

Goal 2: Practical Standards

Given that clear and consistent directives enable effective and efficient administration as well as mutual understanding;

Given that inconsistent policy implementation results in parochial attitudes and discontentment among the faithful;

The whole people of God of the Archdiocese of Santa Fe will encourage adherence to policies and procedures directing the administration of parishes and will measure their implementation for effective management, including the just and respectful treatment of all the faithful.

OBJECTIVES:

Archdiocese:

1. The Archdiocese of Santa Fe Chancellor's Office, Finance Department and the Human Resources Office will create an Archdiocesan Policy Review Task Force that will review, clarify and update the employee handbook for Catholic Center Employees by fall 2007.
2. The Archdiocese of Santa Fe Chancellor's Office will create a Parish Policy Review Task Force to review, clarify and update policies, procedures and guidelines of the Archdiocese of Santa Fe for parishes by fall 2007.
3. The Archdiocese of Santa Fe Human Resources Office will instruct parish administrators on the development of an employee handbook and offer models for job descriptions, just wages, etc., for parish staff members beginning January 2007.

Parishes:

4. Parishes will follow the guidelines of the Archdiocese of Santa Fe Human Resources Office for employee handbooks, job descriptions, just wages, probation and termination practices, etc. for parish staff members beginning in fall 2008.
5. Parish employees will participate in on-going professional development yearly funded and supported by the parish beginning spring 2007.