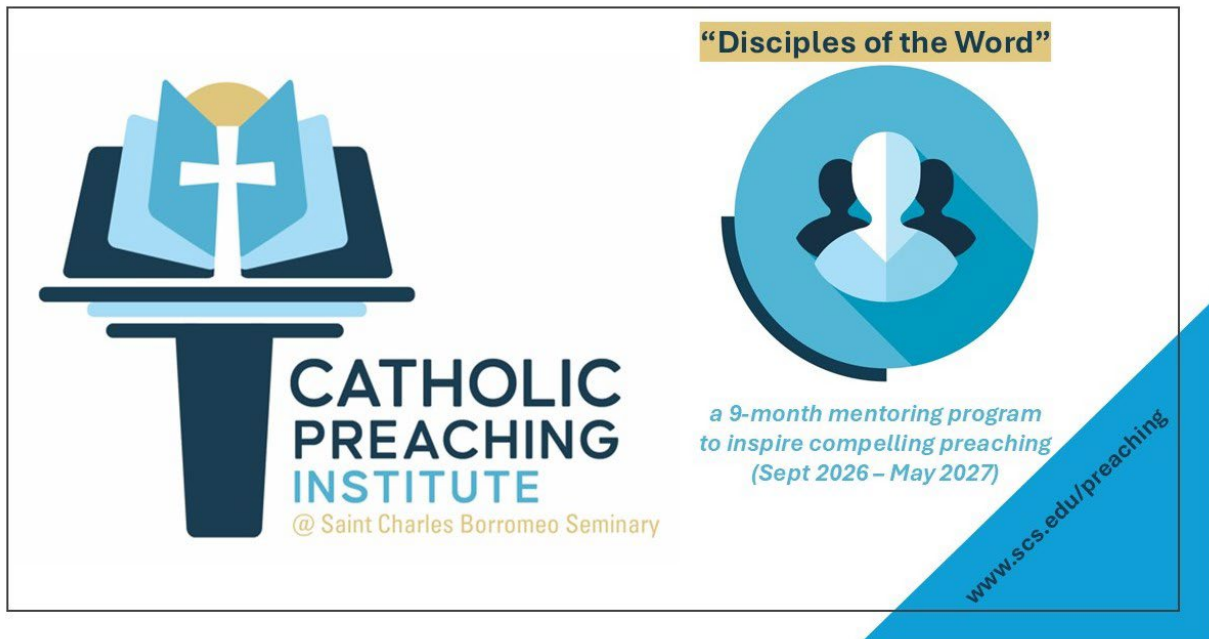




PROTOCOLS FOR 2026-2027

follow the links for separate PDF files

1. [The Program](#)

- a brief description
- preaching in an apostolic age
- mindsets for mentoring

2. [Collaborators](#)

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- on the part of collaborators
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 - communications
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- how to engage in a coaching dialogue
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- written reports by Fellows & Mentors
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“Disciples of the Word”

1. THE PROGRAM

THANK YOU for agreeing to participate in this new mentoring program!

Proclaiming the Word is the primary duty of clergy. Hearing the Word proclaimed is vital to the life of the faithful in every parish.

Yet more than 4 of 5 parishioners in the Archdiocese of Philadelphia tell us that the quality of the homilies they hear is only that – average, at best – with a similar number noting that the message of homilies does not usually stay with people beyond Mass.

We intend to change that ... by helping interested clergy become more compelling preachers.

Like many “professions,” preaching is perfected through practice, feedback and sharing best practices. **Disciples of the Word** is a *mentoring and coaching experience* for select priests and permanent deacons seeking to improve their craft.

By bringing together skilled preachers and interested listeners, CPI believes the dialogues that take place will provide actionable recommendations for preachers to implement ... so as to have a long-lasting impact on their own growth and development and on the vitality of the parishes in which they proclaim God’s Word.

➤ a brief description

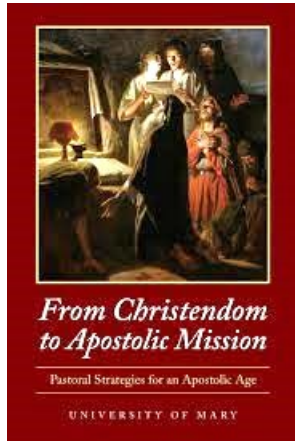
The program works through cohort learning. It brings together preachers seeking to improve their craft (**Preaching Fellows**), practitioners acknowledged for their skills (**Clergy Mentors**), and believers interested in providing a perspective from the pews (**Lay Advisors**).

Each preaching fellow will be *videotaped* giving his Sunday homily. Members of his cohort will *review* the recorded homilies on their own. Then, meeting together in-person on a monthly basis, each cohort will *respond* to what they heard, noting what worked well and what could be done better. Cohort members will also *recommend* ways in which the preaching fellow can become even more compelling – so as to make a substantial difference in how parishioners experience Sunday Mass.

➤ preaching in an apostolic age

As in any age, the Church in the 21st century is called to respond to the Word of God. But nowadays that world has changed. Two recent publications offer insightful analysis of the cultural changes toward religions, faith, and church. CPI offers excerpts from each that focus on key aspects of preaching to today's **Disciples of the Word**.

