



Article - Vision Statement #5:

"Administration of the parish will require a greater need to rely on paid staff and volunteers that run the day to day operations."

The guest writer for this week's article is David Jaeger, chair of the Master Plan Committee.

There are three strategic objectives associated with this statement, they are:

- Create a more visible and organized "Volunteer Coordination Office." This body would enlist help for events, sustain and increase membership as well as assist administration where needed.
- Administrative staff will remain for the most part centralized. Over time, space will need to be created to accommodate modest growth of staff.
- Due to restrictions in land availability at all sites, the "highest and best use" of properties will be considered when evaluating all decisions.

In the broadest of terms, this vision and associated objectives remind us to be wise with our assets given our history, growth, physical assets and constraints. Most importantly the many parishioners who donate so much of their time to the parish deserve simple structures and support to organize and make things happen. New volunteers need to be added to support the many organizations at Shrine now and others yet to be formulated. Volunteers often have many other commitments; the parish should be a place that encourages people to offer their time, talents, and energy in the context of a well-organized environment. The administration of the parish has already begun to address this issue head on with a new volunteer coordination office that will help to complete this objective.

All of our parish facilities sit on valuable and limited properties with fixed boundaries. As we grow and revamp these facilities and sites, we will need to evaluate any changes with great scrutiny. For this reason, the preliminary Master Plan is focused on the "highest and best use" of all parish properties (the Church, grade school and high school). "Best uses" of the Shrine property would include: the new social hall and connector along 12 Mile, which takes full advantage of property to the east of the rectory that has been underutilized for years; the careful placement of the grade school addition along Woodward Avenue, which preserves and enhances parking opportunities; and the careful placement of a gymnasium and science center at the high school, which allows for complete use of existing sports fields with minimal disruption.

After a thorough review of administrative staff, it has been determined that the staffing levels are adequate and should remain so into the foreseeable future. There may be needs in the future to change the function of staff to better support the parish. There may also be the need to house more visiting priests and guests. For these reasons, the preliminary Master Plan realigns the basic framework of administration to better serve change and be a more flexible model in which to run the parish. Specifically, the relocated entrance to 12 Mile should provide great access for those needing to interact with staff. And the relocation of the bulk of administrative staff to the first floor will provide an opportunity to develop a centralized group that should provide better service for parish activities.