



St. Ignatius Loyola
— Catholic Church —
A People For Others

St. Ignatius Loyola Discernment of Leaders

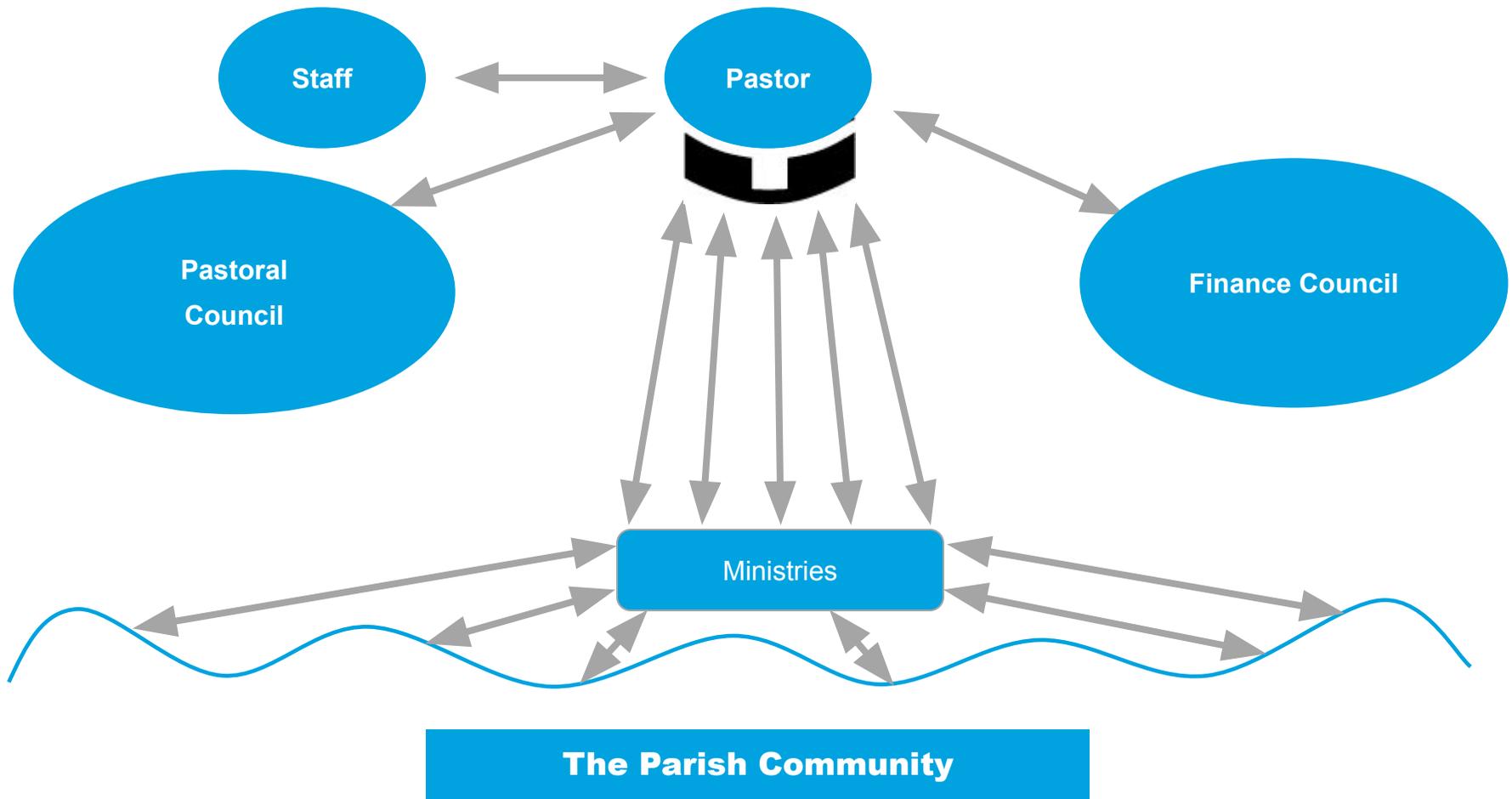
“Leaders of Leaders”