Pastoral Strategies



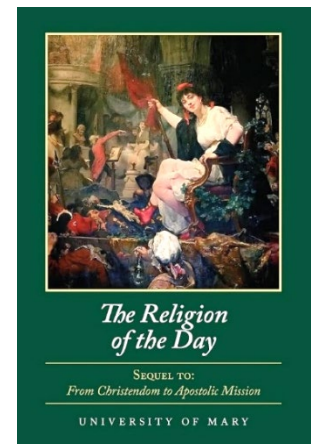
“The main evangelistic task in an apostolic age ... is the presentation of the Gospel in such a way that the minds of its hearers can be given the opportunity to be transformed, converted from one way of looking at the world to a different way. (p. 65)

“Preaching in an apostolic age needs to begin with the appeal to a completely different way of seeing things; it needs to offer a different narrative concerning the great human drama; it needs to aim to put into place the key elements of the integrated Christian vision of the world within which the moral and spiritual disciplines the Church imposes find their place.” (p. 66)

“(T)he exposition of the Gospel, in preaching and teaching and liturgy and architecture and the arts, needs to accent this conversion of mind. There needs to be a counter-narrative to the overwhelming non-Christian narrative currently on offer. The Christian mythic vision (the true one) needs to be made available such that it can chase out the false myths of the day in the minds of believers and inquirers.” (p. 69)

Homiletic Features (pp. 122-127)

- The homily should speak to the necessity of adopting a Christian narrative concerning the human drama, contrary to today's false myths.
- The homily should seek to awaken minds to a new (Gospel) way of seeing things.
- The homily should give primacy to divine mystery and supernatural power (grace).
- The homily should make real and experiential what is typically only notional (ideas).
- The homily should be centered on God, focused on salvation (Good News), and aimed at cultivating true friendship with Christ.



➤ mindsets for mentoring

To contextualize our hope to form “Disciples of the Word,” CPI shares these thoughts from a 2023 publication by the Marten Program in Homiletics & Liturgics at the University of Notre Dame.

Challenges on both sides of the sanctuary

For those in the pulpit ... “the life of ministry is busy, moments for study disappear, extended silence for reflection is nonexistent, and time for prayer is limited.” (p. 29)

For those in the pews ... People listen differently. In a noisy world, they learn to select what matters and tune out the rest. In an interactive environment, people talk back internally with a “yes” or a “no” or a “maybe” to what they hear. In a visual world, people may process oral speech more poorly. In a world moved by impressions, people are not accustomed to processing the finer points of a spoken argument; they sense and feel rather than analyze a train of thought. (p. 45)

The Word between pulpit and pew

Preachers need to speak other-wise ... Instead of “here’s what I want to say” (a sender-side-focused message), preachers need instead to discern what GOD wants to say and develop a way to communicate that so that it is most deeply heard (a receiver-side-focused message). “The essential question for discernment in preaching is this: *What do these people need to hear from this (biblical) text at this time and place through me, the preacher?*” (p. 59)

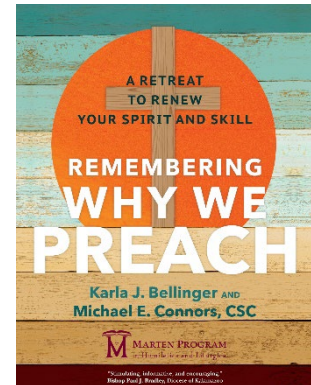
People in the pew *want* to know more of God. ... Believers seek meaning for their lives. They grow impatient or bored with preaching that is superficial, lacks urgency, or remains abstract and remote from reality. (p. 59)

Homiletic coaching: be critical AND charitable! (p. 74)

On the one hand, there is a cultural silence with regard to feedback in most parish cultures. The discussion about preaching already takes place in parking lots and at dinner tables. But people hold back because they do not think preachers are interested in how preaching is received.

On the other hand, clergy know that listening is an essential dimension to their work. Since preaching is also a form of pastoral ministry, hearing from people about their experience matters. The preacher will grow and develop at his craft when he listens to those who have to listen to him each week.

Disciples of the Word will foster conversations that strive to bring pulpit and pew together for the benefit of all.





“Disciples of the Word”

2. COLLABORATORS in the Program

➤ *Preaching FELLOWS*



REV. ANTHONY ALBANESE
School Minister
Pope John Paul II H.S.
St. Aloysius, Pottstown



REV. BERNARD EKEAGWU
Chaplain, Arch. Ryan HS
Parochial Vicar
St. Anselm
Philadelphia



REV. CARL JANICKI
Pastor
St. Genevieve
Flourtown



REV. PHONG LE
Parochial Vicar
St. Cecilia
Philadelphia



REV. RYAN NGUYEN
Parochial Vicar
Our Lady of Calvary
and Christ the King
Philadelphia



REV. JOHN OKPARA
Parochial Vicar
St. Agnes
West Chester



REV. ANTHONY ROSSI
Pastor
St. Agnes
Sellersville



REV. CHARLES ZLOCK
Missionary of Mercy
Pastor
St. Raymond of Peñafort
Philadelphia

Clergy MENTORS



REV. PATRICK BRADY
Parochial Administrator
St. Stanislaus
Lansdale



REV. MATTHEW GUCKIN
Pastor
Our Lady of Mount Carmel
Doylestown



REV. JOSEPH BONGARD
Pastor
St. Helena, Blue Bell
Parochial Administrator
St. Titus, Norristown



REV. SEAN ENGLISH
Director, Vocations Office
Mother of Divine Providence
King of Prussia



