## Norms from Christ Calls Us Together

Norm 1: Every parish in the Dioces	e of Cleveland (DOC) is to have a	Parish Pastoral Council										
Fisher's Findings - Pastors should w	villingly listen to wisdom of people			<b>Boston</b> - Single Coll	aborative Parish			St. Malachi - St Malachi parish Pa with the Pastor and all members of				
_	d, per Vatican II. Pastors shares with council the responsibility  Cleveland - requires that every paris			Council comprised of parishioners		Canada - A pastoral council is to be		in continuing to develop this parish, while building on the charisms		St. Patrick - Jumps right into description		
for governance of parish and oratory	governance of parish and oratory.			from each parish		established in each parish.(p. 3)		of its predecessors.		of mission		
Pros	os Cons Pros Cons		Cons	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons	
like "Wisdom of people of God" &	dislike "governance"											
"Listen"		Diocese says we have to		mandated by				"Building on the charisms of its				
		have a council and it		archdiocese of		mandated to have		predecessors"				
		must have guidelines		Boston		council		Collaboration with Pastor	lacks "consultative"		lack of substance	
Best Practices: St. Patrick & St. Mal	Practices: St. Patrick & St. Malachi Collaborative will be led by a collaborative Pastoral Council. The Pastor should willingly listen to the representatives.											

Best Practices: St. Patrick & St. Malachi Collaborative will be led by a collaborative Pastoral Council. The Pastor should willingly listen to the representatives The CPC will build on the charisms of their predecesors with the collaboration of the pastor.

Norm 2: PPC is a consultative bod	y which makes recommendation	s to the pastor.									
Fisher's Findings - Purpose:											
1. To investigate pastoral matters br	ought to them.	Cleveland - PPC is cons	sultative and discerning								
2. Consider them thoroughly, disce	rn their true nature, evaluate.	body. Climate in which	people can fee free to								
3. Propose practical solutions in the	form of recommendations.	speak the truth with ope	enness and love. Not a	Boston - The CPC	is a consultative						
Investigate, consider and recomme	nd is called pastoral planning.	body which makes bind	ing decisions, nor is it	body whose role is	s to offer advice and	Canada - The past	oral council has only				
After accepting recommendations,	ommendations, pastor directs implementation.  an advisory group which gives advice that		gives advice that can	assistance to the p	pastor through the	a consultative vote	e and is regulated by	St. Malachi - Council collaborates v	vith the pastor in guiding the life	St. Patrick - council r	nembers provide
Council may assist in implementing	n implementing, but responsibility rests with be readily ignored. Pastor needs to expla		or needs to explain if	promotion of activ	e participation by	the norms laid dov	vn by the diocesan	and pastoral ministry. Council bring	s their wisdom to bear on the	insights, reflection an	id
pastor. (P. 2)		disagrees with PPC reco	ommendations.	parishioners. (P. 1	)	bishop. (P. 4)		issues and challenges of parish life.	(P. 1)	recommendations	
Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons
		Consultative; "speak the						Consultation includes member input			
		truth with openness and			"advice and			into planning implementation of			
		love"; explanation if	Disagreement still may	active participation	assistance" lacks		"only"; "vote" implies	recommendations			
"investigate, consider, and propose"	pass the buck	disagreement	need consultation	by parishioners	discernment		this or that	"wisdom"		echoes Fisher	

Best Practices: The CPC is a consultative body that will research, evaluate and propose Pastoral Matters concerning the Collaborative. The Pastor and Chair will create a climate in which members will be free to speak the truth with openness and love. While not a body that makes binding decisions, the recommendations of the CPC cannot be readily ignored. If the Pastor disagrees with these recommendations, an explanation must be provided to the CPC. The CPC will encourage and include member input into the planning and implementation of recommendations.

		<b>Cleveland</b> - Pastor	narticinates in							2	
	c		red in planning & policy							2	
	development. Responsible for final appro										
her's Findings - No mention		recommendations		Boston - No mentio	n	Canada - No mentio	n	St. Malachi - No mention		St. Patrick - No mer	ntion
Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons
			No other entity says the								
		"Participates"	pastor presides								

