

CONSTITUTION OF
SAINT ISIDORE CONGREGATION PARISH COUNCIL
Mount Calvary, Wisconsin

ARTICLE I: NAME

The name of this organization shall be Saint Isidore Congregation Parish Council, hereinafter referred to as the “Council.”

ARTICLE II: PURPOSE

Section 1. The Council shall be a vehicle for fulfilling the pastoral mission of the parish. It does this by fostering growth within the parish family and the sharing of spiritual gifts and talents; by encouraging positive relationships among all members of the parish, and by collaborating with other parishes and the wider community.

Section 2. The Council shall be involved in planning to meet the needs of the parish, the archdiocese and the broader community, with a vision for the future and a strong basis in stewardship.

Section 3. The Council, after prayerful discernment, shall advise the pastor and develop policies to support those activities and programs which foster the spiritual, intellectual, moral and temporal well-being of the parish, and shall make a contribution to archdiocesan goals and policies.

ARTICLE III: SCOPE

Section 1. The Council shall be the planning, consultative and policy formulating body in all matters of the parish, including but not limited to spiritual, educational, social and financial concerns, except to the extent limited by faith and morals, church or civil law or archdiocesan policy/norms.

Section 2. In any case where any member of the Council interprets an action of the Council or any of its committees to be outside the limits set forth in Section 1, such member shall present such interpretation no later than the next meeting of the Council and ask for reconsideration. Pending consideration, the effect of the action shall be suspended.

Section 3. In any case where reconsideration has failed to resolve the matter, any Council member may then take the matter to the Office of the Archbishop or one appointed by him, for clarification or arbitration. Any decision resulting from such an appeal shall be final. In the meantime, the effect of the action shall remain suspended.

ARTICLE IV: MEMBERSHIP

Section 1. The Council shall be comprised of 12 members, all of whom must be baptized, practicing Catholics, at least 18 years old, registered members of the parish, and participants in the parish worship life, especially Mass and the sacraments.

Section 2. The Council shall have the following ex officio members: the pastor, and the two lay trustees. Ex officio members participate fully and equally in all Council decisions.

Section 3. 9 at-large members shall be selected from and by the membership of the parish 18 years of age or older.

Section 4. The term for selected members shall be three years and shall be limited to two consecutive terms. The new members shall begin their terms with the conclusion of the annual transition meeting.

ARTICLE V: OFFICERS

Section 1. The officers of the Council shall be a chairperson, a vice-chairperson and a secretary. They shall be selected by and from the Council at the annual transition meeting. They shall serve for a one-year term beginning with the conclusion of the transition meeting. Ex officio members of the Council are ineligible to serve as Council officers or committee chairpersons.

Section 2. The Council chairperson shall serve as the parish representative to the Archdiocesan Pastoral Council district meetings. The Council vice-chairperson or secretary may be delegated to perform this function.

ARTICLE VI: MEETINGS

Section 1. Regular Parish Council meetings shall be held monthly, with the exception of the months of December, July and August.

Section 2. Special meetings may be called by the chairperson, pastor, or a quorum. A quorum consists of two-thirds of the total membership and includes the pastor.

Section 3. A transition meeting shall be held at the next regular Council meeting following the annual selection of Parish Council members. At this meeting the newly selected members shall join the existing Council for the purpose of selecting Council officers for the following year.

ARTICLE VII: RELATIONSHIP OF PASTOR TO COUNCIL

Section 1. The pastor is the parish council president. He presides at the Council by:

- A. Attending all council meetings;
- B. Making certain that the scope of the council's concerns reflects the entire mission of the Church;
- C. Enabling the council to build a community of faith and an atmosphere of trust among Council members;
- D. Making certain that parish council members have adequate training;
- E. Assisting in formulating the Council agenda;
- F. Sharing in the dialogue that leads to the formulation of policy;
- G. Serving as chief administrative officer of the parish; and
- H. Executing the policies formulated by the Council.

If the pastor judges that a decision is contrary to Church teaching or discipline, or violates a diocesan norm, the pastor may withhold implementation, giving to the Council the reasons. In such case the Council may appeal to the Office of the Archbishop or one appointed by him for clarification or arbitration. Any decision resulting from such an appeal shall be final. In the meantime, the effect of the action shall remain suspended.

Section 2. The pastor does not chair Council meetings.