REV. KEVIN GALLAGHER
Pastor
St. Denis
Havertown



REV. CHRISTOPHER WALSH
Pastor
St. Cecilia
Philadelphia



REV. PATRICK WELSH
Pastor
St. Matthew
Philadelphia



REV. THOMAS WHITTINGHAM
Pastor
St. Laurence
Upper Darby

➤ **Lay ADVISORS (in cohorts)**

Rev. Anthony	Albanese	St. Aloysius (Pottstown)
Rev. Patrick	Brady	St. Stanislaus (Lansdale)
Diana (Dee)	Donovan	St. Helena (Blue Bell)
Jennifer	Dusza	St. Mary (Schwenksville)
Joseph	Rogers	St. Teresa of Calcutta (Limerick)
William	Viereck	Mary, Mother of Redeemer (North Wales)

Rev. Bernard	Ekeagwu	St. Anslem (Philadelphia)
Rev. Christopher	Walsh	St. Cecilia (Philadelphia)
John	Fitzpatrick	St. Luke the Evangelist (Glenside)
Kelly	Foley	St. Luke the Evangelist (Glenside)
Juliane	Teson	Our Lady of Calvary (Philadelphia)
Kevin	Williams	St. Raymond of Peñafort (Philadelphia)

Rev. Carl	Janicki	St. Genevieve (Flourtown)
Rev. Kevin	Gallagher	St. Denis (Havertown)
Jessie	Marushak	St. Raymond of Peñafort (Philadelphia)
Jim	McKenna	St. Laurence (Upper Darby)
Judy	McKenna	St. Laurence (Upper Darby)
Philip	Schwarz	St. Raymond of Peñafort (Philadelphia)
Kathleen	Toenniessen	St. Bernadette (Drexel Hill)

Rev. Phong	Le	St. Cecilia (Philadelphia)
Rev. Thomas	Whittingham	St. Laurence (Upper Darby)
Paul	Cillo	St. John the Baptist (Philadelphia)
Phil	Clark	Cathedral Basilica (Philadelphia)
Megan	Mack	St. Casimir (Philadelphia)
Connie	McCalla	St. Cecilia (Philadelphia)
Christian	Verghese	Cathedral Basilica (Philadelphia)

Rev. Ryan	Nguyen	Our Lady of Calvary (Philadelphia)
Rev. Patrick	Welsh	St. Matthew (Philadelphia)
Adam	Arehart	St. Cecilia (Philadelphia)
Zander	Cojocariu	Our Lady of Consolation (Philadelphia)
Denise	Mueller	St. Albert the Great (Huntingdon Valley)
Dennis	Mueller	St. Albert the Great (Huntingdon Valley)
Marygrace	Robinson	St. Cecilia (Philadelphia)

Rev. John	Okpara	St. Agnes (West Chester)
Rev. Sean	English	Mother of Divine Providence (King of Prussia)
James	Coyne	St. Philip Neri (Lafayette Hill)
Michael	Gambone	St. Denis (Havertown)
Marguerite	Paolantonio	Our Lady of the Assumption (Strafford)
Timothy	Thompson	St. Joseph (Downingtown)

Rev. Anthony	Rossi	St. Agnes (Sellersville)
Rev. Matthew	Guckin	Our Lady of Mt. Carmel (Doylestown)
Mark	Collins	St. John Bosco (Warminster)
Joe	Dembick	St. Francis Cabrini (Fairless Hills)
Michael	Ivcic	Our Lady of Mt. Carmel (Doylestown)
Margaret	Szewczak	St. Stanislaus (Lansdale)

Rev. Charles	Zlock	St. Raymond of Peñafort (Philadelphia)
Rev. Joseph	Bongard	St. Helena (Blue Bell)
Lisann	Castagno	Visitation BVM (Norristown)
Michael	Castagno	Visitation BVM (Norristown)
Kevin	Kozeniewski	Epiphany of Our Lord (Plymouth Meeting)
Judy	Wilson	St. Eleanor (Collegeville)

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“Disciples of the Word”

3. EXPECTATIONS for the Program

➤ *expectations on the part of Collaborators*

Preaching FELLOWS

Parish Planning

- Confer with your pastor (if needed) to announce your **participation** in this program, beginning on the *weekend of September 19-20, 2026*.
- Consult with your pastor (if needed) to arrange participation by all parishioners in a **pre-survey** (online) that gives a baseline evaluation of their experience of your preaching.
 - The pre-survey will open on September 19 and close on September 30, 2026.
 - Encourage parishioners to participate ... the larger the data set, the better!
 - A post-survey will be repeated at the end of the program, to open on June 5 and close on June 10, 2027.
- Beginning on the first weekend of October 2026, and continuing through the first weekend of May 2027, arrange for someone to **videotape** your homily for each Sunday Mass at which you preach. (At your discretion, you may also choose to include other forms of liturgical preaching, such as at daily Mass, sacramental celebrations, etc.)
 - The video should begin with the preacher’s proclamation of the Gospel (unless a deacon does this) and end with the preacher returning to his chair.
 - The video should show fully the preacher at work (in the pulpit or on the move) and provide for clear audio.
 - If possible, the video should also show the congregation as it listens to the preacher.
 - Any means of taping may be used (camera, smartphone).

- Following instructions provided by CPI’s program manager, **upload the video** (labeled with name and date) to CPI’s DropBox file for your preaching.
 - Videos should be uploaded on Sundays, but not later than noon on Mondays.
 - From the video, CPI will create a transcript and share it with your cohort.

Cohort Meetings

- **Share your experience** with the cohort in terms of the preparation and delivery of your homilies, noting both what worked well and what you would like to improve.
- **Engage with the cohort** in terms of their review of your preaching. Be receptive. Be inquisitive. Be willing to grow.
- **Incorporate recommendations** made by the cohort in preparing/delivering homilies in the coming month.
- **Consult** with your Clergy Mentor, as needed, outside the time of cohort meetings.

