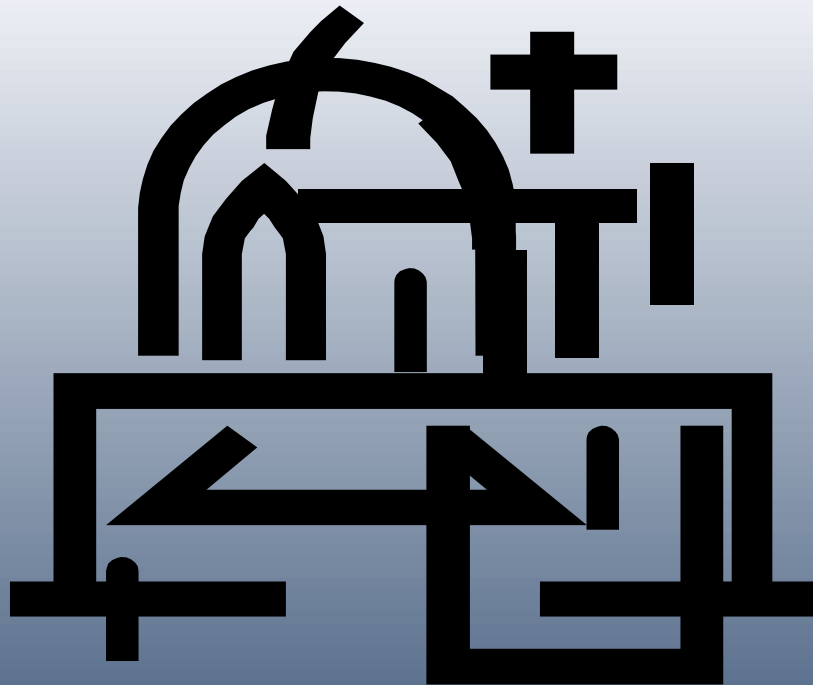


Ministry Leaders Ownership and Engagement: Shared Governance

Which Parish Do You Want to Be?



“Let nothing be done through selfish ambition or conceit, but in lowliness of mind let each esteem others better than himself.”

