




ARCHDIOCESE
of MILWAUKEE

Parish Councils Congress
Effective Councils: Mission, Structure, Resources
November 19, 2022

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Missionary Planning and Leadership


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Mission

Our Mission through Baptism



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Mission

“Different members of the Body of Christ, each with his own unique gifts, charism, vocation, or state in life, must learn to work in concert in service to the mission for which we all share responsibility by virtue of our Baptism.”

- Stephen P. White
The Catholic Thing


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 **Mission**

“This is the idea behind synodality at its best:
strengthen communion through broad
participation for the sake of mission.”

- Stephen P. White
The Catholic Thing


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 **Mission**

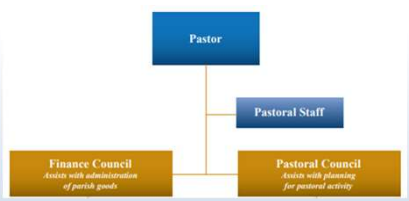
**Ignite, Renew and Energize
Christ’s Mission Everyday**

- We are called to leadership
- We are sent to carry out the mission of Jesus and the Church
- The Church is organized to carry out the mission

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 **Structure**

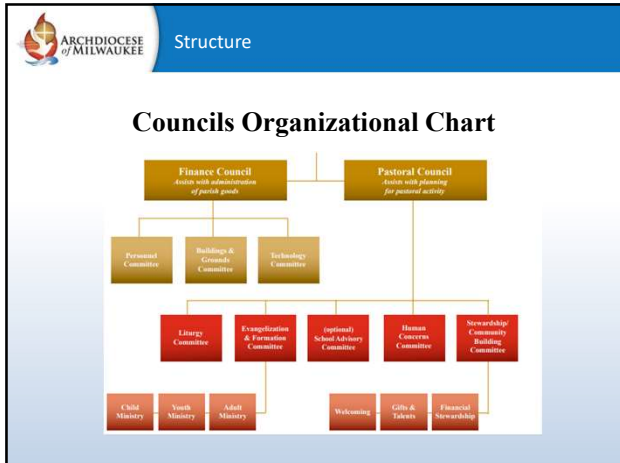
Parish Organizational Chart



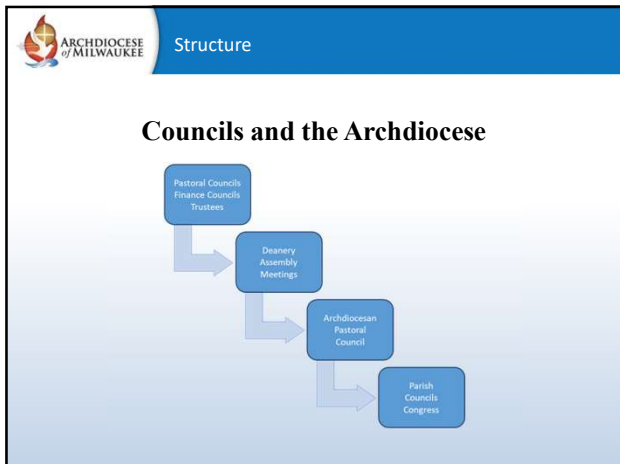
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graph TD
  Pastor[Pastor] --- PastoralStaff[Pastoral Staff]
  Pastor --- FinanceCouncil[Finance Council  
focus with administration  
of parish goods]
  Pastor --- PastoralCouncil[Pastoral Council  
focus with planning  
for pastoral activity]
  
```

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Purpose of Finance Council

The Council makes sure there are funds to carry out the mission.

1. Provides advice and guidance to the pastor on administration of parish assets
2. Prepares budgets and reviews financial statements
3. Monitors financial condition of the parish
 - Regular financial reviews and audits
 - Internal financial controls
4. Reviews indebtedness
5. Assists with an annual financial report to the parish

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 Structure

Purpose of Pastoral Council

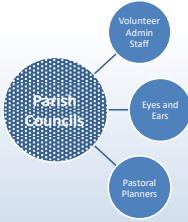
The Council makes sure Christ's mission is being carried out and that parishioners' faith needs are being met.

1. Fulfill the pastoral mission of Jesus
2. Builds a community of disciples
3. Engages in a continuous process of pastoral planning

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 Councils Beyond Structure


What Councils Do



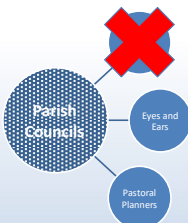
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graph LR
    PC((Parish Councils)) --- VAS((Volunteer Admin Staff))
    PC --- EE((Eyes and Ears))
    PC --- PP((Pastoral Planners))
  