Program Assessment

- Reflect on your interest in the program. At the program’s launch meeting, complete a simple **pre-assessment** that states your hopes and fears in this process, along with specific learning goals for the year.
- Reflect on your participation in the program. At the program’s concluding meeting, complete a **post-assessment** that states how well you reached your goals, how you benefitted from this process, and where you might continue to grow as a result of it.

Clergy Mentors

Personal Preparation

- **Review each video** of the homily given by the Preaching Fellow and prepare to offer comments in terms of both form and content.
 - Specifically, identify what you think the Preaching Fellow “did well” in the homilies viewed and what he could “do better” in future preaching.
 - Refer to the transcripts provided to draw attention to particular points of your critique.

Cohort Meetings

- **Arrange the logistics** for the meetings (at a convenient time and place) and notify/remind the members of the cohort.
 - The locale should have suitable space for sharing food, fellowship, and conversation.
 - The Mentor pays for the food shared at the meeting (keeping within the allotted budget for the year) and submits receipts to CPI for reimbursement.
- **Direct the meeting** (timing) and lead the discussion about the preacher's work in all homilies since the most recent cohort meeting.
 - As time and circumstances warrant it, introduce one of the general questions about preaching (see below under "cohorts") and lead a discussion of it.
- **Participate actively** in the cohort's discussion, offering insights based on your experience as a homilist.
- **Prepare a one-page summary** (following a template which CPI will provide) of the main points of discussion during the meeting and a list of recommendations made to the Preaching Fellow
 - Share the summary with all members of the cohort and provide a copy to CPI.
- **Be available for consultation** with the Preaching Fellow, as needed, outside the time of cohort meetings.

Program Assessment

- Throughout the year, and specifically at the mid-year meeting (on January 16, 2027), **review the program** in terms of its functioning and make recommendations for improving the process.
 - At the concluding program meeting (May 22, 2027), complete an **evaluation of the Preaching Fellow** in terms of his growth and development as a result of this program and include recommendations for future development of his preaching ministry.
-

Lay Advisors

Personal Preparation

- **Read the Lectionary texts** for each Sunday on which the Preaching Fellow delivered his homily.
- **Review each video** of the homily given by the Preaching Fellow and prepare to offer comments in terms of both form and content.
 - Specifically, identify what you think the Preaching Fellow “did well” in the homilies viewed and what he could “do better” in future preaching.
 - Refer to the transcripts provided to draw attention to particular points of your critique.
- At some suitable point during the program, **visit the Preaching Fellow’s parish** to experience his preaching “live” and to learn about the environment in which he preaches.

Cohort Meetings

- **Participate actively** in the cohort’s discussion, offering insights based on your experience of as a parishioner listening to homilies.
- **Make recommendations** (concrete and actionable) for the Preaching Fellow to incorporate in future homilies.
- **Offer viewpoints** on any general questions about preaching raised at a cohort meeting (as mentioned below under “cohorts”).

Program Assessment

- At the concluding program meeting (May 22, 2027), participate in the assessment exercises, including:
 - an evaluation of **the Preaching Fellow’s** growth and development as a result of this program.
 - a **review of the program** in terms of its functioning, with recommendations for improving the process.
-

➤ *expectations on the part of CPI*

Communications

- CPI will provide parishes with **information about the Preaching Fellow's participation** in the program that can be included on parish websites, in parish social communications (e.g., Flocknote, Facebook), and in weekly parish bulletins.
- CPI will create and administer the **pre- and post-surveys by parishioners**.
 - CPI will provide an explanation of the process and links to the survey (URL and QR code) for inclusion on parish websites, in parish social communications (e.g., Flocknote, Facebook), and in weekly parish bulletins.
- CPI will provide cohort members with a **transcript** of each Fellow's video submission.
- CPI will provide Clergy Mentors with a **template** facilitate summaries of the cohort meetings.
- CPI will maintain regular communications with all collaborators to assist with the **work of the cohorts** (e.g., scheduling, summarizing, etc.).

Coordination

- CPI will direct three (3) **program meetings for collaborators**:
 - to launch the program ... on September 19, 2026 ... for all participants
 - to review the program ... on January 16, 2027 ... for clergy collaborators
 - to conclude and assess the program ... on May 22, 2027 ... for all participants.
- CPI will manage the technical aspects for sharing the **video recordings** of the Preaching Fellow's homilies ...
 - CPI will loan a digital camera and tripod to the parish, if needed.
 - CPI will maintain a DropBox folder for each Preaching Fellow, in which the homily videos are uploaded from the parish.
 - From the DropBox, CPI will upload videos to its Vimeo channel for viewing by members of the cohort.

- CPI will administer a year-end **evaluation of the program**, based on two assessments:
 - Based on the surveys at the program's concluding meeting, CPI will compose a final report about the program as a whole and publish it for all constituents.
 - Based on data from the post-survey of parishioners, CPI will create a personalized report for each Preaching Fellow and share it with him.