Philippians 2:3

Ministry-Based Organization (MBO) Parish New Paradigm

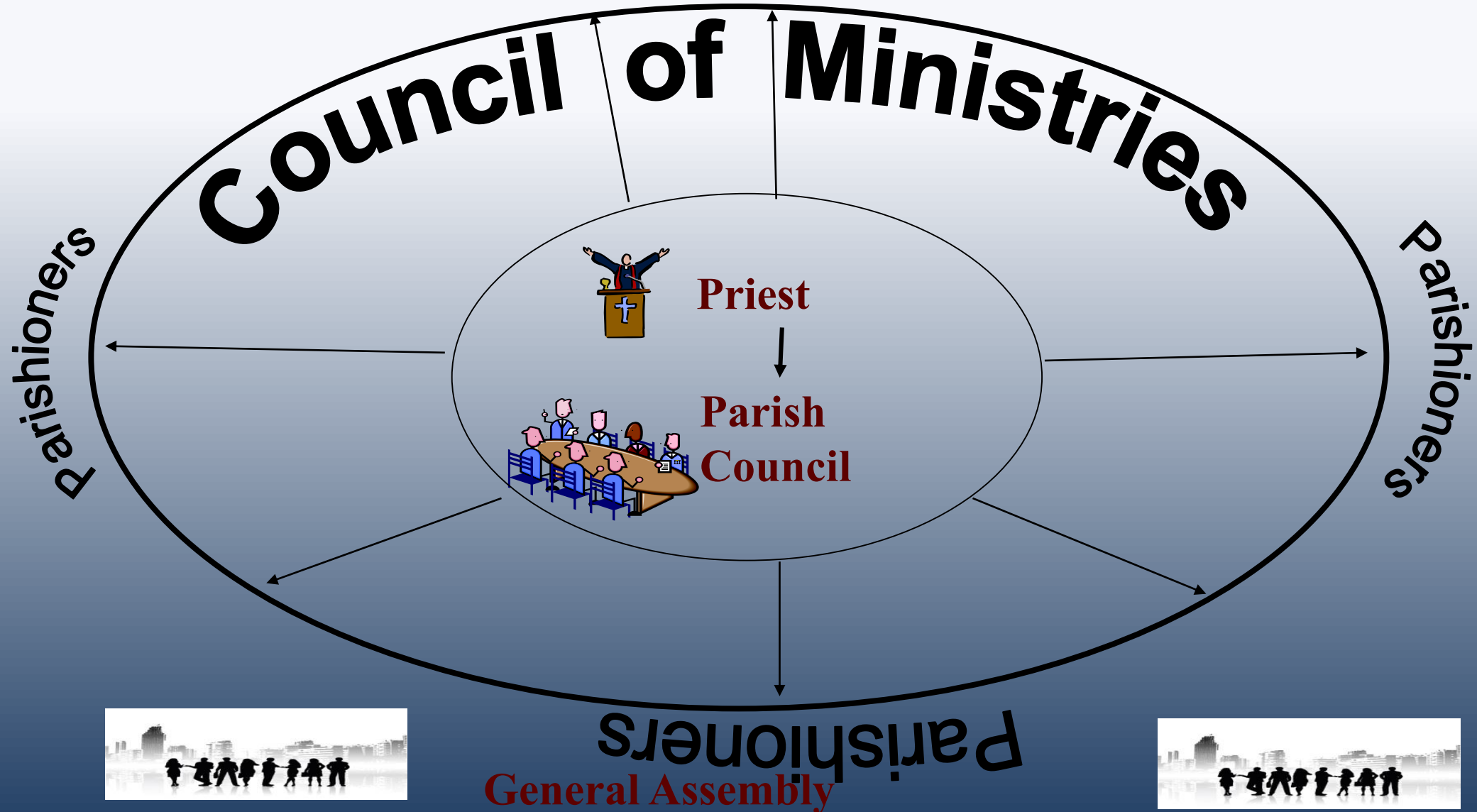
- A MBO Parish is organized around its ministries
- In a MBO, all ministries, programs and activities of the Parish are:
 1. Delivered by the individual ministries
 2. Managed and coordinated by a partnership of the Priest, a Council of Ministries (ministry leaders) and the Parish Council

The Number Three

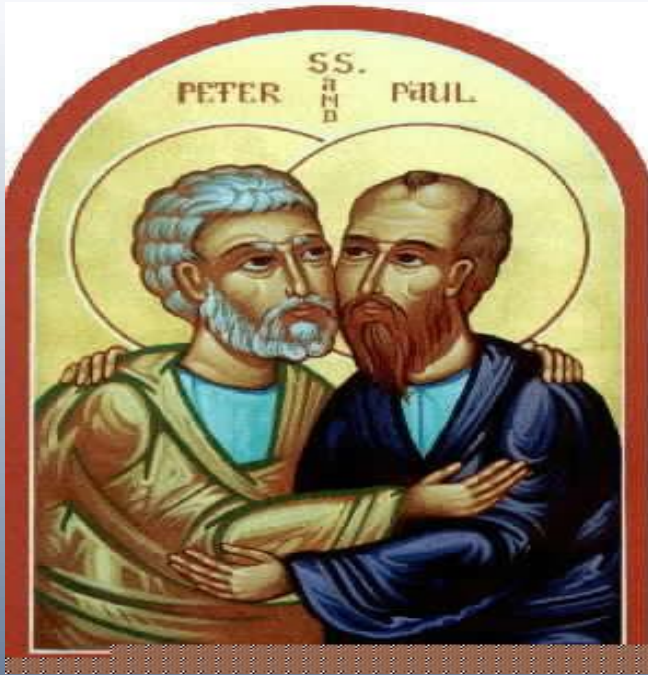
- The Holy Trinity: Father, Son, and Holy Spirit
- Three qualities of the universe each of which has three qualities Time (Past, Present, Future) Space (Height, Width, Depth) and Matter (Solid, Liquid, Gas)
- New Parish Paradigm: Partnership of the Priest, the Parish Council and a Council of Ministries (ministry leaders)

