

The Presbyteral Culture Inventory

Make every effort to supplement your faith with virtue, and virtue with knowledge, and knowledge with self-control, and self-control with steadfastness, and steadfastness with godliness, and godliness with brotherly affection, and brotherly affection with love. 2 Peter 1:5-7

The Presbyteral Culture Inventory is a customized tool that helps priests identify, discuss, and better achieve their ideal priestly culture. The inventory measures and ranks 19 values that impact areas like collaboration, professionalism, trust and communication. These 19 values were drawn from two sources: Presbyterorum Ordinis (Decree on the Ministry and Life of Priests), and a diocesan priest council, in concert with the Spitzer Center.

A unique feature of the inventory is that it measures both the IDEAL and ACTUAL behaviors and expectations of the priestly culture. It pinpoints specific gaps between the two – with emphasis on the IDEAL – the positive attitudes and behaviors that most inspire the priests.

What does the inventory contain?

- 19 behaviors which the priests rank on a 1-5 scale, both ACTUAL and IDEAL
- Two questions asking for open-ended, verbatim comments plus any customized questions

How is it administered?

- An email link to the inventory is sent to each priest, or a paper version if necessary
- The survey takes 20-25 minutes to complete, over a three week window

Is it confidential?

- All findings and comments are confidential, ensured by third party administration

Then what?

- A Spitzer facilitator debriefs the findings for the whole presbyterate at its convocation/retreat
- Each deanery then discusses one of the 19 values to recommend one actionable, practical step to improve that behavior for the whole presbyterate over the next year
- The action steps are presented to the whole presbyterate for discussion and straw vote
- Agreed upon action steps are recorded for reference and emphasis over the next 12 months
- The Spitzer Center hosts periodic forums for priest representatives to discuss findings and progress

Written comments from priests:

- *I think it was a home run.*
- *A game changer if we truly commit*
- *Excellent - One of the best seminars I have experienced in my priesthood*
- *Highly informative, thought provoking, insightful, breath of fresh air*
- *Enlightening – a great experience*
- *Very practical and applicable*
- *Good, enriching and rewarding. Most importantly it was done lively.*
- *Very insightful - Keep up the good work. Thumbs up! Excellent presentation.*
- *I thought the Seminar was very clear and engaging the practicality*
- *Well-articulated Seminar. Instructor/facilitators were awesome. Topics were delivered with clarity.*
- *Very practical steps to make a ministry and Presbyterate effective – very useful*