Financing

- CPI will reimburse all collaborators for **travel expenses** associated with cohort meetings (arranged locally) and program meetings (held at the seminary).
 - Mileage will be calculated from each collaborator's home address to the Clergy Mentor's parish.
 - Reimbursements at the prevailing IRS rate will be provided to collaborators on a semi-annual basis (at the end of January and June).
- CPI will fund any/all **dining expenses** associated with the cohort meetings.
 - Expenses for cohort meetings are budgeted at \$25 per person/per meeting.
 - Clergy Mentors are to submit copies of all receipts to CPI for reimbursement.
 - Reimbursements will be provided to Clergy Mentors on a monthly basis.
- CPI will fund all **seminary expenses** (materials, food, labor) associated with program meetings.
- CPI will fund the **digital subscriptions** associated with videos, surveys, and assessments.
- CPI will offer an **annual stipend to all collaborators** who participate actively and fully in the program, as differentiated by roles and responsibilities.
 - Preaching Fellows will each receive \$3,000.
 - Clergy Mentors will each receive \$2,500.
 - Lay Advisors will each receive \$2,000.
 - Videographers may be offered year-end gifts for their services.
 - All stipends/gifts will be processed upon completion of the program in June.

* * * * *



“Disciples of the Word”

4. CALENDAR for the Program

2026

Month	Date	Time	Place	Purpose
Sept	19	10:00 – 12:00	Saint Charles Seminary	Launch the program!
Sept	19	(online)	Preaching Fellows’ parishes	pre-survey opens
Sept	30	(online)	Preaching Fellows’ parishes	pre-survey closes
Oct				COHORT meeting #1
Nov				COHORT meeting #2
Dec				COHORT meeting #3

2027

Month	Date	Time	Place	Purpose
Jan	16	10:00 – 12:00	Saint Charles Seminary	Mid-Year Review (clergy only)
Jan				COHORT meeting #4
<i>Jan</i>	<i>29</i>	<i>end of day</i>	<i>travel reimbursements requisitioned for payment</i>	
Feb				COHORT meeting #5
Mar				COHORT meeting #6
Apr				COHORT meeting #7
May				COHORT meeting #8
May	22	10:00 – 12:00	Saint Charles Seminary	program assessment
June	5	(online)	Preaching Fellows’ parishes	post-survey opens
June	16	(online)	Preaching Fellows’ parishes	post-survey closes
<i>June</i>	<i>25</i>	<i>end of day</i>	<i>travel reimbursements & stipends requisitioned for payment</i>	
June	30	end of day	www.scs.edu/preaching	program report published



“Disciples of the Word”

5. The REVIEW PROCESS

➤ *how to access the preaching videos*

Uploading the Videos

Because videos are typically large-sized files, CPI has established an account at **DropBox.com** for the purpose of uploading the videos of homilies preached by the Clergy Fellows.

- This account is “private” so that the folders/videos there can be accessed only by CPI staff.

To upload the videos ...

- Preaching Fellows will share with CPI the name and email address of the person(s) who videotapes their homilies.
- Through DropBox, CPI will send each of those persons a “file request” along with a link to the DropBox folder designated for the respective Preaching Fellow’s videos. Each week’s video can then be uploaded to that folder.

NOTE: sharing a link to a livestream will not work; the actual video file needs to be uploaded.

- Uploading the video does not require having a DropBox account; all that is needed is the link to the folder that CPI will send.

Each week, the video file should be uploaded as soon as it is ready ... ideally sometime that Sunday, but *not later than noon on Monday*. Vimeo notifies CPI when a video file has been uploaded.

Viewing the Videos

CPI will upload the videos from DropBox onto CPI’s “private” **Vimeo** channel.

- Only CPI staff can access the channel.
- Videos posted on the channel cannot be searched for or viewed by the public.

To view the videos ...

- After a video has been posted on Vimeo, all cohort members will receive an email notification from CPI, along with a link to view that video.
 - Cohort members do not need to have a Vimeo account; they need only the link to the video that CPI emails to them.
- For each video submitted, CPI will create a transcript of the homily and send it electronically to all cohort members.

Assuming sufficient space is available, the videos will remain on the CPI Vimeo channel and will be accessible by cohort members for the duration of the program. Should CPI need to delete any videos, cohort members will be notified.

➤ *what to consider in the critique*

Communication theory tells us that a message is not simply what someone says, but also what is heard. In this sense, the homily is an encounter or dialogue between the Word proclaimed by the preacher and heard by the listeners.

To prepare for the monthly meeting with the Preaching Fellow, cohort members should consider each of the videos in terms of what is said and what is heard.

- Key features of the homiletic dialogue are highlighted below in two forms: a summary table and a rubric list.

In general, cohort members should prepare to enter into dialogue with the Preaching Fellow about specific details of his homilies:

- In general, what did the preacher “do well” and what could he “do differently” to improve?
- More specifically, to what extent did you experience the following features in the homilies?

Telling the story and making it matter

PURPOSE		CONTENT	DELIVERY
<i>Preaching is a ministry intended ...</i>		<i>The homily conveyed a central idea.</i>	<i>The preacher spoke confidently.</i>
to provide an encounter with Jesus		1. It gave us insight into Scripture (especially the Gospel). 2. It interpreted life today from/through God’s Word.	1. He was prepared, organized, and easy to follow. 2. He used clear and understandable language.
by teaching the mind	about the meaning of the Word of God		

<i>to inspire discipleship (following Jesus)</i>		3. It offered a positive message, emphasizing the gift and grace of salvation. 4. It invited/encouraged a deeper relationship with the Lord through personal conversion.	3. He spoke with personal conviction and enthusiasm for the message. 4. He conveyed “closeness” to people (via tone of voice, eye contact, gestures, etc.).
by persuading the heart & soul	that the Word of God is Good News		
<i>to encourage going out on mission</i>		5. It stirred our imagination, to inspire us to live better in how we follow the Lord. 6. It led us to worship at Mass with praise and thanksgiving.	5. He connected the message with real-life situations or experiences today. 6. He gave a compelling and memorable homily.
by moving the will	to put the Word of God into practice		

A rubric for compelling preaching ...