Ministry-Based Parish New Paradigm

Parishioners



Benefits of Ministry-Based Organization:



- † Interrelates all ministries into the core mission of the parish
- † Effectively uses the time and talents offered by the parishioners
- † Effectively develops leadership through mentoring and succession
- † Fosters a loving, peaceful, and supportive parish culture

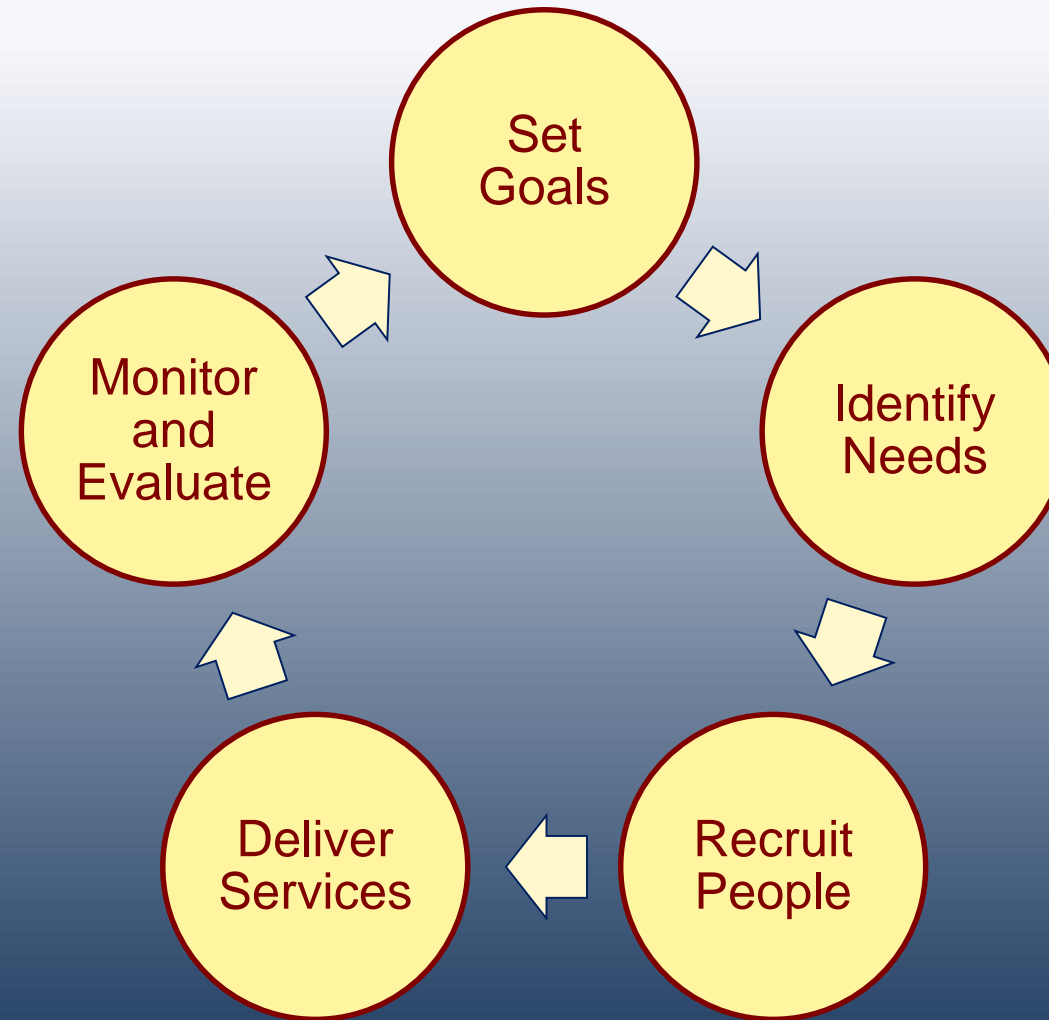
“Commitment comes from anticipation of positive results. It flourishes in organizations where people believe that the role they play is essential to fulfilling a shared vision. It thrives on the belief that the judgment and capabilities of each person are valued and respected. Commitment arises spontaneously when people are treated as persons, and it dies a painful death when people are not.”