St. Ignatius Loyola Catholic Community Mission Statement

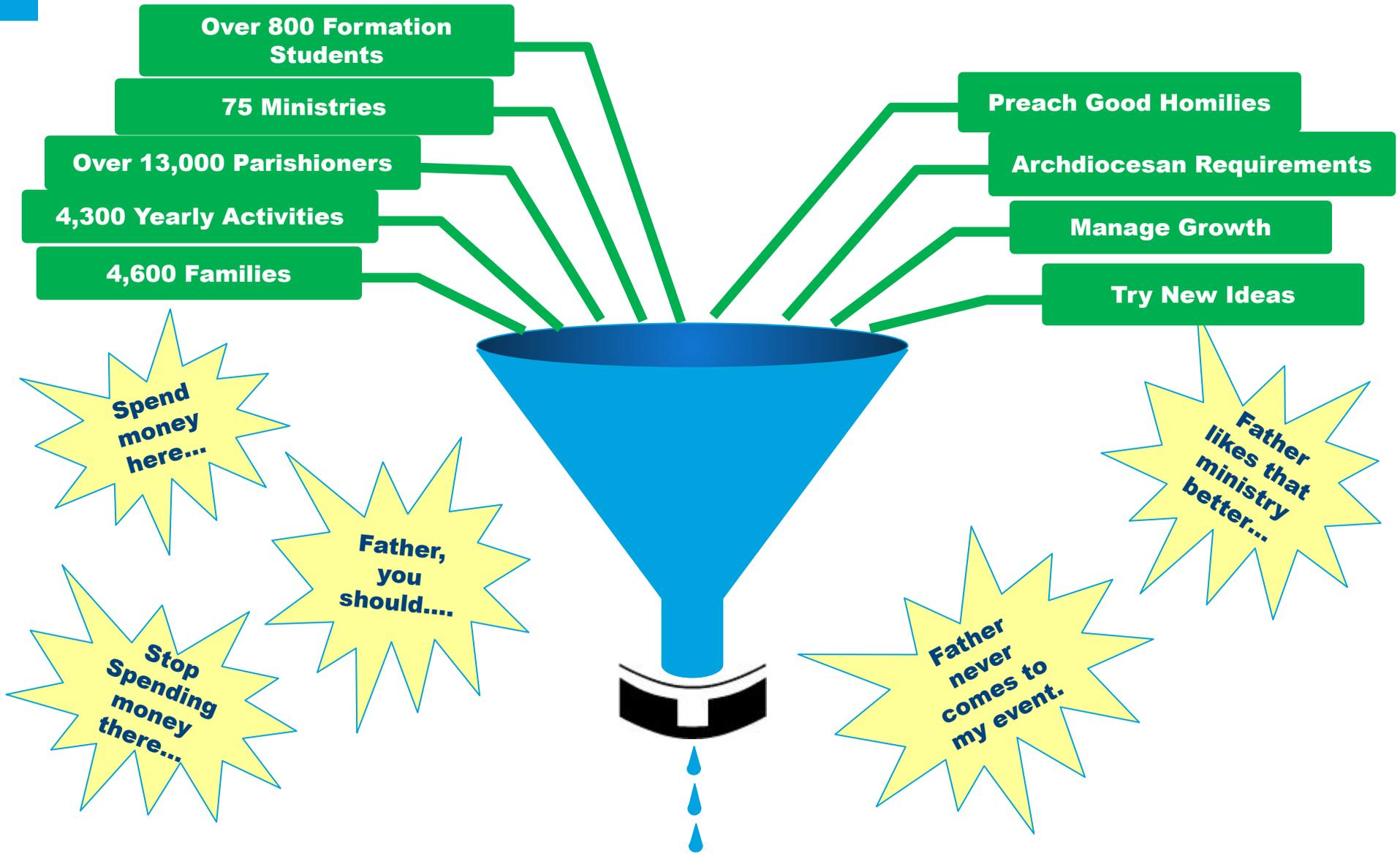
Welcomes all
to prayerfully *Celebrate*
the mysteries of the liturgy,
build *Family* through fellowship,
and *Serve* Christ as a people for others.

