

## **ST. MAXIMILIAN KOLBE PARISH GOVERNANCE MODEL DESCRIBED**

The entire organization of the parish is striving to achieve the Parish Mission Statement which is:

*A Catholic community of fellowship, called together under the patronage of St. Maximilian Kolbe, welcomes all who seek God, the Almighty, by striving to live unselfish Christian lives. We support an ongoing Christian education for both our children and adults, and will praise and honor God through the liturgy, prayer, and charitable works. We will reach out to others, both within and beyond parish boundaries, to aid the young and the old, the sick and the distressed, and those with economic or spiritual need.*

(St. Maximilian Kolbe Parish Pastoral Council, November, 2004)

The organizational alignment of the parish as shown in the Model is designed to improve performance of the parish and its ministries by:

- fostering continued **collaboration** across ministries, commissions, and parish operations
- improving **communication** between the individual ministries and the leadership, as well as, throughout the parish as a whole
- **coordinating** efforts across ministries and commissions

The Model is unlike the traditional organizational charts or representations one sees in a typical business setting. While its design does reflect the leadership structure within the parish, it more importantly reflects the proper flow of **communication** and connection that is sought in all parish ministries, organizations, groups, and activities. The Model is structured from the center out, rather than the top down. In this image, there are four (4) key and purposeful elements (circle, gold ring, cross, watermark).

### **THE CIRCLE**

As a geometric shape, the circle possesses important symbolism. It has no beginning or end. It has perfect radial symmetry. It has no sides. It also has a singular position of prominence (its center) with all other areas within it equal. In this model, the position of prominence is filled with the Chi Rho. This symbol of Christ is to demonstrate that no matter where we are inside this model, Christ is always at the center. Everything we do and say as members of St. Maximilian Kolbe Parish must keep Christ at the center.

The area outside the surrounding the symbol of the Lord includes the clergy, pastoral staff and two councils as the parish leadership. The staff is an extension of the pastor. The councils are advisory boards to the pastor as required by Canon Law 536 and 537. The sharing of this space is to reflect the direct **communication** that occurs among these groups.

### **THE GOLD RING**

The gold ring includes the four commissions. The position of this ring illustrates the dual purpose of these commissions. The first is to provide leadership to the ministries whose primary purpose or goal is aligned with Worship, Outreach, Parish Life & Stewardship, and Evangelization & Catechesis. The second is to serve as the connection between these ministries and the clergy, pastoral staff and two councils. It is important to note that the golden ring that encompasses the commissions is not segmented. This is symbolic of the flow of **communication** and **collaboration** that is expected to occur among the commissions and their respective ministries, organizations and activities. This **collaboration** is echoed again in the last two design elements.

## **THE CROSS**

The ministries, organizations and activities are working subdivisions of the congregation. The Model is divided into four (4) quadrants, one for each commission. This type of configuration creates the cross that is seen in the model, and each set of ministries is purposely placed within it. The ministries within the Outreach Commission and Worship Commissions are in quadrants near the hands of the cross, symbolic of raising our hands in service and in prayer. The ministries with Evangelization & Catechesis Commission and Parish Life & Stewardship Commission are at the foot of the cross, symbolizing the moving and bringing of God's message to the parish, and the bringing of people to God's service. Each ministry, organization and activity serves the parish in its own unique way, yet all work for one common goal – serving God. Regardless of their position, all ministries, organizations and activities are tied to the cross, which leads back to the center – to Christ.

## **THE WATERMARK**

The watermark – of the four words *Prayer, Communication, Evangelization* and *Stewardship* – is meant to further demonstrate that everyone – each ministry, organization and activity, and each commission and council – is tied together and shares common themes and goals. The clergy, pastoral staff, councils, commissions, ministries, organizations, activities, indeed all members of the Congregation, all participate in these four activities through individual and collective actions. By doing so, and working together, our parish can better achieve our Parish Mission Statement and individual parishioners and non-parishioners will experience the Community of God.