Norm 4: The pastor is to consult p	pc on matters of major pastoral co	oncern.									
		Cleveland - Same as Fish	ner's definition of							5 - 5 - 5 - 5 - 5 - 5 - 5 - 5 - 5 - 5 -	
		pastoral matters. Pastor	al policy or plan: sets	Boston - CPC shall	assist the pastor in			St. Malachi - Collaborates with the Pa	astor in guiding the life and		
Fisher's Findings scope of council i	s pastoral matters; everything that	a basic direction and sele	ects best strategies,	his leadership role o	of planning,			pastoral ministry of St M. Detailed de	scriptions of:		
pertains to the pastor's ministries of	ains to the pastor's ministries of proclaiming God's word,		e actions, particularly	organizing, initiating	g, promoting,	Canada - PPC must	carefully consider	1. Pastoral planning.			
celebrating the sacraments, caring t	for the faithful, promoting the	in areas that have a broad impact on Parish life		, coordinating, and re	eviewing the	needs of the faithful.	Search within	2. Spiritual formation.		St. Patrick - "Assist Pa	astor in cultivating
mission of the Church to the world,	and being a good steward of parish	provides clear direction v	vhile allowing for	evangelization, worship, religious		community for how t	o meet needs. Each	ach 3. Policy development.		full and active particip	ation of all
resources. Pastor may not consult o	council about faith, orthodoxy,	creative, flexible action b	y those who	education and servi	ice within the	parishioner responsi	ble for growth of	4. Communication		parishioners " Evange	lization is heart of
moral principles or laws of the Chur	ch. (P. 3)	implement the policies.		collaborative and w	ithin each parish.	self and carrying out	mission of church	5. Attending to "the preferential optio	n for the poor"	mission.	
Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons

	Same as Fisher then	Doesn't say anything	"needs of faithful"; meet needs: calls for				
	adds more	about stewardship of	each parishioner to	each item spelled out; see II - B - 1		"active participation	
	"allowing creative" =		be an active	(last sentence)		of parishioners";	
defines pastoral matters	not micromanaging	talent, people, etc.)	participant		"policy" - wide in scope	"evangelization"	

**Best Practices:** The Pastor will consult the CPC on matters of pastoral concern including:

proclaiming God's word, celebrating the sacraments, caring for the faithful, promoting evangelization, and being a good steward of parish resources, time, talent, and treasure. Pastoral policy will provide a guide for actions have a broad impact on parish life while allowing creative and flexible action by those charged with the implementation of policies.

Norm 5: The purpose of PPC is to	promote the spiritual growth of the	e parish community and	I to plan ways for the p	arish to carry out the mi	ssion of the C	Church.					
- Como de participa de la como de	onioco di o opinicula giovidi o di		o pan wayo tor and p			Canada - Taking part PPC is itself an excel education in faith. No strengthen their abili for service, council n receive ongoing form that should be of spe	lent means of evertheless, to ty and willingness nembers should ation in faith, a task				
<b>Fisher's Findings</b> "The scope of th	e council is pastoral matters. These					president and chair of be time for spiritual r					
may include everything that pertain						throughout the year.		St. Malachi - Spiritual Formation: C	Council encourages opportunities		
proclaiming God's word, celebrating	ng the sacraments, caring for the					be encouraged to pa	rticipate in spiritual	for discipleship in the whole parish commuity as well as the Council			
faithful, promoting the mission		Cleveland - see pgs 14-	16 of DOC guidelines	Boston - No mention		formation sessions.	(P. 15-16)	itself.		St. Patrick - No men	tion
Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons
		"councilors need to									
		commit to regular times									
defines pastoral matters		of prayer"				"ongoing formation"		whole parish community included			

Best Practices: The CPC will encourage opportunities for spiritual formation within the CPC and throughout the entire parish community.

Norm 6: The members of ppc represen	nt the interests and pastoral n	eeds of the parish com	munity.								
						Canada - Members n					
						representative of the	faithful of the				
						parish and of the vari	ous activities of the				
						parish. Basic qualific	ations: keen desire				
						to help, listen, reflect	and express				
						themselves with care	; communicate				
Fisher's Findings - PPC members are ch	PPC members are chosen, for ability to  Cleveland - Should include a broad c		lude a broad cross-	Boston - Council meml	pers represent	and work with others	; adapt quickly to				
accomplish work of investigating, consid	ork of investigating, considering, and recommending section of parish community, and give expectations of parish community.		unity, and give evidence	the entire collaborative	community and	new challenges. Wor	nen and men of				
practical conclusions. Baptized and in g	good standing with the Church,	of balance. Should cons	sider the good of the	exercise their responsib	oilities with a	different age groups a	and civil status,	St. Malachi - The Nominating Com	mittee shall seek to produce a		
reflect the parish's various neighborhoo	ods, social and professional	parish rather than a sing	gle point of view. Open	concern that includes all parishioners		from different walks of life or social		slate of Candidates for Council tha	t reflects the diversity of the	St. Patrick - The members of ppc	
groups, and apostolates. Finally, they ar	re parishioners noted for their	to registered Catholics	in full communion with	(P. 1) Ensure an equal r	epresentation	conditions; different geographic sectors		rs parish, including, but not limited to: diversity in age, gender, culture		e, represent the interests and pasto	
faith, good morals, and prudence.		the Church. (P.17)		by each parish (p. 4)		of the parish; (P. 6-7)		points of view, skills and level of in	volvement in the parish.	needs of the parish c	ommunity.
Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons
			what is the broad cross-	Collaborative:	•		•				
profe	essional implies higher		section; won't know	represent entire		defines cross-					
li*	. '	broad cross-section	"single point of view"	community, etc		section					