10 CHARACTERISTICS OF COMPELLING PREACHING (with reference to Church documents)

Organization	<i>Fulfilled in Your Hearing, p. 29</i>
The homilist was well-prepared and organized; as a result, his homily was relatively easy to follow.	
Clarity	<i>Evangelii Gaudium, n. 158</i>
The homilist used language that was simple, clear, and able to be understood by all.	
Dynamism	<i>Preaching the Mystery of the Faith, pg. 1, 10-11</i>
The homilist showed conviction about his own message and the compelling need to share it with us.	
Appeal	<i>cf. Evangelii Gaudium, nn. 142-144</i>
The homilist spoke more to my heart and soul than to my head (concepts) or my hands (tasks).	
Encounter	<i>Evangelii Gaudium, n. 142</i>
The homilist showed a “closeness” with people through his eye contact, tone of voice, and presence.	
Experiential	<i>Evangelii Gaudium, nn. 154, 155</i>
The homily connected with real situations or experiences of the people, personally or communally.	
Scriptural	<i>Fulfilled in Your Hearing, pp. 19, 20</i>
The homily gave insight into the Scriptures; from/through the readings, it interpreted our lives today.	

<i>Evangelical</i>	<i>Evangelii Gaudium</i> , n. 159
The homily offered a positive message (“Good News”), emphasizing the gift and grace of salvation.	
<i>Invitational</i>	<i>Preaching the Mystery of the Faith</i> , nn. 11, 26
The homily summoned us to conversion and to deepen our relationship with the Lord.	
<i>Liturgical</i>	<i>Homiletic Directory</i> , nn. 4, 15
The homily was well-integrated with the Mass, leading us to worship God with praise & thanksgiving.	

➤ ***how to engage in a coaching dialogue***

Preparing beforehand

Watch each video with an eye toward the content and delivery of the homily on that particular occasion AND in comparison with homily previously preached.

- Where it may be helpful, make comments online by way of the video review feature and reply to any comments or responses made by others in the cohort.
- Cohorts may also devise a method of group chats (by text or email) to facilitate discussion before the cohort meeting.

Prepare to discuss your experience of each homily in terms affirmation and recommendation: “what was done well” and “what could/should be done better.

- Refer to the transcript provided so as to make your comments more specific.

Getting together

Each month, at the mutually agreed upon time and place, cohort members gather for food, fellowship, and a formative dialogue.

- The Clergy Mentor in each cohort will lead the meeting in a timely and orderly manner that he judges to be most beneficial to the cohort.
- The Preaching Fellow should offer his ongoing analysis of preparing and delivering homilies, noting both what he thinks is working well and in what ways he would like to improve.

- The cohort members then share their experience of the Preaching Fellow’s homilies since the previous meeting.
 - The critique can focus on form (elements of delivery) and/or content (elements of the message).
 - The critique may also consider how well recommendations previously made were incorporated.
 - Critiques should be given and discussed in a manner both truthful and charitable, remembering that the purpose of these shared reviews is to facilitate continual improvement on the part of the preacher.
 - Cohorts will function best to the extent that all participate and do so with biblical boldness! “Have no fear” is the mantra that will benefit everyone.

If time and circumstance permit, after the critique of the Preaching Fellow’s homilies, cohorts are invited to discuss **general questions about preaching**, as directed by the Clergy Mentor. Among possible questions for discussion are these:

- *What is the end (purpose, goal) of preaching?*
- *How can a preacher speak “heart to heart”?*
- *On what source should the preacher most rely (e.g., Scripture, the liturgy, other)?*
- *What is the ideal length of a compelling homily?*
- *Should a homily be catechetical (instructive”) or evangelical (persuasive)?*
- *How should a preacher handle diversity (e.g., age groups, cultures, education levels)?*
- *What impact does the environment have on preaching (sight, sound, distraction)?*
- *Should the preacher rely on a text or on his memory or speak extemporaneously?*
- *What role could/should the use of AI (artificial intelligence) play in preaching?*
- *What would help people to remember what a preacher preached?*

Before concluding the meeting, the cohort collectively offers concrete **recommendations** that the Preaching Fellow can put into practice for preparing/delivering homilies in the succeeding month.

After the meeting, the Clergy Mentor will write a **summary** of essential points of discussion and the recommendations made. (CPI will provide a template to facilitate this composition.) The Mentor will share the summary with the members of the cohort and submit a copy to CPI.

* * * * *

3 Types of Feedback

Type	Definition
Pure	<i>Nonjudgmental</i> delivery of objective information about past performance or behavior (what and how) that enables improvement.
Personalized	<i>Judgmental</i> information (positive or negative) about past performance or behavior designed to encourage or extinguish future behavior.
Lousy	Feedback that does not provide the receiver with specific, descriptive, and timely information , and which is not in the interest of the receiver's development, or is given in an attacking, threatening manner.

