

1. What are the primary differences between the GEM Commission model and our current organization?

- The Commission level of leadership is the primary difference. Commissions will provide strategic leadership for their respective areas, freeing the PPC to focus on overarching goals and issues. Commissions will provide support for their respective Committees.
- Our parish will be doing long-term and annual planning in a structured and thoughtful way, with the involvement of a much larger group of leaders.

2. How will we know if we are successful at this new Commission model?

Three goals have been set for this new structure:

- To broaden parish leadership and increase parishioner engagement.
- To be parish led, rather than exclusively pastor and staff led.
- To be transparent, coordinated, and efficient in everything we do.

Metrics have been established to assess our progress in each of these three areas.

3. What were the weaknesses identified with our current structure that prompted the look at an alternative?

- Minimal communication between and coordination of the 90+ committees/ministries that make up our parish.
- No parish-wide, strategic long-term planning.
- A relatively narrow base of parish leadership, with minimal support and training, and perceived “life sentences” for the volunteers.

4. What are the strengths that we need to maintain as we move forward?

- Our well recognized welcoming (name-tag) nature that provides a “family feel”.
- Our energy in all aspects of church – from worship to caring for the grounds.
- Our grass roots, “roll up your sleeves”, shared ministry nature.

5. What are the primary functions of the Parish Pastoral Council?

- Responsible for the overarching vision and long-term direction of the parish. Strategic (rather than action oriented) in nature.
- On-going identification and recruitment of leadership.
- Lead and coordinate the annual planning process, including resource allocation.

6. What are the primary functions of the Commissions?

- Responsible for the overarching vision and long-term direction of the ministries within their area. Strategic (rather than action oriented) in nature.
- On-going identification and recruitment of leadership.
- Communication up, down, and across the parish.
- Commissions will provide the committees with support, recruitment, and communications

7. What is the primary function of the Finance Council?

Note: the current role and function of the Finance Council will not change under the new Commission model. Financial health will allow us to accomplish our mission and vision, but a

strong spreadsheet in and of itself will never define our success or failure as a parish. Allocation of resource decisions will be made through the Commissions and the PPC.

- Provide the Pastor and PPC advice regarding the financial “big picture” of the parish, including our mortgage, and other significant financial commitments.
- Monitor our on-going financial condition and balance sheet.
- Provide internal financial controls including auditing.

8. What are the primary functions of the Committees?

- Committees have always been action oriented – and their functions will not change under the Commission model.
- The Commissions will help the Committees via resource support, communication, and staffing assistance.
- While Committees will need to show they fit into the overall boundaries of the vision and goals of their respective Commissions, based upon our history, we anticipate few or no limitations on Committee activities.

9. What will be the make-up of the Parish Pastoral Council?

- There will be five members that will come from and be selected by the Commissions.
- There will be three members selected at large (during the Discernment evening).
- The terms for all eight members will be three years each.
- Father Tim, one Trustee, and our Business Administrator will always be on the PPC.

10. What will be the make-up of the Commissions?

- There will be six parishioners on each Commission, plus one staff member.
- Each Commission will select one member to represent them on the PPC.
- There will be a Chairperson for each Commission. This Chair will never be the PPC representative nor the staff member.
- The terms for the six parishioner members will be three years each.

11. What will be the time commitment for the Commissions and Parish Pastoral Council?

- The terms will be three years once our structure is up and fully running. As we get started, there will also be one and two year terms to be filled.
- There will be monthly meetings on the first Thursday of each month from 6:00-8:30pm. Those Commission members that are also on the PPC will remain for a Parish Pastoral Council meeting from 8:30-9:30.
- It is anticipated that at least as much time will be required between meetings to accomplish the various tasks necessary, but this will be variable.

12. What about Meeting Night?

- All five Commissions and the PPC will meet on the same night (the first Thursday of each month) to foster communication, coordination, and a unified sense of direction.
- Dinner will be shared in common from 6-6:30pm.
- From 6:30-7pm we will have a full group activity – prayer and reflection, Commission updates to the larger group, etc. The details have not been finalized.

- From 7-8:30 the Commissions will meet individually.
- From 8:30-9:30 the Parish Pastoral Council will meet.

13. What if I miss a meeting?

- There will be a mechanism to “catch you up” in a timely fashion. Likely through one-on-one discussions with another Commission/PPC member.

14. Why the three year term limits?

- We want a continuous inflow of people with fresh ideas.
- We want to avoid the “life sentences” of many current ministry functions.
- Three is a good number to develop competency in leadership – to learn and contribute in year one, to be fully engaged in year two, and to lead your area in year three.

15. How do I get on a Commission or the Parish Pastoral Council?

- Remember Commissions and the PPC are strategic and visioning in nature, not action oriented. Please make sure this is where you feel your time and talents would best be spent (rather than that action oriented Committees).
- Attend our GEM Information Session on May 3rd.
- Discernment Night on May 17th is key! All prospective candidates for Commission and PPC posts will come together and essentially “self select” their membership during a structured evening of prayerful discernment.

16. How will we develop our Leadership?

- We will have a Leadership Development Committee that drives our effort to train and nurture new leaders. This Committee will be part of the Parish Life Commission area.
- Resources such as training courses and manuals will be utilized.

17. How will the transition from our current situation to the GEM model be accomplished?

- We recognize full implementation of this model will be a relatively long process.
- Year one will be a learning period:
 - For the parish to implement the overall GEM structure including the annual planning process.
 - For the Commissions to fully understand the functioning of all the Committees and activities within their respective areas.
- Training and guidelines will be available and provided for the various functions, via the help of our consultant.

18. What if we do not fill all the Commission and/or PPC spots this first year?

- We will simply move forward with what we have.
- Remember that this will be a learning year. People that need things “clean and crisp” probably should wait until a year or two down the road before getting involved!

19. Why no specific Youth Commission?

Youth has been a major priority at STB over the past several years, and will continue to be as we move forward with this model. Their active participation in every aspect of our parish will be one of the overarching goals articulated by the PPC to all the Commissions.

- Youth per se does not fit neatly into its own Commission because our young people need to be active in all areas.
- Our research and our consultant have led us to believe that having youth actually participating on a Youth Commission is not a viable option.
- Faith Formation is the most natural location for our youth activities, understanding that Social Justice, Worship, Pastoral Care, and Parish Life all need to have significant and ongoing youth functions.

20. Why are Social Justice and Outreach combined, when they are very distinct functions?

- The combination of the two is simply a matter of resources. The PPC recognizes the significant differences in function, and anticipates a future split in the groups when resources (particularly leadership) allow.

21. This looks like the reporting structure of a business, not a church?

- Even though the ultimate goal of our parish is not financial in nature, we can still benefit from a well designed structure.
- The goal of the GEM Commission model is to allow STB to have a unified, well thought out, broad-based, and coordinated direction - while avoiding unnecessary red tape.
- Structure will help nurture our Committees, where the actual work is done.

22. Question?

- Answer
- Answer
- Answer

23. Question?

- Answer
- Answer
- Answer

24. Question?

- Answer
- Answer
- Answer