Best Practices: The CPC will be elected through a specific process. A nominating committee of council members and parishioners will produce a slate of candidates for council election. The candidates will reflect the a diversity of our parishioners, including, but not limited to; age, gender, culture, points of view, skills, and level of involvement within the parish.

Norm 7: Membership on the PPC, except for those who are members by reason of their office, is to be determined in an appropriate manner which allows for the participation of the parish community.

		Cleveland - 3/3 of coun	ncilors are chosen from			Canada - Pastor, so	me members of				
	1	membership of parish	who are not staff			presbyterial team, r	eligious men and				
	l l	members. Appointmen	nts by pastor may not			women working or r	esiding in the parish.				
	0	constitute more than 1/3	∕₃ of council. Pastor,	Boston - Pastor, par	rochial vicar, 6	Should not exceed	0-15. How selected:			St. Patrick - Cour	ncil comprised of 7
	ı	parochial vicar, deacor	n, stProvide new	from each parish, el	ected or appointed	election, selection t	rom parish	St. Malachi - Pastor and 12 elected	parishioners. Candidates for	individuals who s	erve as reps of
	0	councilor orientation. S	State explicitly in	by pastor. One mem	ber from each	organizations, appo	inted by pastor;	Council that reflects the diversity o	f the parish, including, but not	commissions. Pa	stor, in consultation
Fisher's Findings the election of (number of ) councilor	s takes place	guidelines how council	lors are selected: when,	finance council. Dea	acon, pastoral	found by council in	case of vacancy. (p.	limited to: diversity in age, gender, o	culture, points of view, skills and	with council and s	staff appoints chair of
on the last of a series of four assemblies		how and by whom. (P.	18-19)	associates. (P. 2)		7-9)		level of involvement in the parish.		each commission	۱.
Pros Cons	s	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons
							"religious men and				
		defines that it just can't	1/3 staff members risks				women" doesn't				
	t	be a hand-picked group	PPC becoming mini staff	calls out connection			mean you are a good				outdated model
time intensive	C	of pastor	meeting	with finance council			fit for council	all election guidelines are spelled out			(commission based)

Best Practices: CPC elections will be held every year, as one third of the members finish their three year terms. New members will be elected every year from the collaborative membership, with equal representation from each entity. (copy St. Malachi election guidelines here) CSC will include one representative from Finance Council. All staff members are welcome to attend for inclusion in discussion. At times, specific staff members may be requested to attend CPC meetings to share their knowledge regarding specific issues. CPC will provide leadership orientation for new CPC meetings each year.

TOTAL OF THE HIDE IS OF FFC, EXC	ept for those who are members by rea	ason of their office, sha	tillave a tillited tellii.								
Fisher's Findings - The parish c	ouncil has three year planning cycle,										
nd members are selected for a	three year term. The pastor defines										
ne theme of the planning cycle	during September assembly at which	Cleveland - no less tha	n 1 year, and no more	Boston - three year	terms. May serve 2	Canada - 2 years, re	newable twice. (P.			St. Patrick - no lim	i <mark>it. Chair term is 2</mark>
ouncil is selected.(p.4)	ncil is selected.(p.4)			consecutive terms. (P. 2)		9)		St. Malachi - three years, renewable	twice. Overlapping terms (p. 3)	years, renewable o	nce.
Pros	Cons	Pros			Pros	Cons	Pros	Cons	Pros	Cons	
	Pastor determines theme of planning										
	cycle without consultation with										
	Council?							three years gives enough time to be			
	Doesn't always work that way in real							effective; overlapping terms ensures			
P: global vision	life							continuity;			no limit

Best Practices: CPC members will serve a term of three years, renewable once for a total of six years. Following a hiatus of three years, a former CPC member can run for re-election to CPC. Terms of membership begin on July 1 and conclude on June 30 at the end of the three year term. One third of CPC will have terms which expire each year.