3 Fundamentals for Giving Feedback

- Gather Information/Observe:**
 - What behaviors do you want to see continue or change?
 - Is there an agreement or understanding of the standards or expectations for the preaching?
 - Is this the first time the Preaching Fellow has received this feedback?
 - What need of yours is being met by giving this feedback? What are your emotional needs regarding this feedback?
- Deliver:** Appropriate and timely feedback.
 - Describe to the person what they did with specific examples, naming how and what they did, with both areas of strength and areas for improvement.
 - Explain why these specific behaviors are important (praise or improvement) and tie it back to the overall objective of the program.
 - Check for understanding.
 - Tell the person how that specific example made you feel (positive or negative).
 - Avoid using words or phrases such as "I think", "good", "great", "yes, but"
 - Acknowledge and honor the receiver's open listening.
- Gauge:** Clarify your feedback was heard and received.
 - Ask the Preaching Fellow to echo back what they heard in the feedback.
 - Acknowledge the efforts when, and if, the Preaching Fellow makes an effort to improve.
 - If no changes occurs, give the feedback again, reiterating the overall objective of the program.

3 Best Practices for Giving Feedback

1. Send the Preaching Fellow off focused on what they did well and what areas of improvement they can work on, not how you provided the feedback.
2. Avoid personal or public “reprimands”.
3. Affirm the person, correct the behavior.

How to Receive Feedback

You can expect enhanced performance, productivity, and progress toward your goals when you get specific, descriptive, timely, constructive, relevant, and actionable feedback. You can expect a sense of autonomy and freedom that comes from not being a victim of poorly delivered or no feedback. But perhaps the greatest reward of asking for feedback is the fresh perspective, self-insight and opportunity to build character and skills that come when you work through your fears, intimidation, ego and ask, “What more can I learn?” How can I grow?”

A characteristic that distinguishes good leaders is their ability to proactively solicit the feedback they need to succeed.

1. Before responding to the feedback, get in touch with what you are feeling regarding the feedback. Identify the emotion, so you are not controlled, but enlightened by it.
2. Consider feedback as a gift, so that you are more open to hearing it.
3. Consider your ego, prejudices and self-esteem so that you don’t discount or reject pertinent feedback because you don’t like the source or the way it was delivered.
4. Ask for clarification on what was said and its intent, asking “How so? In what way? Can you be more specific?”
5. Respond to the feedback in three ways: adopt, adapt or reject.



“Disciples of the Word”

6. EVALUATION of the Program

(forms to be provided at a later date)

➤ **surveys of cohorts / collaborators ... at the concluding meeting (May 22, 2027)**

Each cohort will be asked to rate their collective experience in the program in terms of what progress the Preaching Fellow made, what worked well in how the cohort functioned, and what changes are suggested to improve the process.

All collaborators will be asked to rate their personal experience of the process (overall) and to comment on specific concerns relative to the roles they played:

	<i>rate the extent to which ...</i>	<i>tips to offer re: ...</i>	<i>“what would you say ...”</i>
Preaching FELLOWS	you reached the goals you had for this program	what you learned as a direct result of this program?	to other priests about being mentored
Clergy MENTORS	you interacted with the Fellow beyond the meetings	how you think the Preaching Fellow can still improve?	to fellow pastors about the need for better preaching
Lay ADVISORS	you offered a real “critique” of the Fellow’s preaching	what you think are features of “compelling preaching”?	to fellow parishioners about how they could listen better to preachers

Summary data from these evaluations, as well as un-attributed comments, may be included in CPI’s reporting and promotions.

➤ **surveys of parishioners ... pre- and post- program**

Parishioners will complete a survey about each Preaching Fellow, at the onset of the program and at its completion, in order to gauge the Fellow’s development as a result of mentoring received.

CPI will provide an announcement of each survey that parishes can post to their website, include on social communications, and print in the Sunday bulletin.

Parishioners will be given a two-week window in which to complete the surveys online.

Comparative data from the surveys will be used in reports and/or news stories about the program.

PARISH PRE- AND POST-SURVEY OF THE PREACHING FELLOWS

STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE
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The homilies are well-prepared, with a singular focus, and **organized**, making them easy to follow.

The **language** used in his homilies is simple, clear, and understandable.

The homilies demonstrate the preacher's **conviction** about the message he wants to share with us.

The homilies give us **insight** into the biblical Word; from/through that Word, the preacher helps us interpret our lives today.

The homilies stir our **imagination**, inviting us to see God, ourselves, and the world in a new light.

The homilies offer a **positive** message ("Good News") emphasizing the gift and grace of salvation.

The homilies speak to our **hearts & souls** (inspiration) as much or more than to our heads (information) or to our hands (action).

Through his homilies, the preacher invites us to encounter and develop a **relationship** with the Lord.

Through his homilies, the preacher summons us to an ongoing **conversion** in our spiritual lives.

The homilies are **relevant** to today's world, bringing the light of God to bear on real situations or experiences in our lives.

In his homilies, the preacher shows his **"closeness"** to us through his tone of voice, eye contact, gesturing, and overall manner of presence.

The message of the homilies is usually **connected** to the celebration of Mass, leading us to worship the Lord with praise and thanks.

The message of the homilies typically **remains** with us after Mass, as we seek to follow the Lord in our daily lives.

The homilies are delivered in a conversational manner, at a **pace** that allows us to grasp the message.

The **length** of the homilies is appropriate to the liturgy we are celebrating.

* * * * *

Two "demographic" questions survey the respondent's age group and number of years at the parish.

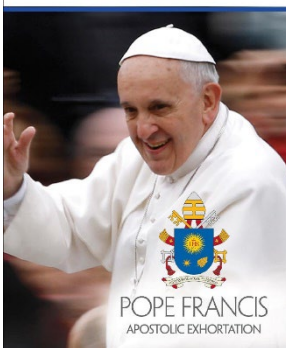


“Disciples of the Word”

7. RESOURCES

THEOLOGY

THE JOY OF THE GOSPEL EVANGELII GAUDIUM



The Joy of the Gospel (Evangelii Gaudium) is the long-awaited teaching of Pope Francis on the proclamation of the Gospel. Pope Francis is calling upon the Church and the world with encouragement to begin a new chapter in evangelization. This dynamic document is written in the plain, everyday language for which the pope has become famous.

