



**ST. ANN of the Dunes**  
*We remember. We celebrate. We believe.*

**STEPS TO THE RECRUITMENT OF PASTORAL COUNCIL MEMBERS**

1. Education about Pastoral Councils
  - Parish Pastoral Council Education Series
  - Prayer for Discernment
2. Invitations for Nominations
  - Nomination Forms distributed August 10 & 11, 2019. Forms must be returned by: Sunday, September 1, 2019.
3. Discernment Process for Nominees: **ONLY ONE SESSION, IF NEEDED** on Wednesday, September 4, 2019.
4. Selection of names for Parish Pastoral Council, Sunday, September 8, 2019.
5. Selection of new officers and commissioning, Sunday, September 15, 2019.

**OUR PRAYER FOR DISCERNMENT**

Loving God, we come to you seeking your guidance. As we prepare to identify new members for our Parish Pastoral Council for St. Ann of the Dunes Parish, please send us your Spirit. Give us the Wisdom to find among us those whom you have called to serve in this ministry. We thank you for the abundant gifts present in our parish. Help us to recognize in ourselves and others the skills and talents needed to serve on our Pastoral Council. We ask this in the name of Jesus our Lord. Amen.

**PARISH PASTORAL COUNCIL EDUCATION**

WHAT IS A PARISH PASTORAL COUNCIL?

Our pastor, Father John B. Barasinski, through the authority of Bishop Donald Hying, has the responsibility for the care and well being of St. Ann of the Dunes Parish. The role of the pastor is:

- The formation of the people through the proclaiming of the Word of God
- Celebration of the Word through the Sacraments
- The ordering or administering of the parish

The Parish Pastoral Council does not relieve the pastor of these responsibilities, but assists by working on:

- Pastoral Planning
- Policy development
- Community Building
- Spiritual Development

Our Council consists of 12 parishioners, and the pastor, who work together to discern the spiritual and pastoral needs of the parish. The decisions of the Pastoral Council are reached through consensus. This collaborative method is achieved through prayer, study, and guidance from the Holy Spirit. The decisions of the Pastoral Council are implemented through the Commissions so that as a community of faith we proclaim the Good News of God's Kingdom.

**WHO SHOULD SERVE ON A PARISH PASTORAL COUNCIL?**

Characteristics of Pastoral Council Members:

*Spiritual Leaders:* Council members must provide a good example of Christian living. They need to pray both individually and collectively, about the decisions for the parish. Prayer at the meetings and participation in the special days of formation are expected of each member .

*Servant Leaders:* Council members offer their gifts and talents to the parish not from a sense of power or control, but rather from an attitude of cooperation and shared responsibility .

*Approachable:* Council members should make themselves known to the community by being both accessible and available to the parishioners. Their visibility is key to building parish awareness and good communication.

*Good Listeners:* Council members seek the input of parishioners regarding their concerns, in order to establish the direction of the parish. Parishioners need to know that their voices will be heard and that their views are important.

*Agents of Change:* All Council members need the ability to discern where change is appropriate and have the courage to implement change in order to improve the parish life. Often this means the status quo needs to be challenged and then affirmed or changed.

*Empower Others:* Council members are people who empower others, making opportunities available to all parishioners, inviting them to become involved in the life of the parish community.

*Collaborative:* Council members collaborate with one another and the pastor. A Council member must be willing to make decisions through *consensus*, not by majority rule. The Church is much broader than one organization or one parish. It is the power of God working together, drawing on the gifts of one another to make the most effective use of the community's resources.

**Distinction Between Policy-Making Council and Parish Administration**

Parish Pastoral Councils are policy-making groups. The Pastoral Council commissions/ committees implement the policies of the Parish Pastoral Council.

| <b>Policy-Making<br/>Parish Pastoral Council</b>            | <b>Administrative<br/>Pastor and Parish Staff</b> |
|---|---|
| -Issues that will arise in the future                       | -Issues that arise in day to day operations       |
| -Ongoing issues that keep surfacing more than once or twice | -Issues that arise only once                      |

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|---|--|
| -Issues that affect a significant number of parishioners      | -Issues that affect a small number of parishioners |
| -Formulates long-range policy to meet future goals            | -Deals with immediate need or demand               |
| -Formulates policy only at Council meetings by entire council | -Takes place outside of Council meetings           |

