



GUIDED BY THE SPIRIT WE PLAN FOR OUR FUTURE

Saint Mary Parish Pastoral Plan

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Our Spiritual Journey Continues

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Background

In October 2010, our Parish completed a strategic plan to ensure its continued success and to provide a roadmap for its future. Driving us forward were three main factors: fewer available clergy, the growing needs and desires of our Parishioners, and a rapidly growing lay leadership.

At that time we developed three strategic pillars as the foundation for moving forward:

**Invigorate, Energize
and Engage our
Parish**

**Stimulate Spiritual
Growth, Renewal and
Learning**

**Build a Responsive
and Shared
Leadership Structure**



These pillars have served our Faith Family extremely well during these five years and are expected to do so as we continue our spiritual journey.

We believed it was necessary to develop a 21st century operating model to implement the third pillar, and so we established a Parish Operating Council (POC). I am happy to report that the POC has provided excellent support and advice to me throughout this period, introducing a number of high-quality programs, and doing so in a timely, responsive manner.

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Where We Are Today

The good news is that we have a much more vibrant Parish today. However, new vitality has also resulted in some growing pains and needed adjustments.

As a result, earlier this year, I engaged a professional consulting group, National Executive Service Corp. (NESC) to assist me in taking a long and hard

look at how I, as Pastor, could improve my leadership of our Parish Staff, Lay Leadership and Ministry Volunteers in fulfilling our God-given mission.

A Closer Look

Our NESC Team interviewed/consulted with over 25 people from Staff and Volunteers and worked closely with me to better understand my key

strengths and areas for growth, time allocation, and decision making. Working together, we created a new Pastor job description, keeping in

mind the issues that were revealed and, as a result, established a new collaborative organization structure and process.

“Our new model includes a more manageable reporting structure and provides for better planning, coordination and integration...”

What We Found

While the Pastor is accountable, as defined by Church law, for both the spiritual and temporal dimensions of a Parish, one person cannot do all of this well without support, especially in a Parish as large as ours. What was needed was a shared leadership organization model, with

more delegation of authority and responsibilities by the Pastor. Our new model includes a more manageable reporting structure and provides for better planning, coordination and integration across ministries and various operations. It clarifies

decision making processes and clearly defines roles and responsibilities. Our new collaborative model recognizes that our Parish continues to be guided by the Holy Spirit, who leads us each and every day as we follow the Lord Jesus.

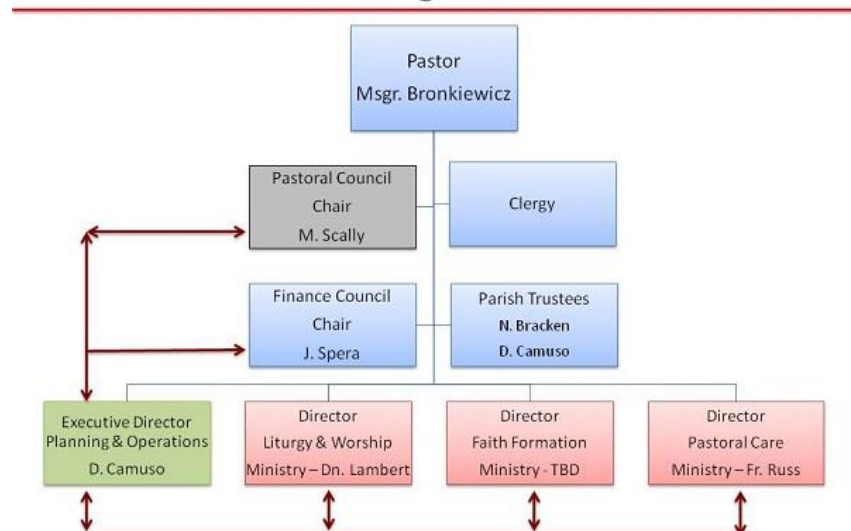
The New Model

Our new leadership model of Pastor, Staff and Volunteers establishes

four new senior staff leadership positions that function in an integrated

way to support the Pastor and make up his leadership team.

New Organization





The New Model (Continued)

The **Directors** will collaborate closely with me and other members of Parish Leadership and Staff to address pastoral ministry challenges in their respective areas of responsibility. They will manage day-to-day ministry needs, determine priorities, assist with recruiting, and work with our Parish Pastoral Council on strategic direction, keeping me informed and obtaining necessary approvals.