Leadership Structure

“Perception” of Our Leadership Structure

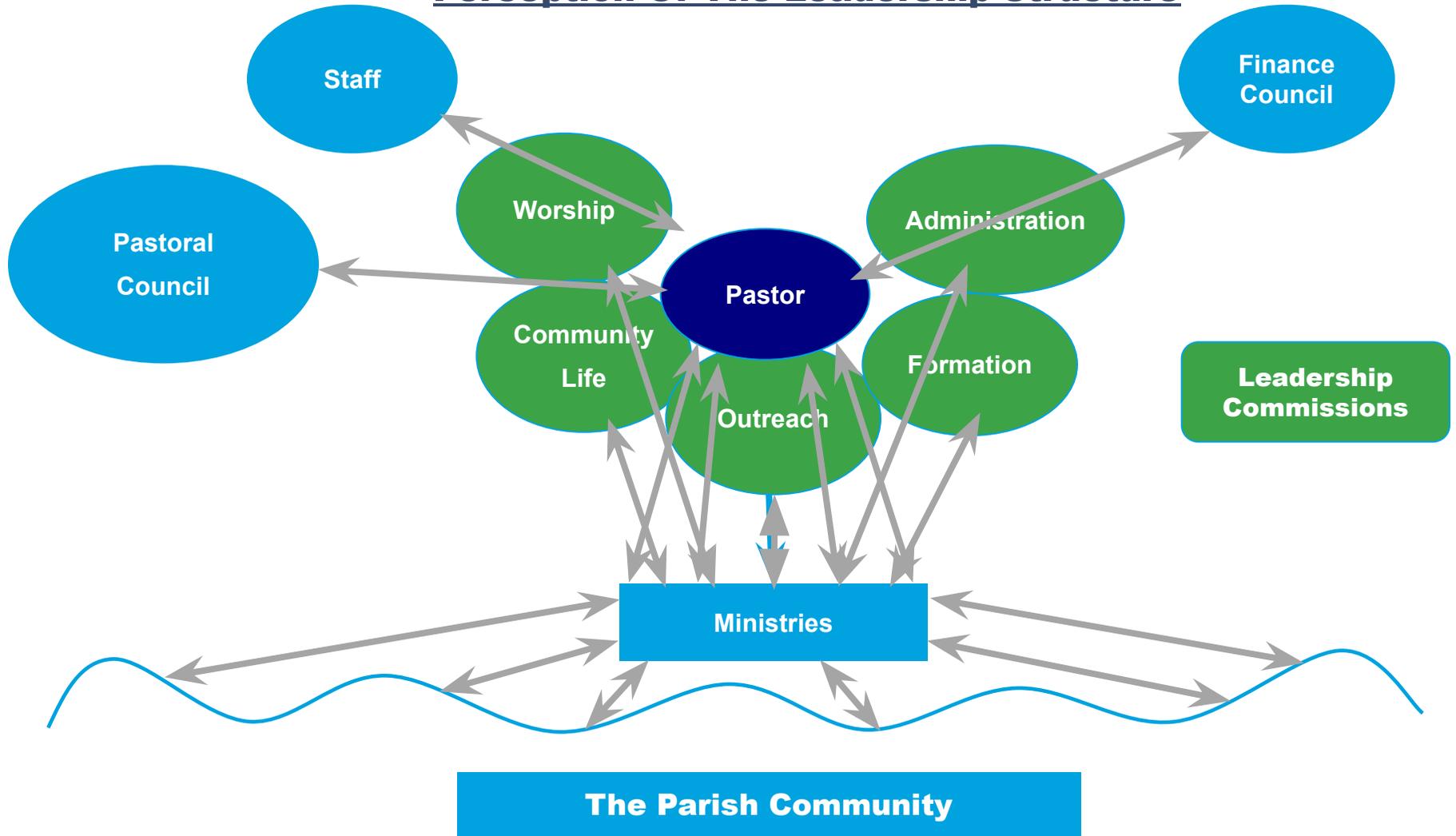


Demands On The Clergy



Leadership Structure

Perception Of The Leadership Structure





Parish Evaluation Project

- Commission structure developed by the Jesuit priest, Fr. Tom Sweetser.
- PEP founded in 1973 in Milwaukee, WI.
- Detailed in Fr. Sweetser's book, "Keeping the Covenant", used by SILCC as the base document for managing the process.

Implemented at St. Ignatius in 2003

- Process started with a parish-wide survey done in 2003.
- First commissions instituted in 2004.
- St. Ignatius is unique as the only parish in the archdiocese to use this structure.
- Structure has resulted in the creation and assisted expansion of multiple ministries.

Pastoral Council and Commissions Mission Statement

**We are a faith-filled and fully representative body,
guided by the Holy Spirit and the Gospel,**

**that works in conjunction with the pastor and parish staff
to discern the needs of the parish.**

**By setting goals and priorities, and acting by consensus,
we guide the parish in building a Christ-centered Christian
community,**

for the honor and glory of God.

Leadership Commissions Makeup

Administration

Community
Life

Formation

Outreach

Worship

- ❑ Each Commission is comprised of:
 - 9 Regular Members
 - 2 Youth Member
 - 1 Staff Liaison
- ❑ All members (except staff) are “linked” to one or more ministries.
- ❑ Members serve additional roles:
 - 2 Co-Chairs
 - 1 Recording Secretary
 - 2 Pastoral Council Members
 - 1 Stewardship Committee Member
- ❑ Commissions meet monthly on the first Tuesday of the month.
- ❑ Regular members serve for a 3 year term, afterwards must sit out one year.

Leadership Commissions Responsibilities

Administration

