

Parish Family 35 St Charles Borromeo St. Leo the Great

Consultative Leadership Gathering
Tuesday, April 29, 2025

Opening Prayer

Introduction

Gathering of Key Consultative Leadership

Understanding Our Roles

How we will move forward together

Respect Guidelines

R = take **RESPONSIBILITY** for what you say and feel

E = **EMPATHETIC** listening

S = be **SENSITIVE** to differences in communication styles

P = **PONDER** and reflect on what you hear and feel before you speak

E = **EXAMINE** your own assumptions and perceptions

C = keep **CONFIDENTIALITY**

T = **TOLERATE** ambiguity because we are **NOT** here to debate who is right or wrong

- Eric Law, 1995

Why Partners in the Gospel?





What we know...

Re-Structuring to Re-envision

Partners in the Gospel helps us reorganize our structures to better serve our mission.

- Form parish families
- Strengthen leadership and governance
- Share administration, infrastructure, finance, and technology
- **Free pastors and staff** to do what they do best
- **Now ready to Re-envision**



What is the One Parish Plan?

What the One Parish Plan *is*

- The primary long-term strategic planning tool for clergy, staff, and lay leaders.
- Used to set the course for restructuring and re-envisioning life in your parish family and preparing to become one canonical parish.
- A guide to determining the parish family's current state and future plans.
- What Archbishop will use to promulgate the decrees forming new canonical parishes.

**Long-term strategic
/ pastoral decisions**



What the One Parish Plan *is not*

- The tool for making pastor/delegate-driven operational decisions or short-term strategic decisions.
- An answer to every question that will come up in parish life.
- Something that the pastor should take up alone.
- Something that can be delegated wholesale to one staffer/volunteer.
- A guide to day-to-day operations and consultation within the parish family.

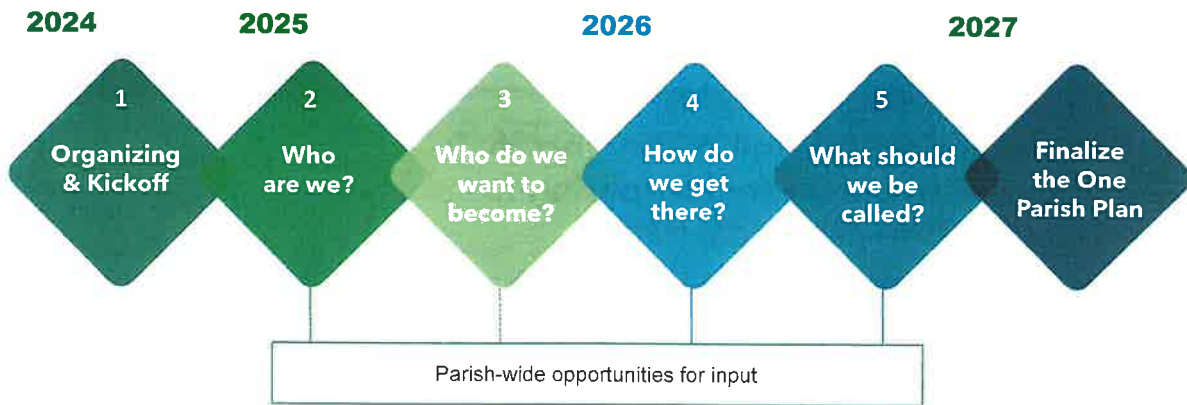
**Long-term strategic
/ pastoral decisions**

**Short-term strategic
/ pastoral decisions**

**Operational (pastor
/ delegate)
decisions**



Process for Developing the One Parish Plan



The role of co-responsibility

“...we think about all that the lord gives us in baptism and the dignity of what is rooted in baptism. It is that **baptismal life that makes us sons and daughters of God, brothers and sisters of Christ**, and therefore brothers and sisters with one another . . . The more we can really prayerfully enter into these theologically grounded identities of **who we are**, the **better capable we’re going to be of embracing and shouldering this co-responsibility that all of the baptized have for the mission of the Church.**”

AB Etienne

History of Consultative Leadership in our Archdiocese of Seattle

The Development of Consultative Structures in the Church in Western Washington

- Vatican 11
- Archbishop Connolly mandated Parish Councils - 1972
- Archbishop Hunthausen mandated Parish Leadership Development Program – 1978
- Parish Development Services created – 1980
- Revised Code of Canon Law – 1993
- “You Are the Branches” developed & promulgated by Archbishops Hunthausen & Murphy – June 1990
- “Many Gifts, One Spirit” promulgated by Archbishop Brunett – 2007 followed by various revisions over the years

Pastoral Councils

- Required
- Consultative leadership body of parishioners
- Advises and makes recommendations to the pastor
- Purpose is to be a sign and witness of unity
- Develop Vision and Parish Priorities and Direction
- Promote community
- Assist the pastor in pastoral planning
- Promoting communication and understanding among parish organizations and between the parish, the Archdiocese, and the universal Church



Finance Councils

- Required
- Consultative body that provides the pastor with advice concerning the stewardship of the parish's fiscal resources
- Conduct long-range financial planning related to funding operational and capital needs in the parish
- Develop and oversees a parish budget process, which results in an annual parish budget
- Provide financial analysis of current fiscal status reports
- Provide fiscal analysis of proposed goals, strategies, programs and administrative aspects of parish life



Other Commissions & Committees

- Depending on size of parish, it is recommended that several commissions be constituted
 - School Commission
 - Liturgy and Worship
 - Stewardship
 - Faith Formation
 - Social Justice
 - Many Others depending on parish situation
- Commissions engage in strategic planning and policy development in their specific areas in response to parish priorities and goals.