Section 3. Before requesting a proxy from the archbishop, the pastor will consult with the council. The consensus of the council shall be represented in the request for proxy.

ARTICLE VIII: MANNER OF OPERATION

The Council’s manner of decision-making shall be communal discernment which includes prayerful reflection, gathering of information, dialogue and sharing of conclusions. The usual method of reaching conclusions shall be consensus.

ARTICLE IX: PARISH COMMITTEES

Section 1. The Parish shall have the following standing committees:

- Prayer and Worship
- Christian Formation
- Human Concerns
- Finance/Administrative Services.
- CPES School Advisory Committee (Council)

Section 2. The council may establish other standing or ad hoc committees.

Section 3. Council Committee Liaison

The Council shall select from its at-large members a liaison to each of its standing committees at the annual transition meeting following the selection of new officers. Liaisons shall serve for a one-year term beginning with the conclusion of the transition meeting. Ex officio members and officers of the Council are ineligible to serve as liaisons.

ARTICLE X: AMENDMENTS

This constitution may be amended at any regular or special meeting by consensus or a two-thirds vote of the Council and thereafter by approval of a majority of the parishioners participating in the parish approval process.

Date of Approval by the Archdiocese: _____

Date of Parish Ratification: February 16, 2010

Date of Most Recent Amendment: _____

Date of Next Full Review: _____

BYLAWS OF
SAINT ISIDORE CONGREGATION PARISH COUNCIL
Mount Calvary, Wisconsin

ARTICLE I: NOMINATION AND SELECTION OF NEW MEMBERS

Section 1. At each annual selection, one-third of the members shall be selected for a term of three years to fill the vacancies caused by the members whose terms are due to expire.

Section 2. At least 60 days prior to each annual selection of new members, the chairperson shall appoint a Selection Committee of a least four members, two of whom are Council members. The Selection Committee's responsibility is to manage all aspects of the selection process including:

a) Education of Parishioners: Parishioners are educated through bulletin and pulpit announcements about the Council and the selection process for at least two weeks. They are asked to give prayerful consideration to nominating parishioners or themselves for the Council.

b) Nomination: Nomination forms are distributed at all liturgies on a designated weekend. Parishioners are invited to write down the names of persons they feel have the essential characteristics of a Council member.

c) Notification: Persons whose names were submitted by parishioners are contacted by Selection Committee members to inform them of their nomination and of the required orientation. At least 30 days before the date of selection, the Selection Committee publishes in the parish bulletin, the names of those who have agreed to continue in the nomination process. Additional nominations are acceptable if submitted in writing to the Selection Committee within ten days after this publication.

d) Orientation: The Selection Committee plans the local orientation session and requires nominees' attendance at a local and/or archdiocesan orientation.

e) Acceptance: Those who feel called to serve as Council members accept nomination and participate on the final slate of nominees. The Selection Committee ensures that the slate of nominees is representative of the parish community. In no event shall any persons be deemed nominated unless the Selection Committee receives an expression of willingness to serve. If a member of the Selection Committee becomes a nominee, that person ceases to be a Selection Committee member.

f) Final Slate of Nominees: Nominees submit biographical information and their statement of parish vision to the Selection Committee for publication in the parish bulletin at least two weeks prior to the selection of new members.

g) Facilitation: The Selection Committee facilitates the actual selection process and informs the parish of the results.

Section 3. The selection of new members of the Council shall be by discernment. In the context of prayer and with the help of a facilitator, the nominees who are best suited to serve on the Council at this time are discerned.

ARTICLE II: VACANCIES AND REMOVALS

Section 1. Any member of the Council may resign by filing a written resignation with the pastor, with a copy to the chairperson.

Section 2. At any meeting of the Council, any at-large member may be removed for good cause by consensus or by an affirmative vote of three-fourths of the Council. Any member whose removal has been proposed shall be given an opportunity to be heard at the meeting. Good cause includes missing two consecutive meetings without good reason, physical or mental incapacity, or failure to perform duties as a Council member.

Section 3. A vacancy among the at-large members shall be filled by one appointed to serve the remainder of the term. The chairperson will make appointment, with approval of the Council. Consideration should be given to previous nominees.

ARTICLE III: OFFICERS

Section 1. Selection of officers of the Council shall be by discernment from among and by the Council members present at the annual transition meeting. Offices shall be filled in the following order: chairperson, vice-chairperson and secretary.