Oversees the administrative functions of the parish including immediate and long term facility needs. Also, responsible for fostering communication within the parish and its ministries.

Community Life

Oversees ministries related to the community and social nature of the parish

Formation

Oversees ministries and programs related to youth and adult formation.

Outreach

Oversees the ministries of evangelization and social services both in the parish and community.

Worship

Oversees ministries related to the Sacraments and Liturgy.

Leadership Commissions Ministries - Examples

Administration

Money Counters
Office Volunteers
Newcomers Welcome
Parish Social
Volunteers
Stewardship Committee
Preventative Maintenance
Communications (SC)
Finance Council
Liaison

Community Life

Boy Scouts / Cub Scouts
Donut Social
Filipino Ministry
Knights of Columbus
Ministry of Mothers
Senior Friends
American Heritage Girls
Vietnamese Ministry
Women's Club
St. Joseph's Altar

Formation

Adult Faith Formation
Marriage Enrichment
Mother's Day Out
Nursery
Parish Vocation Committee
Sacramental Preparation
Teams of Our Lady
Young Adult Ministry
Youth Ministry
Vacation Bible School

Outreach

Christmas Angels
Blood Drive
Correctional Ministry
Gabriel Project
Jobs Ministry
NAM
Sending Out Servants
Sandwich Makers
Grace Ministry
Kids Hope
Rejoice Counseling

Worship

Altar Servers
Art & Environment
Extraordinary Ministers of Holy Communion
Eucharistic Adoration
Eucharistic Visitors
Gift Presenters
Hospitality Ministers
Lectors
Music Ministry
Prayer Group
Sacristans
Wedding Coordinators

Leadership Commission

Functions of the Commission

Link

- Communicate with their ministries regularly (at least monthly).

Assess

- Look within the community, church, and its ministries.
 - ? What's working?
 - ? What's needed?

Vision

- Imagine the full potential of each ministry.