B.D. Williams and M.T. McKibben
Oriented Leadership page 91

Council of Ministries (COM)

- A Committee of the leaders of each of the Parish's ministries
- The COM includes the Priest and Parish Council liaisons
- The COM helps ensure that each ministry is aligned with the Parish's Mission, Vision, Values and Strategies
- The COM meets at least quarterly and shares ideas, strategies, programs, best practices, challenges and finds areas and ministries on which they can work on together.

Ministry Responsibilities



Ministry Responsibilities

Each ministry, by consensus, must :

1. Set specific and measurable goals and objectives consistent with the Parish's Mission, Vision, Values and Strategies
2. Identify their budgetary and resource needs and help identify possible financial sources
3. Recruit parishioners to serve and be served
4. Diligently pursue the programs, goals and objectives of its ministry
5. Continuously monitor and evaluate their delivery of services and creatively determine new ways to serve

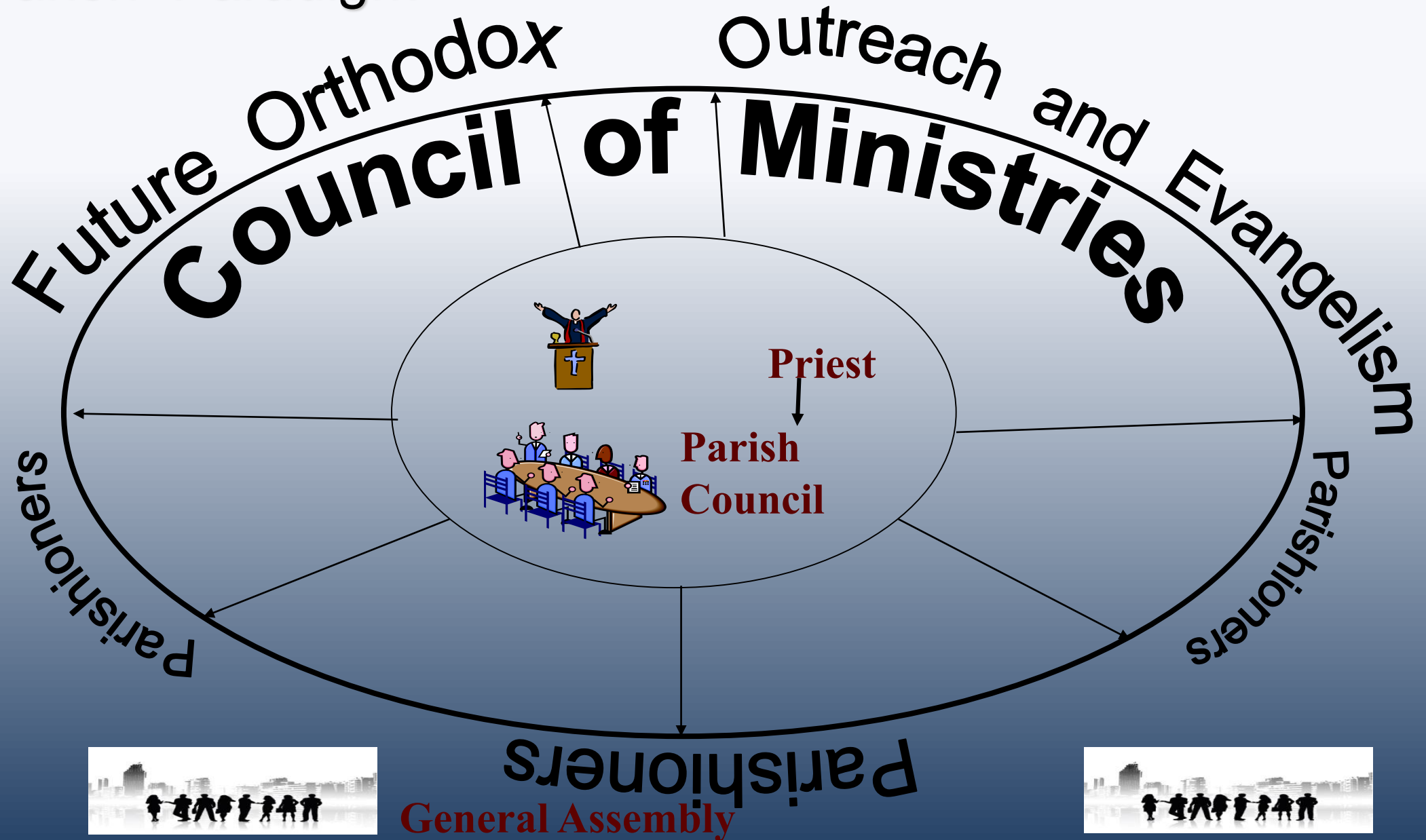
Parish Organization

1. What are the ministries of the parish?
2. Are they enough and are they structured in a way to allow all to want to get involved?

Are There Ministries that Address Mission?

- Helping the needy and homeless
- Bereavement
- Feeding the hungry
- Outreach and evangelism
- Shut-ins and hospitalized
- Orphans or youth at risk
- Prison ministry
- O.C.F. (college students)
- Etc.

Eventual Ultimate Ministry-Based Parish Paradigm



Purpose of the Council of Ministries

- Coordinate their mission and efforts in a unified way
- Extending leadership responsibilities beyond Parish Council
- Sharing of the mission and unifying the leadership of the church
- De-centralizing authority; giving ownership to all who minister
- Creating an atmosphere of transparency
- Giving a greater knowledge of parish needs and challenges to greater number, who will share the knowledge within their sphere of influence, creating even greater transparency and support of the ministry

Role of the Ministry Leader:

- Establish a mission statement for their ministry group within the context of the Church's Vision of how it wants to fulfill the Church's non-negotiable Mission Statement through consensus with the group
- Organize the ministry
- Define responsibilities of the workers within the ministry through consensus with the group

Role of the Ministry Leader: cont.

- Recruit workers and develop future leaders for the ministry