Section 2. At the transition meeting following the annual selection of Council members, newly selected members join the existing Council for the purpose of selecting Council officers for the following year.

Section 3. No Council officer may serve more than three consecutive 1 year terms in any one office.

Section 4. The chairperson:

1. Is aware of the tasks and responsibilities of the Council and communicates these to the Council, committees and parish community.
2. Organizes/coordinates activities and work of the Council. Develops and maintains an annual Council calendar consistent with the parish calendar.
3. Prepares the meeting agendas in consultation with the pastor and other Council officers. Ensures that time is spent in prayer. The agenda is published in the parish bulletin the weekend before the meeting or posted for parishioners to review. Submits the agenda to Council members at least 3 days before the meeting.
4. Provides formation/education for Council members, utilizing the parish staff and offerings at the district and archdiocesan levels.
5. Facilitates Council meetings by helping members work together, participating fully in discussions and decision-making through consensus. Also conducts parish meetings.
6. Monitors implementation of all Council recommendations and decisions.
7. Ensures that a Council budget is established and communicates budget information to the Finance / Administrative Services Committee.
8. If there is no council liaison, is an ex officio member of all standing and ad hoc committees of the Council
9. Assists the next chairperson in understanding the Council's history, responsibilities and resources. Transfers all Council materials to the new chairperson.
10. Serves as the parish representative for the Archdiocesan Pastoral Council district meetings.

11. Performs duties consistent with the office as the Council may direct.

Section 5. The vice-chairperson:

- 1 . Conducts meetings in the absence of the chairperson.
- 2 . Becomes chairperson in the event of vacancy.
- 3 . Performs duties consistent with the office as the chairperson or the Council may direct.

Section 6. The secretary:

- 1 . Oversees the accurate recording of the minutes of each meeting and sees to it that the minutes and the agenda are made available to the Council members, committee chairpersons, and the parish. Provides a condensed report of the meeting for publication in the parish bulletin.
- 2 . Takes attendance at meetings and records absences.
- 3 . Maintains the official list of all Council and standing committee officers and members and their terms, the list of all ad hoc committee chairpersons and members and keeps these lists current with regard to addresses and phone numbers.
- 4 . Updates the Archdiocesan Extranet whenever a change in membership on Council occurs. This is done on-line. The Council secretary works with the parish web administrator to keep the archdiocesan registry current.
- 5 . Reports to the Council all communication. Handles correspondence for the Council, including agendas, minutes, notification of regular and special meetings, notes of thanks, etc.
- 6 . Performs such duties consistent with office as the chairperson or Council may direct.

ARTICLE IV: MEETINGS

Section 1. Regular meetings of the Council shall be held at such time, place and date as the Council may designate. Prayer shall be an integral part of the meeting.

Section 2. The agenda shall be developed in advance of the meeting by the pastor and council officers based upon the proposals from committees, liaison reports, the parish council annual calendar, strategic plan or mission goals, ongoing needs and concerns of the parish. Parishioners may submit items for consideration to any council member one week before the meeting.

Section 3. Advance notice of the time and place of the meetings of the Council shall be published in the parish bulletin, and all members of the parish shall be entitled and welcome to attend as observers. The Council may open any meeting to discussion by parish members on such subjects and under such rules as the Council may announce.

Section 4 Special Meetings. Notice of special meetings shall be given to all members within a reasonable time before the meeting, stating its time, place and purpose. No other business than that stated, as the purpose shall be conducted at that meeting.

Section 5. Closed Session. When a question arises at a Council meeting that relates to a person's right to privacy, the Council may request the absence of visitors for that portion of the meeting. The content of the closed session is not part of the formal minutes of the meeting and is not made public.

Section 6. Absence. Notification of intended absence should be given to the Council Chairperson, Vice-chairperson or Secretary before the meeting.

ARTICLE V: PARISH STANDING COMMITTEES

Section 1. Purpose. Each standing committee implements parish priorities and goals in its own areas of responsibility in the collaborative spirit of working together to accomplish the parish's stated mission. All committee work leads to building a faith community, proclaiming the Word of God, calling people to prayer and motivating people to serve others.