		Cleveland - selection o done in prayer and disc facilitates meetings, as agenda, provides mean	ernment. Chair sists in developing	Boston - Vice chair elected biennially b	•	<b>Canada</b> - Preside	ant is the nester Chair			St. Patrick - Pastor,	, in consultation with
		done in prayer and disc facilitates meetings, as	ernment. Chair sists in developing	elected biennially b	•	Canada - Preside	ant is the nestor Chair			St. Patrick - Pastor,	in consultation with
		facilitates meetings, as:	sists in developing		y council at first	Canada - Preside	nt is the nastor Chair				
		=	· -	regular meeting Pa			ancia the paston. Chall			staff and commission	on members,
		agenda, provides mean		105010111001115.10	istor serves as	may be elected to	assist pastor, see to			appoints chairperso	n of each
			s to prepare for	chair. Pastor and vi	ice chair develop	effective working	of council, animate			commission. Chair	of council is
		meetings. Develops uni	ty and stability by	agenda. With Pasto	or approval, vice	and facilitate mee	etings, encourage all			recommended by co	ouncil members and
		promoting an atmosphe	ere of trust and open	chair may facilitate	meetings, assign	members to partic	cipate. Secretary and	St. Malachi - Chairperson lead Co	uncil in fulfilling purpose and	appointed by pastor	. Chair reserves
		communication. Vice cl	hair facilities in chair's	duties as needed, r	notify members of	or treasurer could	d be one person with	function. Chairs all meetings, Ann	ual and Special Parish mtgs,	meeting space, desi	<mark>ignates who provides</mark>
Fisher's Findings 3 officers: chair, vice chair	r, secy, pastor collab to	absence and other dutie	es as needed. Secretary	meeting times and	distribute agenda	requisite skills, ke	eep records and	motivate and encourage members	, facilitate discussions, identify	opening and closing	g prayer, designates
develop agenda. Chair facilitates discussion	and monitors work	keeps records, but mini	utes may be taken by	and minutes. Secre	etary shall take	minutes and distr	ribute. President, chair	and clarify consensus. Parishioner	s may request specific agenda	someone to take mi	nutes, and
progression between meetings. Secy does m	ninutes, sends agenda 1	someone else so secret	tary can participate in	minutes and keep r	records and post on	and one other cou	uncilor will draw up	item in advance of PCC mtg. Office	ers are chosen in a prayerful	establishes templat	te. More outlined on
wk prior to mtg.		meeting. (P.22)		website.(p. 3)		agenda. (P. 11-12	2)	discernemnt meeting.		p. 6	
Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons
		talks about someone									
		else taking minutes									
		7.	requires collaboration				pastor is not a				
		selection done in prayer	between secretary and		pastor serves as		president; council				currently don't have secretary
whole statement		and discernment	minutes taker		chair		doesn't need treasurer	prayerful discernment meeting			narrow in focus

Norm 10: PPC works with existing parish groups and forms new groups as needed to promote the spiritual growth of the parish and foster the mission of the Church.

	Cleveland - Commission assist co developing pastoral plans and poli specific areas of parish life and the	icies in								
	recommending policies to council	. Committee- Bos	ston - Council ac	ts as a committee						
	collaborates with staff to impleme	ent plans and in it	its consideration a	and			St. Malachi - Pastor and council le	aders determine agenda.		
Fisher's Findings - Council has a three year planning cycle. Past	policies. Standing committees dea	al with reco	commendation of	policies. May			Spiritual Formation: PCC encourag	ges opportunities for discipleship		
defines theme and council carries it out. A clear task and an	ongoing areas of responsibility. Ad	l hoc esta	tablish ad hoc cor	mmittees to			in parish community. PCC develop	os, reviews and recommends		
established deadline. Council always knows its agenda. At the en	of committees have a specific task a	nd limited add	Idress specific iss	ues, then be			policies to pastor to meet pastoral	needs. (see section 9 -		
three years, it turns work over to the pastor. (P. 4)	duration. (P.23)	diss	ssolved on comple	etion of task.	Canada - No mentio	n	consultation with parish)		St. Patrick - Commis	sion Model
Pros Cons	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons
lacks collaboration for theme	our parish size commissions a	isn't conducive to ind committees		collaboration?			Ministerial Leadership meeting		commission model meets this need	

Best Practices: CPC acts as a committee in its consideration and recommendation of policies. CPC can create Ad Hoc committees to address specific needs. CPC encourages, develops, reviews and recommends policies to the pastor to meet pastoral needs.