```

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 Councils Beyond Structure


What Councils Do



```

graph LR
    PC((Parish Councils)) --- VAS((Volunteer Admin Staff))
    PC --- EE((Eyes and Ears))
    PC --- PP((Pastoral Planners))
    style VAS stroke:#f00,stroke-width:4px
  
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Councils Beyond Structure

What Councils Do

- Understand the Pastor’s vision
- Missionary planning:
 - Formation
 - Share your vision, share it with others
 - Community needs, research
 - Reflect on new initiatives
 - Recommend priorities
- Recruit more leaders
- Plan for sustainability

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Councils Beyond Structure

Qualities of Effective Council Members

- Diversity – reflect the diversity of the larger community
- Gifts, talents – talents for advising, advocating, accomplishing
- Spirituality, passion – deep personal commitment to active prayer and faith

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Councils Beyond Structure

Finding Council Members

- Build relationships
- Nominations
- Elections vs discernment
- Build relationships!

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Councils Beyond Structure

Parish Council “Best Practices”

- Pastor and Council collaborate
- Council is an active part of the parish
- Council is action and change oriented
- Meetings are effective, efficient
- Members are formed, filled with the Spirit

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Councils Beyond Structure

Vibrant parishes have vibrant pastoral councils.

Vibrant pastoral councils make vibrant parishes.

How vibrant is your council?

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Councils Beyond Structure

What is one significant accomplishment of your council in the past year?


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What is one significant accomplishment of your council in the past year?

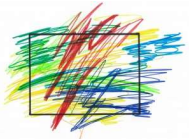
What is one goal of your council this year that all council members are aware of?

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Color Outside the Box


- Inspire vision
- Allow creativity
- Be innovative
- Have faith



Faith is the realization of what is hoped for and evidence of things not seen.

Hebrews 11:1

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Ask Big Questions Strategize Accordingly

- How are our people being served?
- Who are we not reaching?
- How can we serve better in this area?
- Have our neighborhoods changed?
- What should we be doing that we are not?

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What Councils Do

Investigate Reflect Recommend

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Resources for Pastoral Councils

Parish Councils Manual Parish Commissions & Committees Manual

Effective Meetings and Agendas Building Teams Conducting a Parish Census Strategic Thinking, Setting Vision Setting SMART Goals

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MISSION INSITE
Community Engagement Specialists

- Demographic community and parish data
- Trend data
- Available to Archdiocesan parishes *at no cost*

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Relevant Data for Planning

- Population Trends, by Age
- Household Structure
- Economic Data
- Race/Ethnicity

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Population Trends

Population History with 5 and 10 Year Projected Change

Population Trends	2000	2010	2019	2024	2029
Study Area Population	88,031	100,416	107,849	114,209	120,030
Population Change		12,385	7,433	6,360	5,821
Percent Change		14.07%	7.40%	5.50%	5.20%
State Population	5,363,677	5,686,866	5,812,073	6,089,025	6,289,933
Population Change		323,209	195,087	206,952	200,910
Percent Change		6.03%	3.43%	3.52%	3.30%

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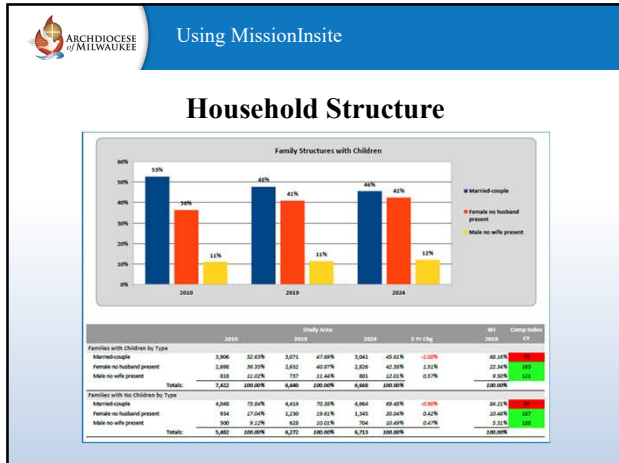
