

Priest Placement Process

The Archbishop makes all appointments – pastors, associates, and parish directors. He could do that totally on his own, and in some dioceses (mainly smaller ones), that is done.

Historically, the archbishops in Milwaukee have asked that more work be done so that the best fit possible can be made for both the parish and priest/parish director. To that end, he makes use of a Priest Placement Board for priest assignment recommendations. This board is currently made up of 10 members, 5 elected priests (regional), three special appointments by the archbishop (1 Urban ministry priest representative, one Hispanic priest representative, one Lay woman representative and 2 ex officio members (Vicar and Director). This board also assists in the selection process for parish directors and assisting priests appointed by the archbishop.

Terms of pastors are for 6 years and are renewable once, for a total of 12 years. Unless extensions are approved by the Archbishop and the College of Consultors, they must seek new assignments. Priests can retire starting at age 68 and must retire at age 75 unless approved to continue on a year to year basis by the Archbishop.

Open Listing Process:

- Aug. – Sept. Consult with priests who may retire (at least age 68)
Determine priests whose terms will expire (6 and 12 years)
Check on priests in assignments outside of the diocese for return dates
- Sept. Prepare and mail out annual personnel letter to priests (what are their plans?)
- Oct. - Nov. Extensions - Archbishop can consider extensions for extraordinary reasons (Consultors)
Consult priests and pastoral councils on renewals of first term pastors
Begin setting up Consultations with parishes that will get a new priest/parish director
- Dec. Prepare Open Listing for spring
Archbishop determines which parishes will receive pastors, associates, parish directors, and shared pastorates
Send out Open Listing to all diocesan priests and religious order priests serving in archdiocesan assignments
- Jan. – Feb. Continue with parish consultations
Board members interview priest candidates and share with board.
Let transitional deacons know which parishes they will be considered for first assignment
Gather information from parishes and priests to be used in board discussions

Information from Parishes

Summary of parish data reports
Parish Profile written by staff/council
Parish Consultation dialogue

Information from Priests

Priest's updated resume
Interview of priest by board members
Priest's preferences for placement (top 3)

- March –May Placement board reviews all data and makes recommendations to Archbishop
Archbishop meets with placement board to discuss data and recommendations
Archbishop's decision and appointment
Contact priests, draft appointment letters, announce in *Catholic Herald*
- June - July New appointments begin (generally the third Tuesday in June)

Parish Leadership Consultation

1. Every parish is called to do the work of Jesus. Jesus proclaimed God's word. Jesus reached out to people in need. Jesus taught people to pray and conducted his ministry in the context of prayer.

What **three** things do you want to brag about your parish that makes your parish so good at doing the ministry of Jesus?

- High spiritual engagement – great small faith groups, other dedicated individuals and groups
- Welcoming to all types of people and focused on reaching out to others – eg. Prisons, needy in the community
- Staff that is welcoming, competent and supportive
- Welcoming atmosphere in the new building along with a parish center that is financially supported by the parish community

2. If you could enhance or transform this parish in any way you wished, what **three** things would you do to heighten its vitality and over-all health?

- Anglo and Hispanic populations work together and blend better as a parish community
- More robust religious education for all young families that promotes active involvement and engagement
- Better alignment of activities/committees with our parish vision and mission

3. What are you most afraid of in this time of pastoral transition?

- Not getting a permanent priest that is a good fit in our community
- We won't have church attendance when we are back able to worship together

4. What is most exciting about this time of pastoral transition?

- Potential for welcoming with the new church
- New priest will have new and positive ideas
- Build upon the framework we have already laid

5. Name five important **qualities** you wish to see in your next pastor (parish director).

- Comfort with sharing the leadership with the lay community
- Good homilist
- Family friendly
- Interest and commitment to rural communities
- Calm and non-judgmental

6. Name three ways that your parish can help transition your new pastor (parish director) to the parish and make him/her feel welcomed and supported in their ministry.

- Change some of the duties around for better balance between pastor and associate pastor
- Invite him to our homes and have groups welcome him
- Help him connect to the broader community