Section 2. Scope. All committees are accountable to the Council. Committees make decisions in their areas of responsibility following the principle of subsidiary, which means making decisions at the most appropriate level in the parish committee structure.

Section 3. Functions. The basic functions of each Council standing committee are to:

1. Identify needs of the parish within its areas of responsibility and in keeping with the parish mission.
2. Establish priorities among the needs and communicate how these needs can realistically be addressed and where inter-committee collaboration might be effective.
3. Formulate long-range and short-term goals and objectives.
4. Research and investigate options to implement goals.
5. Submit the proposed programs to the Council for support.
6. Communicate with the pastor and pastoral staff about the implementation.
7. Maintain communication with the parish concerning programs, encouraging active support and involvement.
8. Maintain communication with the respective archdiocesan offices and agencies for guidelines and resources.
9. Provide on-going formation of committee members in its areas of responsibility through workshops, study, spiritual formation, etc.
10. Determine budget priorities in the area of the committee's responsibility and make recommendations to the Council through the Finance / Administrative Services Committee.
11. Periodically evaluate existing programs and activities.
12. Provide the Council with regular, oral or written reports of the work of their committees.

Section 4. The descriptions of the individual standing committees of the Council are:

Prayer and Worship: This committee nourishes and gives direction to the liturgical aspect of parish life. They provide opportunities for parishioners to deepen their faith through a variety of prayer experiences and liturgical celebrations. They identify the spiritual needs of parishioners and maintain an on going program of education and training for liturgical ministers.

Christian Formation: The role of this committee is to develop within the parish awareness that the parish community has the responsibility for promoting the educational/formation aspect of the mission of the Church. Christian Formation is a lifelong process aimed at personal conversion and growth in faith. This committee is advisory to educational administration in the design, implementation and evaluation of the total Christian educational/formation programs in the parish, which include: sacramental preparation, adult and family ministry, youth ministry, school ministry and child ministry.

School Advisory Committee of CPES: The School Committee along with the priests and principal are dedicated to the promotion and welfare of Catholic education. This committee is responsible for identifying and expressing the educational goals and objectives of the

parish community.

Human Concerns: This committee discerns needs of persons in the parish and wider community, especially the poor, and identifies resources to meet those needs enlisting the active cooperation of parish members. This committee fulfills the justice dimensions of scripture and our Church tradition acknowledging that every Christian is called to service and to work for justice, including Respect Life efforts. The committee's scope of responsibility is two-fold: 1) to meet immediate needs; 2) to work for changes in the structures of society, which are oppressive. Committee members are not responsible to do all of the committee's work but rather to involve others in actively accepting the responsibility of their baptism. The committee supports those in the parish who are already involved in service, advocacy, justice education, and empowerment of people. This committee works with community groups and other parishes to help solve related problems. They keep parishioners aware of issues relating to justice, peace, hunger and homeless persons on local, national and international levels so that appropriate Christian action on such issues can be determined.

Finance/Administrative Services: This committee makes recommendations to the Council concerning all aspects of parish stewardship, financial and budget matters, personnel, maintenance of parish facilities and properties, and fundraising for the parish. The activities and recommendations of this committee are firmly rooted in the biblical concept of stewardship. The committee works closely with the Council and is supportive of all other committees. This committee does not decide priorities for the parish — that is the responsibility of the Council. The pastor and trustee-treasurer are ex officio members of the Finance/Administrative Services Committee.

Section 5. All standing committees operate under a set of **common Standing Committee Guidelines** established by the Council and reviewed by the Council every five years. Each committee chairperson shall meet with the Council at least once a year. A committee is able to make decisions only if a quorum is present which means a majority of its members. There may be majority and minority reports presented to the Council if agreement cannot be achieved.

Section 6. Committee Officers. The chairperson of each committee shall be discerned by and from the committee members, based on competence, leadership ability and knowledge of the committee's area of ministry. The term of office for the chairperson is one year. Other officers determined by the committee, e.g. secretary, are selected in a similar manner. Neither an employee of the parish nor an ex officio member of the Council shall be eligible to be an officer.

ARTICLE VII: AMENDMENTS TO THE BYLAWS

The Council may amend the bylaws by consensus or a two-thirds vote of the members at two consecutive meetings of the Council.

Date of Approval by the Archdiocese: _____

Date of Most Recent Amendment: _____

Date of Next Full Review: _____