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Age Group Distribution and Growth

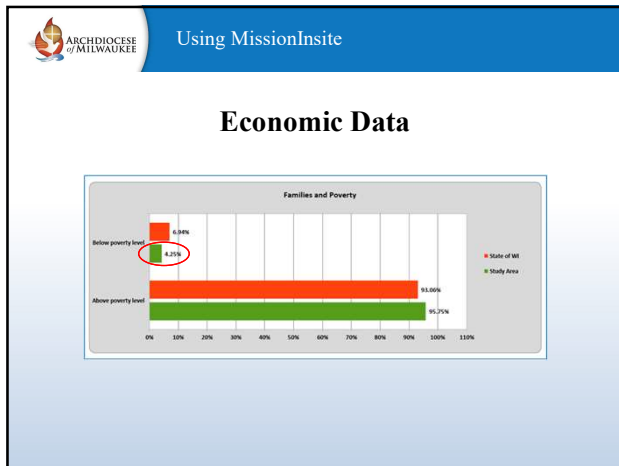
Current Year Population by Phase of Life

Phase of Life Forecast	2019	2019	2024	2029	10 Yr Change				
Before Formal Schooling: Ages 0 to 4	1,548	3.33%	1,391	4.37%	1,520	4.61%	1,340	3.67%	-1,23%
Required Formal Schooling: Ages 5 to 17	6,701	14.43%	6,480	14.27%	5,811	11.61%	5,907	13.01%	-1.70%
College/Career Search: Ages 18 to 24	1,871	4.17%	1,780	12.07%	1,403	10.46%	1,410	7.70%	-1.67%
Singles and Young Families: Ages 25 to 34	1,362	2.92%	1,271	10.24%	4,887	14.61%	1,410	10.70%	-4.60%
Families/Empty Nesters: Ages 35 to 54	6,831	15.07%	7,054	22.03%	5,944	18.22%	6,405	14.62%	-1.01%
Empty Nest Single/Divorced: Ages 55 to 64	1,042	2.33%	1,040	10.24%	5,710	27.47%	4,761	10.70%	-14.01%
Retirement Opportunities: Ages 65 and over	1,142	2.55%	1,471	17.17%	7,260	22.44%	9,271	20.61%	7.38%
Totals	46,938	100.00%	31,143	100.00%	32,804	100.00%	34,402	100.00%	

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Race/Ethnicity

Racial/Ethnic Trends	Study Area		2024			
	2010	2019				
Asian (Non-Hisp)	2,374	2.68%	2,772	3.06%	3,117	3.38%
Black/African American (Non-Hisp)	14,005	15.83%	14,016	15.48%	14,014	15.20%
White (Non-Hisp)	65,747	74.30%	66,876	73.88%	67,782	73.52%
Hispanic or Latino	3,759	4.25%	4,066	4.49%	4,351	4.72%
Pac Is/Am Ind/Oth (Non-Hisp)	2,607	2.95%	2,792	3.08%	2,929	3.18%
Totals:	88,492	100.00%	90,522	100.00%	92,193	100.00%

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ComparativeInsite Reports

Presence of a Child					
Presence of a child 0-3 years	7.0%	806	3.7%	18	53
Presence of a child 4-6 years	6.3%	724	3.8%	18	60
Presence of a child 7-9 years	7.4%	848	4.8%	23	66
Presence of a child 10-12 years	7.0%	805	4.8%	23	68
Presence of a child 13-18 years	11.9%	1,371	9.2%	44	77
	<39.5%	4,553	<26.3%	126	67

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Community and Parish Comparison

Mosaic Segment	Community Composition	Mosaic Segment	Parishioner Composition
Rooted Flower Power	17%	Rooted Flower Power	29%
Bohemian Groove	12%	Hard Working Values	15%
Hard Working Values	11%	Digitally Savvy	9%
Suburban Sophisticates	9%	Bohemian Groove	9%
Digitally Savvy	9%	Mid-scale Medley	8%
	58%		70%


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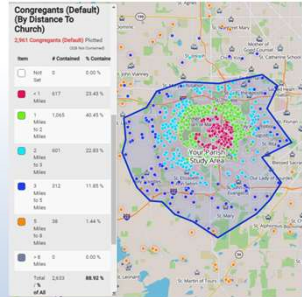
Community and Parish Comparison

Legend: ○ = Community □ = Parishioners

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Mapping Your Community




Item	# Congregants	% Congregants
Not	0	0.00%
0-1	617	28.45%
1-2	1,265	48.41%
2-3	400	22.83%
3-4	212	11.81%
4-5	38	1.44%
5-6	0	0.00%
6-7	0	0.00%
7-8	0	0.00%
8-9	0	0.00%
9-10	0	0.00%
10-11	0	0.00%
11-12	0	0.00%
12-13	0	0.00%
13-14	0	0.00%
14-15	0	0.00%
15-16	0	0.00%
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18-19	0	0.00%
19-20	0	0.00%
20-21	0	0.00%
21-22	0	0.00%
22-23	0	0.00%
23-24	0	0.00%
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25-26	0	0.00%
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27-28	0	0.00%
28-29	0	0.00%
29-30	0	0.00%
30-31	0	0.00%
31-32	0	0.00%
32-33	0	0.00%
33-34	0	0.00%
34-35	0	0.00%
35-36	0	0.00%
36-37	0	0.00%
37-38	0	0.00%
38-39	0	0.00%
39-40	0	0.00%
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41-42	0	0.00%
42-43	0	0.00%
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44-45	0	0.00%
45-46	0	0.00%
46-47	0	0.00%
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92-93	0	0.00%
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94-95	0	0.00%
95-96	0	0.00%
96-97	0	0.00%
97-98	0	0.00%
98-99	0	0.00%
99-100	0	0.00%


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Register to Use MissionInsite



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 Thank you!

Many Hands. One Vision.



Catholic Stewardship Appeal

Archdiocese of Milwaukee
This ministry is funded by the Catholic Stewardship Appeal.

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