

## **Organizational Chart and Roles for the Parish Body of Christ and Leadership Team**

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*Hierarchical model – “We have the Ministerial priesthood, but if that’s what our Church has, then the ministerial priesthood cannot be the same as the locus of power. I want power to be shared for real. I want accountability of all of us, for real. That means decisions being made not only by clerics, but by other qualified leaders”. (Fr. James Mallon – Divine Renovation)*

**World and Life – Building the Kingdom of God in everyday life. Non-Christians/Catholics, poor, marginalized etc. are the top/goal/focus of a parish Org Chart**

### **Parishioners**

- Enter a Community Covenant – clear expectations for membership
- Grow in relationship with the Lord and the community, caring for one another in the community,
- Discern their gifts and call and share in the body of Christ
- Continue to develop and grow as disciples,
- Foster the transformation of the world
- Ultimately to foster the “apostolic of the laity” to be at service and transformation of the world

### **Ministry Leaders**

- Leader of each parish ministry, mission, or organization
- Leaders supported by Parish Staff and Ministry Coordinators
- Have responsibility to make decisions and put them to action in their ministry with the support of the Staff

### **Staff – Directors, Staff, Coordinators of Ministries**

- Supported by the Leadership Team and a particular member of the team, oversee respective key areas and components of the mission, values and objectives of the organization determined by the Leadership Team with advisement of PPC and PFC and Clergy Team
- See Respective job descriptions
- *Low level or particular Strategies and implementation of the larger Vision, Values and Goals in their ministry area*

### **Parish Pastoral Council**

- Advisory and Accountability for the Leadership Team. Responsible for advising, accountability and measurement of progress
- Mission – Vision Statement
- Values
- 3-5-year Pastoral plan
- Parish “Systems” and Pastoral Plan Analysis

- Listening to the Body of Christ
- *High level Strategies and implementation*

### **Parish Finance Council**

- Advisory and Accountability for the Leadership Team.
- Provide funding and financial and administrative oversight and accountability for the good of the whole organization and Leadership Team as supported and advised by the vision and goals of the Parish Pastor Council.
- Budgets and Finance
- Clarity in Administration and processes

### **Clergy Team**

- **Pastor/Administrator**
  - Discern and appoint leadership team
  - Hire and develop staff and determine best supportive structure and accountability
  - Collaborates in Word, Sacrament, Pastoral Care, Vision/leadership
- **Parochial Vicar**
  - Member of the Leadership team
  - Collaborates in Word, Sacrament, Pastoral Care, Vision/leadership
  - Specific designated roles and responsibilities within the parish
- **Priest in Residence**
  - Help out with liturgies and help communicate parish vision and values
- **Deacons**
  - Help out with liturgies and help communicate parish vision and values
  - Roles in the diocese (ministries of service) particular to each deacon
  - Specific designated roles and responsibilities with the parish

**Leadership Team** – Small group of people who are co-responsible for achieving the common objectives of the organization (Lencioni)

- **Areas of Responsibility** – communication, implementation and accountability of the Vision, Values, and Strategic Objectives as well as pressing needs or issues
- **Within the Leadership Team there needs to be some individual responsibilities** and work done by one/some for all – what will those responsibilities be? This will be determined by the strengths of the person and his/her role
- *Input into and supporting the implementing High level Strategies,*
- *6-12 month strategy and being involved in low level strategies of staff and ministries and their goals, decision making, problem solving, communicating, accountability etc.*