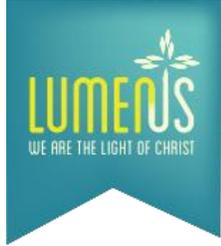


Organizational Structure



“Prepare the way of the Lord, make straight His paths.” Matthew 3:3

A clear understanding of authority and responsibility promotes parishioner confidence and participation in parish life and the sharing of their gifts with others.

Areas of Discovery

- Parishioners, including those on the Pastoral Council and Finance Committee, do not clearly understand their respective authority and responsibility as to matters affecting parish life, including significant areas of concern such as the parish-school relationship, use of parish space by the school, and the use of the St. Gregory site.
- Decisions made by various parish and school leadership groups have not been well communicated to other leadership groups and the parish at large, e.g., the decision to reduce financial support to the school. Lack of understanding of decisions and the basis for making them causes conflict among various parish groups including staff, school families, and others.
- The school was formed as a separate corporation when it was operated on behalf of three parishes and has since developed its own identity, yet we desire to be one community of parish and school.
- Our pope, our pastor and a large portion of younger generations embrace and encourage the principle of subsidiarity where decisions are made at the lowest level possible. A “commission” model of parish governance has been suggested as a way to prayerfully collaborate on decisions and to leverage the gifts of laity and leadership while increasing parishioner engagement.

Conversation Starters

- What are the responsibilities, relationships and authority of various parish leaders (pastor, principal, parish administrator, council, finance)? Who has authority to make what types of decisions?
- What changes can be made to our organizational structure that will streamline decisions and improve communications among parishioners and leadership groups?
- As we unify our community of parish and school, what elements and best practices of each organization do we want to leverage and strengthen in order to create a single culture and organization? Can more resources—physical and human—be shared?
- Can the school retain its separate legal status and still effectively collaborate with the parish on matters of mutual importance to them and parishioners?
- Can a “commission” model based on scripture and prayer be used to more clearly define responsibility and collaboration among leadership groups and their decisions?
- Our parish staff are experts in their areas—liturgy, music, faith formation, pastoral care, etc. How must their roles evolve as we strengthen a culture of lay leadership? ‘
- Can the communication process include a means to prayerfully resolve conflicts on issues raised by parishioners or groups of parishioners?