### **Clarifying the Distinct Roles of Pastor as Policy-Maker and Pastor as Administrator**

| <b>Pastor as a Policy Maker</b>   | <b>Pastor as an Administrator</b>  |
|---|--|
| -Representative of the Bishop   | -Chief administrator of the parish; bears ultimate accountability for development of faith community |
| -Faithful to Church policy including Vatican II, Diocesan policies, Canon Law, etc. | -Delegates administrative responsibilities to staff, commissions, organizations, and individuals     |
| -Shares policy-making role with the Parish Pastoral Council                         |  |

### **WHAT IS THE ROLE OF COMMISSIONS?**

Commissions are the working arms of the Parish Pastoral Council. Their purpose is to develop objectives in response to the parish goals, and implement programs by working with the existing committees and organizations. There are five Commissions:

- Christian Formation and Education
- Parish and Community Life
- Spirituality and Worship
- Peace, Social Justice and Human Services
- Stewardship, Administration and Finance

Commissions serve the parish community by broadening the representation and participation of parishioners in the parish vision. Commission members bring their skills and gifts, as well as their Christian faith to work for the benefit of the parish and the Church as a whole. A Commission does not have policy-making responsibility. That is reserved for the Parish Pastoral Council. The existing organizations and committees are placed under the appropriate Commission so that their needs and concerns can be heard. These groups are involved in the implementation of the Commission's objectives. It is not the role of the Commission to restructure or interfere with the way in which an organization or committee functions. Commission members, like Council members, are to be open to change, to be good listeners, to be prayerful, and to be willing to participate in ongoing formation and spiritual development.

The decisions of the Parish Pastoral Council are implemented through the various Commissions so that as a community of faith we will proclaim the Good News of God's Kingdom.

## HOW ARE THE DECISIONS REACHED BY THE PARISH PASTORAL COUNCIL

Parish Pastoral Councils are different from Parish Councils. A Parish Pastoral Council is an envisioning group and is not run by parliamentary procedures. It focuses on prayer, study, and reflection. Decisions are based on discernment, collaboration, and consensus.

### DISCERNMENT

Parish Pastoral Council members participate in policy formation by identifying the needs and hopes of parishioners and by being open to the Wisdom of the Spirit as expressed in the scriptures, sacraments, and Church traditions. The discernment process combines the insights, expertise and faith of members to provide a vision and direction for the parish. This is expressed in the priorities that are identified and broad policies that are adopted.

### COLLABORATION

The Parish Pastoral Council is responsible for leading the members of the parish to understand that we need to work together within the parish, with other parishes and the leadership of the Diocese. Our resources are to be used not only for the benefit of the parish, but also for the mission of the Church. The Parish Pastoral Council seeks ways to promote this collaboration in mission and ministry, in keeping with diocesan policies.

### CONSENSUS

Parish Pastoral Council decision-making is based on consensus, not majority vote. Issues are discerned and discussed prayerfully. Each member's views and experiences are important. Discussion continues until a general agreement is reached by all Council members. Through consensus the group attains a conclusion that each person involved in the process can support.

How Will Council Members Be Selected? Our Parish Pastoral Council is composed of 12 lay members and the Pastor. The lay members were identified through a selection process rather than an election process. Elections are not desirable because they create win/lose situations and the most qualified people may not be considered. In a selection process, parishioners are encouraged to be involved from the beginning by such activities as nomination, affirmation, and prayer. Parishioners are asked to recognize the gifts and talents of different members of the community, suggesting that they be considered for membership on the Parish Pastoral Council and praying for the guidance of the Holy Spirit that the right people be chosen.

The nomination process for four new members will begin Sunday, August 12, 2018. Nomination forms can be found in the back of church. After the nomination forms are received, members of the current Parish Pastoral Council will contact all of the nominees to determine their willingness (if needed) to accept the nomination. Those who accept will be asked to attend a Discernment Process if needed on Wednesday, September 5, 2018 to focus on the purpose of the Council, role and expectations of a Parish Pastoral Council member, and the consensus process.

### **THE ELEMENTS OF THE SELECTION PROCESS ARE:**

PRAYER- the community is open to the Spirit and listens to the Lord

NOMINATION -parishioners are invited to put forth names

EDUCATION- explaining to potential members what the Parish Pastoral Council involves

DISCERNMENT- suitability of each potential member is prayerfully and thoughtfully evaluated

SELECTION -of which nominees will be chosen

TRAINING AND FORMATION -of those that have been selected