CHAPTER THREE

THE PROCLAMATION OF THE GOSPEL [110]

II. The homily [135-144]

The liturgical context [137-138]

A mother's conversation [139-141]

Words set hearts on fire [142-144]

III. Preparing to preach [145-159]

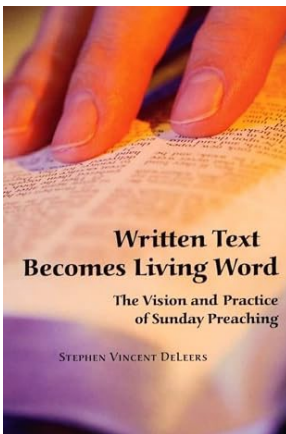
Reverence for truth [146-148]

Personalizing the word [149-151]

Spiritual reading [152-153]

An ear to the people [154-155]

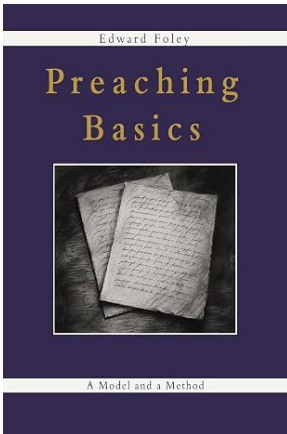
Homiletic resources [156-159]



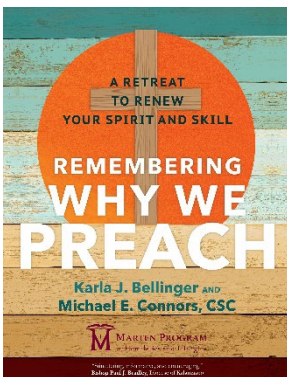
Effective, significant preaching requires a vision and a pondering of the question, How can I do what the Church expects of me?" The homily offers preachers a chance to live this question. Drawing from official Roman Catholic documents (1963–1995), *Written Text Becomes Living Word* summarizes this Vision for the homily as having five characteristics: personal, liturgical, inculturating, clarifying, and actualizing. DeLeers integrates and develops homiletic practice into this Vision by a detailed process for effective preparation and preaching. Written from the author's work with preachers, *Written Text Becomes Living Word* will help re-inspire the homiletic Vision as well as the spiritual life of those preaching.

Chapters are: *Repairing the 'Accidents of History': Roman Catholic Restoration and Embrace of the Sunday Homily, - *The Evolution of the 'Restored' Homily, 1963-93, - *A Roman Catholic Contribution to the Vision of Sunday Preaching, - *The Homily as Personal Word: Responsibility, Faith, and Love, - *The Homily as Liturgical Word: The Assembly and Its Sacred Ritual, - *The Homily as Inculturated Word: Correlating Experience and Tradition, - *The Homily as Clarifying Word: One Good Point, Clearly Made, - *The Homily as Actualizing Word: Written Text Becomes Living Word, - *Arriving at the Sunday Message: Three Necessary Encounters with the Word, - *From Message to Homily: Content, Structure, and Delivery, - *Ten Suggestions for Becoming a Better Preacher, - and an Appendix: Roman Catholic Documents on the Homily. Also includes an Index.

WORKBOOKS



No one wants better preaching more than those who preach. Here you will find a way of homily preparation that really works! Built upon the United States Bishops' document *Fulfilled in Your Hearing*, this workbook provides a clear and comprehensive definition of liturgical preaching, the conversation between the assembly and God facilitated by the preacher. Next, you'll find a user-friendly model for a preacher to use in dialogue with the Lectionary, the liturgy, the world, the arts and the lives of the people who make up the assembly. An effective method is offered for preparing to preach on any given Sunday using seasonal reflection and a day-by-day plan. Sidebars containing quotes and excerpts from other sources and many worksheets to use for preparation are also included. This book will help anyone who wants better preaching, especially preachers themselves, to see new possibilities and think about preaching in an exciting, new way.



If your heart is on fire with God's love, your preaching will help listeners encounter Christ and deepen their spiritual lives. And that should be the ultimate goal of a homily. *Remembering Why We Preach* is a retreat that will help you revive your creative energy and spiritual focus. Karla Bellinger—executive director of the Institute for Homiletics at the University of Dallas—and Fr. Michael Connors, CSC—director of the John S. Marten Program in Homiletics and Liturgics at the University of Notre Dame—lead you through an eight-part process of spiritual renewal and skill development that will nourish and enrich you and your preaching for years to come.

Whether you are recently ordained or have been preaching for decades, you will explore the spiritual, pastoral, and communal aspects of preaching, which lies at the heart of the Church's work of making disciples. This book can be used as a personal or group retreat or in preaching courses. It includes:

- reading materials for personal reflection;
- questions for journaling or peer-group discussions;
- practical exercises to enhance skills such as listening to your people, storytelling, homily writing, and diversifying your speaking styles; and
- support materials such as outlines for a peer-group meeting, a sample retreat format, forms for homily feedback and goal setting.
- links to additional resources are available in each chapter.

More CPI Resources:

- [books on Catholic preaching](#)
- [recommended online resources](#)
- [weekly commentary series](#)
- [monthly literary archive](#)