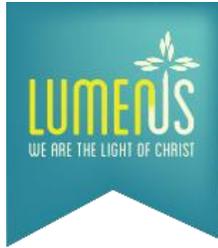


## Leadership



**“Set an example for believers in speech, in life, in love, in faith and in purity.” Timothy 4:12**

Those called to lead enrich the life of a parish through their desire to serve God and others, and to be accountable to both. Leaders recognize their responsibility to all – to listen, to be open-minded, and to serve as models of discipleship and stewardship. A parish-wide understanding of mission and values should guide all decisions and allocation of resources. The leadership structure of a parish should strive for simplicity, clarity, transparency, responsiveness and consensus. It should foster parishioner confidence in leadership and the broadest participation of those people most affected by decisions.

### **Areas of Discovery**

- Parishioners have voiced concerns as to who makes decisions, how they are made, and, at times, the lack of response to their concerns. This adversely impacts the relationship between parishioners and the parish, the school and staff.
- Lumen Christi lacks a clear organizational structure that identifies and defines the roles, authority, and accountabilities of parish administration, parish and school staff, and governing bodies such as the council and other volunteer leadership. This lack of structure stifles the sharing of gifts and parish vitality.
- No formal structure exists to orient new lay leaders to ensure alignment with parish mission and values to increase effectiveness and continuity of leadership.

### **Conversation Starters**

- Should a process be developed that establishes decision-making authority, lines of communication and accountability?
- How do we enhance the effectiveness of new leadership and ensure continuity following a change of leadership?
- How can we enhance parishioner participation in leadership roles, encourage parishioners' voice in parish operations and decisions, and ensure effective communication of decisions?
- How can we leverage parishioners' gifts to support parish needs?
- Are our processes for selecting leaders for key parish positions such as council members and trustees fair, effective and clearly communicated?