



Proclaim Christ *and* Make Disciples through the Sacramental Life *of the* Church.

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SUMMARY RESULTS OF 2016-2017 FORUMS FOR PRIESTS AND PARISH DIRECTORS

FUTURE PARISH MODELS

- Participants affirmed that model #1 (one pastor, one parish) and model #2 (multi-parish with one pastor, staff and council) are **the essential models for parishes in the future.**
- Multi-parish models #3 (one pastor, separate staff and council) and #4 (satellite sites – one pastor with associate or pastoral coordinator at each site, separate staffs and councils) are viewed as “transitional” or “dynamic” models which will lead parishes to either model #1, by virtue of a merger, or model #2.

FUTURE PARISH LEADERSHIP MODELS

- Participants affirmed all four models seeing them as especially helpful to large membership parishes and multi-parish communities.
- Questions were raised about the possible need for a **model for staffing small parishes**, which may not have the resources to hire staff in each area of mission.
- The Office for Planning and Councils will work at adapting these parish leadership models for small parishes.

HOW THE SEMINARY CAN PREPARE STUDENTS FOR MULTI-PARISH MINISTRY

- Participants indicated a need for greater emphasis on preparing seminarians in collaboration and teamwork for working in a multi-parish situation.
- A summary of the suggestions was sent to St. Francis de Sales Seminary Rector, Vice-Rector & Director of Human Formation, and Director of Pastoral Formation.
- Fr. John Hemsing, Fr. Luke Strand and Fr. Glenn Powers met with the Synod Pastoral Priority Team focusing on Mission and Leadership Team in June 2017.
- They informed this team of changes that have been made regarding formation at St. Francis de Sales Seminary that better prepares seminarians for parish work today as well as in the future, including ministering in multi-parish communities.

ON THE PRACTICE OF ASSIGNING “COACHES” TO NEW PASTORS

- There was strong affirmation of the idea of new pastors having “coaches.”
- There were questions about who the coaches might be and other possible ways to assist first-time pastors.
- Priest Placement will receive a summary of the suggestions regarding coaches to new pastors and determine the needed follow-up.

ON THE POSSIBILITY OF A PRIEST AS AN ASSOCIATE OR ASSISTING PRIEST FOR HIS ENTIRE MINISTRY

- The responses from deaneries regarding a priest being an associate or assisting priest for his entire ministry were overwhelmingly affirmative.
- Priest Placement will receive a summary of the suggestions regarding this area and determine the needed follow-up.

DEANERY CONSENSUS THAT PARISH LEADERS MUST BE SKILLED AT COLLABORATION, DELEGATION, AND COMMUNICATION

- The responses were overwhelming affirmative in all deaneries that “pastors/administrators/ parish directors must be comfortable with and skilled at collaboration, delegation and communication.”
- There was some suggestion that multi-cultural awareness should be included in this list as well.
- The Synod Pastoral Priority Team focusing on Mission and Leadership will receive a summary of the responses and suggestions and along with the Synod Implementation Office will determine the needed follow-up.

WHETHER THE FUTURE LEADERSHIP ROLES OF DIRECTOR OF PASTORAL MINISTRY, DIRECTOR OF ADMINISTRATIVE SERVICES, AND PASTORAL COORDINATOR ARE NEEDED

- Most of the feedback affirmed the Director of Administrative Services position.
- The other positions were seen as more viable in larger parishes than in all parishes.
- Some concerns were raised about the lack of trained liturgists and musicians.
- The Synod Pastoral Priority Team focusing on Mission and Leadership will receive a summary of the responses and suggestions and along with the Synod Implementation Office will determine the needed follow-up.

WHETHER THE LEADERSHIP MODELS WILL LESSEN ADMINISTRATIVE RESPONSIBILITIES FOR PRIESTS AND PARISH DIRECTORS

- The responses reflect the hypothetical nature of the question.
- In general, there is a sense or hope that new leadership models should lessen at least the “workload” but not necessarily the responsibility of priests and parish directors.
- The Synod Pastoral Priority Team focusing on Mission and Leadership will receive a summary of the responses and suggestions and along with the Synod Implementation Office will determine the needed follow-up.