<b>Relationship with Finance Counc</b>	il										
		Cleveland - Finance Co	uncil looks to parish								
		council for a statement	•								
		parish, a pastoral plan a	and parish priorities.								
		Purpose of finance cour	ncil is to aid pastor in								
Fisher's Findings - Pastor consults	others about parish governance.	administration of parish	goods to carry pout the	Boston - Finance co	ouncil should					St. Patrick - Finance	council should
May ask staff to attend council mee	etings. Relies on finance council to	mission. Finance Counc	cil may choose one of	update ppc concer	ning the finances of					update ppc concern	ing the finances of
develop, monitor, and report on par	rish budget. May ask them to join	its members to be a liais	son to ppc. Foster	each parish semi-a	nnually, at least					each parish semi-an	nually, at least once
council meetings. For technical issu	ues, consult the experts, but dont	cooperative relationship	with regular	once via the annual	report, and once					via the annual report	, and once mid-way
invite to meetings. (P.5)	·	communication. (P. 26-	27)	mid-way through th	e year. (P.2)	Canada - No mention		St. Malachi - Identical to Diocese	of Cleveland	through the year. (P.	2)
Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons
covers wide number of scenarios	"may"	defines purpose of both bodies; mention of liaison									
				4	1	<del>'</del>		-			

Best Practices: Finance Council has a distinct relationship with CPC. Cooperation is essential between CPC and Finance Council for a implementation of the mission. Finance Council will choose one member to serve as a liaison of the CPC.

Consultation with the larger parish community										
	Cleveland - Included in	Norm 5- communicate								
		regularly with parishioners; council enables								
	,	parishioners to relate their experiences, needs								
	•	and hopes to the planning process of the								
		parish, and to recognize their gifts and talents.								
	, ,			nsparent						
Fisher's Findings - In the beginning of council's second an	d third year, community through dea	·		communication with staff as as well as						
the members facilitate a parish assembly to report on the c				parishioners, utilizing existing and new			St. Malachi - Biannual Ministerial Leadership Mtg, Annual Pai			
progress and to elicit the advice of parishioners. (P. 4)	bishop and his adminis	bishop and his administration.(p. 16)		channels of communication. (P. 1)			Mtg, Special Meetings with Parish.		St. Patrick -	
Pros Cons	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons
lengthy process; no st	aggering of calls out communication									
terms	with deanery and diocese									

Best Practices: CPC will maintain ongoing contact and receive feedback from the parish community. CPC will; schedule and conduct semi-annual Ministerial Leadership meetings, schedule and conduct an Annual parish meeting, schedule and conduct 'Chats with Council' on a regular basis, publish monthly CPC meeting minutes and special announcements in bulletins and on websites, publish CPC guidelines on CPC website to promote transparency, create a portal for parishioner communicate with the Deanery and the Diocese.

Decision Making Process											
		Cleveland - Appendix G: Decision making via								St. Patrick - consultative, decision	
Fisher's Findings - Not found		Consensus		Boston - No Mention		Canada - pg 18 consensus		St. Malachi - Consensus Detailed process on pg 6 and appendix A		driven through consensus	
Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons	St. Patrick - consultative, decision	
		Consensus									

Best Practices: Decisions will be made using consensus. Consensus is a group process of seeking substantial, though not necessarily unanimous agreement on significant matters. The CPC strives to attain a conclusion which all can support, even if some still disagree. In seeking consensus, the key value is to reach an optimal level of agreement and support. This contrasts with the concern to make a decision expediently, however divided people might be. (see additional information on Diocesan addendum D3 and St. Malachi Appendix A)

## **Bibliography**

Christ Calls Us Together: Parish Pastoral Council Policy. Diocese of Cleveland, November 25, 1990 - chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://stpatrickbridge.org/wp-content/uploads/2024/06/Parish-Pastoral-Council-policy-1990.pdf A Pastoral Council "Foundation Document." Fischer, Mark A., http://www.pastoralcouncils.com/councils-today/starting-a-council/foundation-document/ accessed 5/14/24.

Collaborative Pastoral Council. St. John-St. Paul Catholic Collaborative, https://sjspwellesly.org/our-collaborative/collaborative-pastoral-council/ accessed 4/15/24.

Guidelines and Regulations of the Parish Pastoral Council of St, Malachi Parish, October 9, 2016.

Saint Patrick Parish Pastoral council Mission & Structure, May 24, 2019.

The Parish Pastoral Council. 1984.