

Choosing a Team Structure



Developing a Team Structure

Once the parish has developed its vision and plan, the parish leaders should help the parish develop the team structure. At this stage, the parish leaders should focus on the ministries not the people who might exercise leadership in those ministries. The primary role of the team is to help every member of the congregation embrace their ministry including

- Welcoming new members of the church
- Assisting initiation and pastoral ministries such as baptisms, confirmations, weddings and funerals
- Sharing their faith with others
- Encouraging members of their congregation in their ministries in their workplace, among their families, in their recreation and in the Church
- Developing their own faith
- Supporting ministry leaders

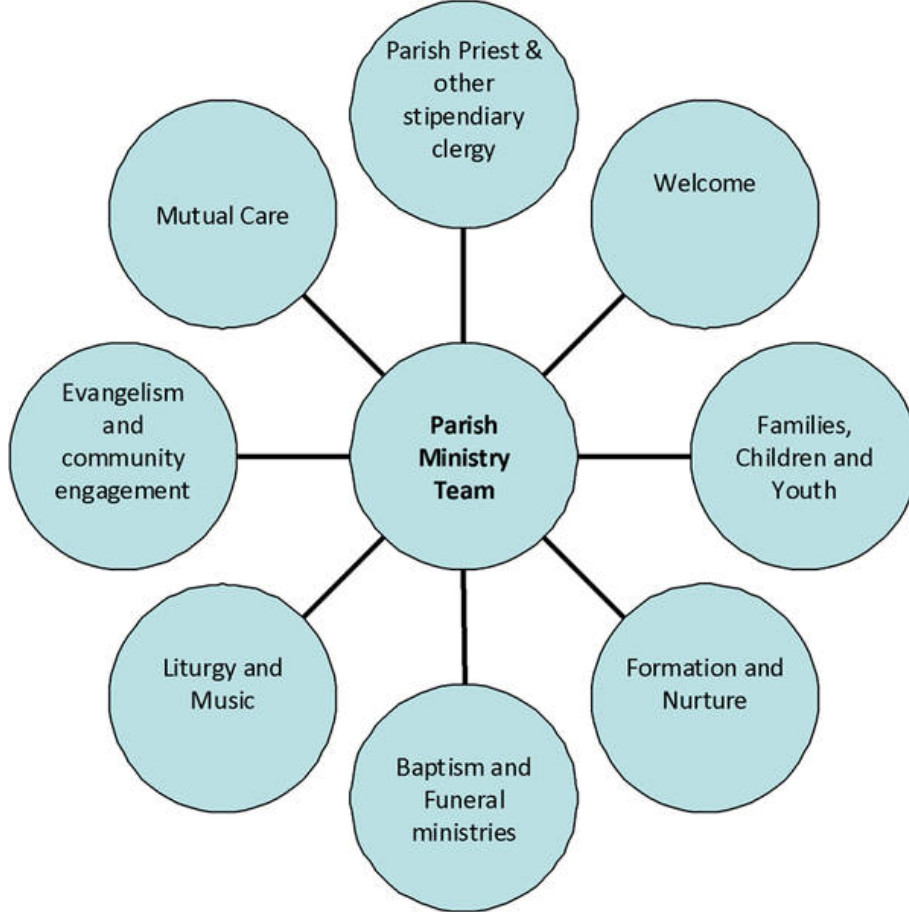
The Ministry Team works alongside the Parish Council and joins with the parish clergy in undertaking the essential tasks of ministry and mission.

In normal circumstances, leaders who are members of the ministry team will voluntarily agree not to be nominated or elected to the Parish Council. The Parish Council will retain leadership for resourcing ministry (managing assets and finances), whilst the new ministry team will be responsible for leading ministry. The Parish Priest is an important link between both groups. There may be some significant changes to the Parish Council members when the Team is formed.

There should be a role on the Ministry Team for every essential ministry identified in the visioning and planning process. In most cases the members of the Ministry Team will co-ordinate and work in the specific areas such as liturgy and music, education and formation, welcome and incorporation, children and youth ministry, mutual (pastoral) care, spirituality, education and community connections. The leadership roles in each parish will relate directly to the vision for mission and ministry of the local church. Where teams already exist there may need to be some re-organisation and re-focusing around the revised missional goals of the parish.

After the leadership areas have been identified, the parish leaders should develop ministry descriptions and goals relating to each ministry position. These descriptions will define the expected commitments of team members, including Ministry Team meetings, education, formation and spiritual direction. These ministry descriptions will be made available to the whole congregation. The MDO has sample descriptions.

The Parish Priest and Council should share the ministry leadership structure with the Bishop in writing. On occasion there may be some conversation before a final structure is settled. One example of a team structure is:



A small parish beginning this journey might have a smaller team comprising

