

### **Goal 3: Professional Measurement and Accountability**

Given that every parish calls upon its clergy, staff and laity to discern and offer their gifts and highest capabilities to the service of the Church (Decree on the Apostolate of Lay People #10);

Given that adherence to the highest standards of professionalism leads to qualified, competent and capable personnel;

Given that parishes require competency in the diverse areas of leadership, spirituality, pastoral care, administration and financial management;

**The whole people of God of the Archdiocese of Santa Fe will advocate and support processes and policies for effective hiring and assessment of personnel, clergy, programs and ministries for the purpose of continuous improvement.**

#### **OBJECTIVES:**

##### **Archdiocese:**

1. The Archdiocese of Santa Fe Human Resources Office will assist Pastors/ parishes with policies and processes in hiring, supervising, evaluating, managing, and providing for initial and on-going training of all employees by January 2008.
2. The Archdiocese of Santa Fe Human Resources Office will create and implement a plan for orientation, initial, and on-going training of all Catholic Center employees in their area of responsibility by December 2007.
3. The Archdiocese of Santa Fe Human Resources Office will develop a system for determining just and appropriate range of salaries and benefits for Catholic Center employees by January 2008.
4. The Archdiocese of Santa Fe Pastoral Ministries Division will create an effective tool and provide models for the assessment of all parish ministries and programs to be used by the parishes by summer 2007.
5. The Archdiocese of Santa Fe Human Resources Office will help parishes to develop a system for determining just and appropriate range of salaries and benefits for parish employees by January 2008.

##### **Parishes**

6. Pastors and parish staffs will actively cooperate with the Archdiocese of Santa Fe Office of Human Resources in decisions regarding hiring, salaries and benefits, termination and management of personnel beginning July 2007.

7. Pastors will adhere to the Archdiocesan policies and processes for hiring, initial and ongoing training/formation, evaluation and termination of employees beginning fall 2007.
8. Pastors and those responsible for employee supervision will conduct annual appraisals of employees according to Archdiocesan policy beginning spring 2008.
9. Parishes will annually assess the effectiveness of all programs and ministries and create a plan for improvement in needed areas beginning fall 2007.