Funnel/Develop a Solution

- Develop a solution, with a timeline.
- May include:
 - ? Helping a current ministry find additional resources or solve issues limiting their effectiveness..
 - ? Re-creating / Expanding / Redirecting an existing ministry.
 - ? Creating new ministry

Leadership Commissions and Pastoral Council

Shared Wisdom and the C – D – I Process

“C”

CONSULT

Gather the Data

- Ensure all understand the issue, problem or concern and document the scope and description
- Identify the “deciders” (not necessarily the Pastor)
- identify individuals, groups, ministries that are affected and should be consulted

“D”

DECIDE

Reflect prayerfully
on the data

- Take into consideration the information gathered
- Make the decision, which may be a recommendation to the Pastoral Council
- **Be willing to live positively with the decision**

“I”

INFORM

Share the wisdom that
results from reflection

- Inform the key individuals and groups of the decision, ***before any action is taken***
- Make use of various electronic media, i.e. group email on the parish website for instance - communitylife@SILCC.org

Year 1

20XX, provide new traffic monitoring systems, buildings and grounds that will be safe and secure for children, adults and staff so that parishioners can be assured of a safe and secure campus environment.

Year 2

20XX, establish a restructured communication process that encompasses all types of media reaching all ages to keep all parishioners informed about what is happening in the parish and are given opportunity to share their opinions and desires with the leadership positions.

New Ministries/ Achievements

Parking lot gate, speed bumps, increased signage on campus

Year 1

20XX, identify and implement tools that will allow ministries to more effectively communicate to parishioners opportunities for participation within the parish community.

Year 2

20XX, increase the number of families participating in parish ministries and social events by 25%.

**New
Ministries/
Achievements**

Family Movie Nights, Trunk or Treat, Mardi Gras

Year 1

20XX, achieve a standard of 80% of catechist attending a minimum of two trainings per year.

Year 2

20XX, continue to offer high quality formation with a goal of increasing a sense of community and a fire for our Catholic faith as measured by increased attendance at formation events.

New Ministries/ Achievements

Support regular programs, Hosting catechist breakfast and morning of prayer

Year 1

20XX, leadership guidelines will be distributed to all leaders for Outreach Ministries.

Year 2

20XX, Outreach Ministry Leaders are provided leadership training on an annual basis.

New Ministries/ Achievements

St. Joseph's Crew, Digitized financial aid process, Family Connections

Year 1

20XX, assure that our liturgies are inclusive celebrations engaging the whole person in which men and women, young and old, comprising all our diverse ethnic backgrounds are active participants in praising God in order to promote spiritual growth and holiness.

Year 2

20XX, foster full and active participation in the liturgy, our second year goal is to help each member of our worship community to grow in active stewardship of the Church, supporting aspects of parish life.

**New
Ministries/
Achievements**

40 Hours of Prayer and Adoration, Re-engage ministers post-pandemic

Pastoral Council Roles and Makeup





Pastoral Council

The Glue

Mission

- Serves as guide and unifier for goals and actions established by the commissions.

Focus

- Provide common direction/focus for the parish as a whole
- May take the form of a yearly theme, a central project, or a mission project that the parish adopts

Decisions

- Council acts as arbitrator and discerner in determining which group or individual should be the decider of a particular project or issue
- Pastor and Council, as a single collaborative unit, “decide who decides”

Crisis

- Counsels with the Pastor on urgent and important matters.

Leadership Commissions

Discernment - Inviting People to Leadership

People invited to join commissions:

- Must be aware of what is happening in the parish, already interacting with various parish groups and individuals, preferably in a ministry leadership role.
- Must be one who can envision what *could be*.
- Must be willing to work in partnership with others but not afraid to speak up to share concerns or insights
- Must be able to attend the monthly leadership night and invest time as needed throughout the month prior to meeting
- Discernment is a practical and spiritual exercise meant to call forth the Holy Spirit; it is not a campaigning event or popularity contest.



Discernment

www.silcc.org