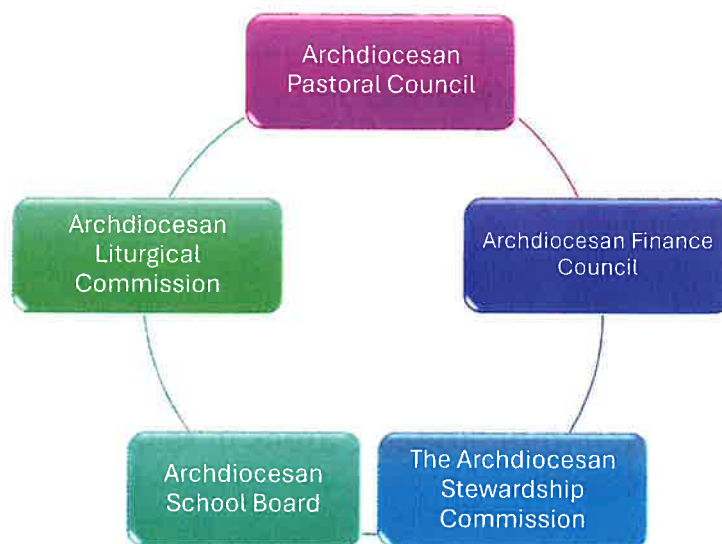
Participants in Archdiocesan Governance

(New to Document)

Archdiocesan Leadership

- Archbishop
- Auxiliary Bishop
- Vicar General
- Episcopal Vicar
- Dean

Archdiocesan Consultative Bodies



Participants in Parish Governance



**The role of co-
responsibility**

SYNODALITY



Principle of Synodality

- There is a brief description of synodality in the final document: “In simple and concise terms, synodality is a path of **spiritual renewal and structural reform** that **enables the Church to be more participatory and missionary, so that it can walk with every man and woman**, radiating the light of Christ” (No. 28). This is the task now at hand for all the baptized in the universal Church!

Archbishop Etienne

Pope Francis

*The parish is not an outdated institution; precisely because it possesses great flexibility, it can assume quite different contours depending on the openness and **missionary creativity of the pastor and the community.***

We are all co-responsible for decision-making (decision-makers), the bishop is the decision-taker

Decision Making

Two Categories & Three Different Types

Decision Making First Category & Three Different Types

Partners.....

- ▶ Operational
- ▶ Short Term Strategic
- ▶ Long Term Strategic

Consultation: Three Decision Types

Operational:

Pastor consults with (or delegates to) staff, with input from consultative bodies as needed.

Short-term strategic:

Pastor always consults with staff and the pertinent consultative bodies.

Long-term strategic:

Pastor consults with staff, consultative bodies, and the laity using synodal methods.



Decision Making Second Category & Three Different Types

General....

- ▶ Participative Leadership
- ▶ Consultative Leadership
- ▶ Authoritative Leadership

Table Discussion:

Each table will need a facilitator, note taker & reporter.

- ▶ What questions do you have about moving forward as one parish family?
- ▶ What are you most concerned about?
- ▶ What are you most hopeful & excited about?

Table Discussion

- ▶ One highlight from each question

Moving Forward

We have a PFLT

The **Parish Family Leadership Team (PFLT)** will be the primary *staff* consultation and action group for executing Partners in the Gospel.

Considerations for building the PFLT include:

- PFLT's may contain 3-5 people.
- Look for emerging leaders from existing staff and/or new key hires.
- Would include Director of Operations and Director of Pastoral Ministries.
- Should include staff from each parish.



Assembling the PFAC

Expect families to form PFAC 2025, now. When looking for PFAC members:

- Find members who are able to think beyond their own parish and consider the needs of the *family*.
- Forming a new PFAC.
- Make sure each parish/school is represented.
- Consider skills and groups that may be under-represented in current leadership bodies.



Next Steps:

- Individually prayerfully & discern where the Holy Spirit is calling me to ministry
- Providing information back from the table discussions to this consultive leadership gathered
- Forming a Parish Family Advisory Council
- Continued work with staff in identifying ways towards shared ministry



Closing Remarks

Closing Prayer

Above all, trust in the slow work of God.

We are quite naturally impatient in everything to reach the end without delay.
We should like to skip the intermediate stages; we are impatient of being on the way to something unknown, something new.

And yet it is the law of all progress that it is made by passing through some stage of instability – and that it may take a very long time.

And so, I think it is with you, your ideas mature gradually – let them grow, let them shape themselves, without undue haste.

Don't try to force them on, as though you could be today what time (that is to say, grace and circumstances acting on your own good will) will make of you tomorrow.

Only God could say what this new spirit gradually forming within you will be.
Give Our Lord the benefit of believing that his hand is leading you and accept the anxiety of feeling yourself in suspense and incomplete.

~ Pierre Teilhard DeChardin, SJ