- Deliver ministry programs and activities
- Collaborate with Parish Council and report to the Parish Assembly
- Prepare and manage ministry budget
- Recognize their volunteers for time and talent they have offered

“The greatest challenge of leadership development is not teaching the mechanics; its laying a right, moral, and ethical foundation! Without this foundation, the best intentions are not worth much, because necessity usually wins out over intentions, and we end up in sinful behaviors.”

B.D. Williams and M.T. McKibben Oriented
Leadership page 161

Roles of Consensus in Decision Making and Transparency

- Consensus occurs when the everyone agrees upon a decision, strategy, or plan of action that all can live with, and can support for the good of the church.
- Consensus is often incorrectly assumed to imply complete agreement, but is rather the ability to support a given decision.
- Consensus is easy when mission is clear and non-negotiable.

Questions for Consensus:

Does everyone accept this decision?

Is anyone opposed to this decision?

Can everyone live with this decision?

Can everyone support this decision?

Benefits of Making Decisions by Consensus:

- Greater sense of parish unity
- Improved morale and parish culture
- Increased productivity and quality of work
- Reduced cost in terms of time and resources

Liaisons with Parish Council

Role of the Parish Council as Liaison

- Support and encourage ministry's workers
- Assist with budgeting
- Acknowledge work & progress both privately and publicly
- Assist in organizing and improving the ministry
- Assist in recruiting and developing leadership for the ministry
- Monitor each ministry's progress & support when necessary

The Role of the Parish Council

- They should define and support the organizational structure of the parish.
- Their role is not to micromanage the ministries, but rather to make sure that the ministries have all they need to function properly and effectively.
- Parish Council members should not, by rule, be ministry leaders. Ministry leaders should be carefully selected from the laity for their strengths and abilities and given authority and responsibility over a particular ministry.

The Role of the Parish Council cont.

- The Parish Council should have a liaison relationship with the ministry leaders; meeting with ministry leaders regularly to bring comments, concerns, and needs to the attention of the Parish Council.
- Ideally, the Parish Council should be made up of those who have served as ministry leaders.