listening to their circumstances).
 - *Generously* positive, strongly emphasized:
 - Credentialing (certificates incrementally offered) aimed at *credibility* and *responsibility* in the care of souls.
 - Chance to discuss and explore *with others* (adults need to talk to learn best)
 - Focus on *spiritual growth* rather than only functionality and roles (this is the *least* done and *most* needed thing).
 - Focus on their actual needs and gaps or *existing* forms of stuntedness, discouragement, loneliness, or guilt.
 - **Bottom-line: Christian maturity is less about independence and more about developing wise forms of dependence and shared commitment to grow – God's grows us as a family.**
 - CI workshops that would help: Catechetical Mentorship / Spiritual Accountability / Universal Call to Holiness

5. What are different ways to effectively use these workshops in groups?
 - One-to-one mentoring – at various levels of attention and long-term accompaniment.
 - Team mentoring – such as an RCIA team, youth ministry team, Sunday School group of teachers, etc.
 - Peer mentoring – inside the parish or school in small groups *or* among colleagues from other parishes or schools.
 - Pastoral staff mentoring – with the pastor in the lead, more for the sake of a shared vision than gaining a specific skill set.

6. What other helpful resources does Franciscan have to offer to help our parish or school succeed in our mission?
 - Our Resources section on the site: www.FranciscanAtHome.com/resources
 - Our annual [St. John Bosco Conference](#) and all Franciscan University's [other](#) summer conferences
 - Our ministry formation magazine – [The Catechetical Review](#)
 - Our [events](#) held for dioceses, local and on-line, and our [tutorials and webinar series](#)
 - Our University's online and on-ground [degrees](#) and [School of Spiritual Direction](#)
 - Our intentional priority on formation for pastoral accompaniment, with workshops on our platform that help build you in that specific skill set, and the option to join the [Franciscan International Guild of Catechists and Leaders](#)