

PM Summary Discussion Questions

3/27/2017

<p>1. Is there consensus in your deanery that "pastors/administrators/parish directors" must be comfortable with and skilled at collaboration, delegation, and communication?</p>	<p>2. Do the three administration positions identified in the <i>Future Parish Leadership Models</i> (Director of Pastoral Ministry, Director of Administrative Services and Pastoral Coordinator) capture the additional leadership roles which will be needed in the future?</p>	<p>3. In what ways do you see these leadership models lessening the administrative responsibilities of priests and parish directors?</p>
<p>Yes! Collaboration needs to be emphasized as one who will not cooperate can mess up a whole cluster.</p>	<p style="text-align: center;">These seem to be okay</p>	<p>Remember volunteers, such as sacristans or one to unlock the doors. These "little" tasks are time consuming for priests and can be done by laity. Remember that all employees are ultimately the burden of the pastor. It is not clear cut that these department heads are a barrier to the pastor. Parishes need to financially support these roles. Most parishes don't have the money.</p>
<p style="text-align: center;">Yes</p>	<p style="text-align: center;">Yes, as far as we are able to tell</p>	<p>We would hope that administrative responsibilities would be lessened in so far as "administrative responsibilities" means those things that need not be directly managed by the pastor. Delegation is important and not micro-managing.</p>
<p style="text-align: center;">Yes Yet, among staff and other people - sometimes not - so, have to have skills to sell this all to them</p>	<p>The Greatest Questions: 1. Not so much positions (but job descriptions)? 2. Will there be proper education? 3. Will there be proper pay for all this?</p>	<p>Depends on person and situation Still keep "Common Parish" model of meetings - Best Practice - all meetings on one evening</p>

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<p>This doesn't always make us comfortable but there's clearly a need for these skills. There must be visionary, leadership, and ministerial skills as well.</p>	<p>No because there will also be need for Pastoral Associates. The term "Pastoral Coordinator" doesn't convey what the job is. Perhaps "COO" or "Moderator of the Curia" or "Chief of Staff" or Directors of Operations" or "Staff Director"</p>	<p>It will take time to educate parishioners that these new roles have new and real responsibilities so that people stop thinking that they should go to pastor for every need or concern. This only works if we have qualified and trained candidates.</p>
<p>Yes, would anyone disagree? Collaborations also needs to be among the priests... It's disheartening to see somebody tear down what you just built.</p>	<p>Can work as suggestions. You need context in the different parishes and they certainly can't be afforded by many parishes! Also too many titles here and possibilities for confusion...</p>	<p>Could reduce "workload" but not necessarily <u>responsibility</u>.</p>
<p style="text-align: center;">Yes</p>	<p>We guess some does capture it Role of pastoral associate</p>	<p>Less meetings Less direct supervision Mix models more Pastor and capabilities is critical Potential loss of what is going on in parish Fragmentation more probable in models 3 & 4 Priest, parish director - not trained role in #3 & 4</p>
<p style="text-align: center;">Unified yes!</p>	<p>They envision an institutional footprint that may not exist in 20 years as there will be less Catholics in all institutions; less priests and less Catholics, smaller communities. Such positions are going to be a considerable expense</p>	<p>Some will help more than others; there are things we enjoy doing and will fill our time and other things with less to do; pastoral care cannot be delegated.</p>

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<p>Multi-cultural training - even between communities with same languages but different histories Need to be ok with smaller but more intercultural faith communities - discipleship making process</p>	<p>Need to get to bottom of why musicians don't want to work for church Liturgy work makes it hard to be creative and yet have long tenure</p>	<p>Related thought that came up in the discussion: Transferring pastors gives great fears to lay ministers - they need to work with a new (possiblyly unknown) pastor</p>
<p>Yes - Individuals should be open to learning</p>	<p>Director of Music and Liturgy positions will need attention. For many parishes this position does not exist and would need to be developed.</p>	<p>Performance improvements - evaluations Pastor does not need to be the point person for every issue Go back to the basics of Preaching the Gospel Be about the mission of Jesus Christ</p>
<p style="text-align: center;">Yes</p>	<p>1. Difficult to say 2. We need to educate and train for these positions 3. Is this more administrative work for pastor or more ministerial?</p>	<p>Would administrator become the H.R. person for evaluations?</p>
<p style="text-align: center;">YES</p>	<p>DAS important and needs certification by Archdiocese - training in mission critical Other two positions are questionable</p>	<p style="text-align: center;">We don't know</p>