The **Executive Director** will oversee Parish planning and operations and ensure that the administrative needs are addressed and major initiatives and ministries are functioning smoothly and in an integrated manner. He will manage the administrative staff, participate as a member of the Parish Pastoral Council, develop improved processes and procedures, and provide management updates.

The **Parish Pastoral Council** will replace the POC and has a critical strategic planning and advisory role consistent with the recommendations of our Fourth Diocesan Synod. Its main task is to foster the participation of our Parishioners in our Parish life and mission and to advise and assist me in developing and implementing an ongoing Pastoral Plan, as well as to help me address issues of pastoral concern.

“Our new organizational structure will give greater focus to three areas...Liturgy and Worship, Faith Formation and Pastoral Care.”



The New Team

DICK CAMUSO and his wife Carol have been members of St. Mary Parish since 1969 and have three children and four grandchildren. Dick has significant professional experience as a senior executive in finance and strategic planning in large corporations and as a business consultant. He has served as Chair of St. Mary’s Finance Council, developed St. Mary’s Strategic Plan and is a recipient of the Diocesan St. Augustine Medal for extraordinary service to our Parish.





FATHER RUSSEL AUGUSTINE became Parochial Vicar at St. Mary in 2010, after eight years as Pastor of Saint Patrick Parish in Redding Ridge, Connecticut. Born and educated in East Haven, Connecticut, he did his undergraduate studies at Southern Connecticut State College and the University of Akron and prepared for priestly ministry at Immaculate Conception Seminary in South Orange, New Jersey. He was ordained a priest for the service of the Diocese of Bridgeport in 1989.



MARGARET SCALLY and her family have been members of St. Mary since 2000. Margaret enjoyed an extensive career with IBM and Apple, before staying home to raise her children. She has been an active member in a number of St. Mary Ministries: Religious Education, Bible Study, Faith Formation and Catholic Women in Community; as well as the Executive Committee of our Parish Operating Council. She is currently the Director of The Bridge Fund of Westchester, a non-profit preventing homelessness.



DEACON JERRY LAMBERT and his wife, Jane, have been members of St. Mary Parish since 1997. He was ordained a Permanent Deacon in 2011. Jerry has executive leadership experience in corporate, not-for-profit, and consulting organizations. He served on the Executive Committee of our Parish Operating Council, was appointed Chair of the Diaconate Program Review Board for our Diocese, and serves as Assistant Master of Ceremonies for Bishop Frank J. Caggiano.



JOHN SPERA, his wife Mary and daughter, Michelle, have been members of St. Mary Parish since 1997. John is VP of Finance and Controller for Philip Morris Capital Corp. and the chair of the Parish Finance Council. He is also a Men's Ministry member, past President of the St. Mary School Home School Assoc., past Vice Chair of the School Advisory Board and current Co-Chair of the St. Mary Parish Fair. He has also been involved in Parish Strategic Planning and a member of the Parish Advisory Council.

Advantages of the New Organization

Our new organizational structure will give greater focus to three areas of our Parish life: Liturgy and Worship, Faith Formation, and Pastoral Care. Better communication and integration, fewer misunderstandings, and improved morale should help us to collaborate more effectively in fulfilling the mission given to us by Jesus Christ. Our new Executive Director, Dick Camuso, will assume responsibility for daily administrative operations and management. By delegating responsibility, I will be able to focus my energies on areas of strength that will enable me to be a better Spiritual Leader of our Parish. Our new Leadership Collaboration Model will position our Parish to continue our journey forward by addressing the five Synod Challenges, building on the foundation of our 2010 Strategic Plan.

Summary

The structure of the past five years has served Saint Mary Parish extremely well, but organizations must evolve in response to our changing world. Neither a traditional parish leadership model nor a corporate management model fits a 21st century Roman Catholic Parish. We believe our new Leadership Collaboration Model—infused with the Holy Spirit's guidance—does fit, and our Staff, Lay Leadership and I are committed to implementing it to the best of our ability. As with our 2010 Strategic Plan, this new model puts us in an excellent position to address our future challenges. As your Pastor, and through the intercession of Our Blessed Mother, I thank the Lord for the guidance, insight, and hard work of all involved in the life of Saint Mary Parish as we move forward.

