



## 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 (PCI) is a unique tool that helps priests identify, discuss, and better achieve their ideal priestly culture. It measures and ranks 19 values that impact areas like collaboration, fraternity, 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. Fourteen additional items about the dynamic between the Presbyterate and Bishop can be included.

One powerful feature of the inventory is that it measures both the IDEAL and ACTUAL norms of the priestly culture. It pinpoints specific gaps between the two – with emphasis on the IDEAL – those attitudes and behaviors that the Presbyterate most wants to increase and flourish.

### What does the inventory contain?

- 19 Presbyterate behaviors which the priests rank on a 1-5 scale, both ACTUAL and IDEAL
- Two questions for open-ended, verbatim comments, plus any customized questions
- 14 optional statements to rank on a 1-5 scale, the relationship of Presbyterate with Bishop
- Results can be shown by categories like: years of ordination, country of origin, etc.

### How is it administered?

- An email link to the inventory is sent to each priest
- The survey takes 20-25 minutes to complete, over a three week window
- All scores and comments are **confidential**, ensured by third party administration

### Then what?

- A Spitzer facilitator debriefs the findings for the whole presbyterate at its convocation
- 3-4 statements are targeted to be improved over the next year
- Small groups of priests (mini-taskforces) each tackle one statement/behavior, and propose one or two actionable, practical actions to the whole presbyterate
- The whole presbyterate reviews and votes on proposed actions
- Follow-up at deanery and Presbyteral council levels takes place over the next 12 months
- Vicar for Clergy joins quarterly Best Practice conference calls hosted by the Spitzer Center
- Option to re-measure for progress 12-18 months later

### Sample Feedback representing over 300 priests from multiple dioceses:

- *Practical, non-threatening, meaningful, promising toward healthier presbyterate, very valuable.*
- *The discussion was very animated and sincere. This will be a great help for our presbyterate.*
- *Many times in the past we have talked about and identified problems without solutions. This program did both and I appreciate that.*
- *The most valuable thing was providing a useful strategy for improving the presbyterate*
- *It is good to address our concerns to the Bishop, and for the Bishop to be open to receive them.*