



Co-Responsibility
in Mission:
How Pastors, Principals,
& School Business Teams
Work Together

What is Co-Responsibility in Mission?



- What is the mission?

The Catholic Parochial school is the tried and true way we partner with our parents to pass on the Catholic Faith to the next generation.

Partnerships - Business Team

- Willing to put in the work
- Supportive of Pastor and Principal
- Good Representative of the Parish and School
- Connected to the community

Partnerships - Collaborative Leadership System

- The leadership system must value consultative input from all school stakeholders
 - Honest and good faith feedback
 - Honors that not everyone sees things the same way
 - Healthy conflict - willingness to voice disagreements in a respectful manner, and a willingness to consider differing perspectives
 - Consistency of messaging

Responsibilities - Pastors

- “The parish priest is the proper pastor of the parish entrusted to him. He exercises the pastoral care of the community entrusted to him under the authority of the diocesan Bishop, whose ministry of Christ he is called to share, so that for this community he may carry out the offices of teaching, sanctifying and ruling with the cooperation of other priests or deacons and with the assistance of lay members of Christ’s faithful, in accordance with the law” (Can. 519)

Responsibilities - Pastors

- Teaching + sanctifying + ruling (ruling sounds very regal but it basically means governing the parish)
- Basically, the priest must teach the faith, he must offer the sacraments and take care of the temporal goods of the parish (the property and the money).
- Discern and cast the vision
- Respect spheres of influence
- Formation of key staff and volunteers
- Sacramental dimension

Responsibilities - Principal

- To ensure that the school is a valuable piece of the mission of the parish.
- To work with teachers and parents in the formation of the children
- To truly believe that we do “all the things” because we are helping our students get to heaven.

Responsibilities - Business Team Chairperson

- Building a team that focuses on the mission and can take that high level view
- Building a process that offers direction, and allows for discussion, and creates a path for improvement
- Be prepared to use time outside the whole group meeting for ad hoc committee work.
 - There is a level of trust, as well as an expectation, that each committee is working outside of the meeting
 - Committees need the framework that they work within, and then they take ownership for completing the work.

Building a Team

- Committed to the school
- Speak to the importance of the school
- Be willing to listen
- Be willing to offer ideas
- View conflict as something good for the team
- Maintain confidentiality
- Remember that he or she is a leader; you always need to direct people back to the pastor, the principal, the teacher, etc
- A business team member must believe wholeheartedly that the work being done ultimately brings children closer to Jesus

Building a Process

- Logistics:
 - Focus on 2 topics each month
 - It isn't reasonable or effective to cover every topic all at once
 - Updates from all committees; committees can get input, advice, or use the whole group as a sounding board

Building a Process

- Navigating Conflict:
 - Conflict isn't common, but every team needs to have a philosophical acceptance of the value of conflict.
 - Remain mission focused
 - The same approach can be used with any member of the community - parent, parishioner, teacher, student
 - When a decision is made, we are supporting the decision

Questions?