



# An administration of the future for a pastoral of the future

International Festival of Creativity in Church Management  
The Entrepreneurial Spirit in a Mission Driven Church

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# An administration of the future for a pastoral of the future

The mission of the church

Catholic church in Germany

The purpose of the general vicarage

Steps into the future

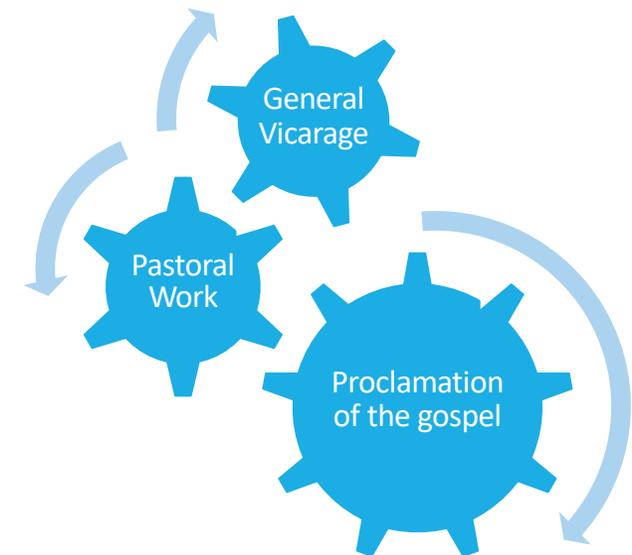
# The mission of the church

“I prefer a Church which is bruised, hurting and dirty because it has been out on the streets, rather than a Church which is unhealthy from being confined and from clinging to its own security“ (EG 49)



Source: brightsblog.wordpress.com/2013/03/

What kind of general vicarage does the future pastoral work need?

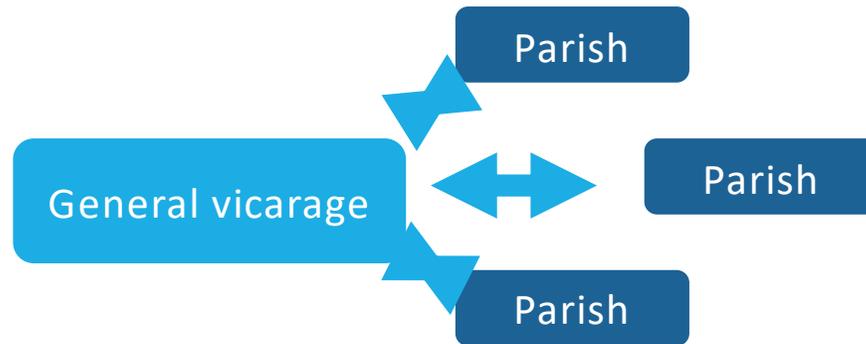


# Catholic church in Germany



Thomas Suermann de Nocker - Christian Olding

# Catholic church in Germany

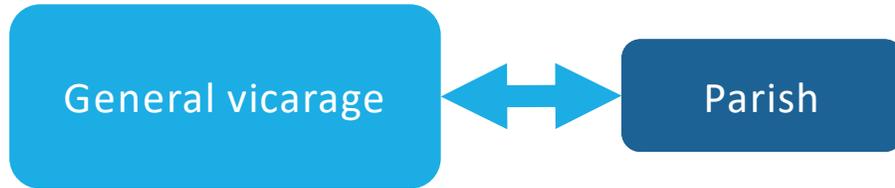


27 German dioceses

General vicarage as administrative unit

Parishes partly independent

# The purpose of the general vicarage



Financial stability

Administrative efficiency

Pastoral support

# Financial stability

Church Taxes

Additional 9% of income tax are church tax

6,15 Billion Euros for the catholic church in 2016

General vicarages redistribute money to parishes

Believers outflow is recently compensated by good economic situation

Administrative efficiency

Pastoral support

# Financial stability

Prevent Fraud

Efficient controlling instead of blind trust

Separated board of administration and controlling

Investment in external control

Minimum standards for qualification

Administrative efficiency

Pastoral support

Church Taxes

# Financial stability

Sustainable asset management

Transparency on the highest level

Binding guidelines

Ethical standards

Qualified leader of the vicarage

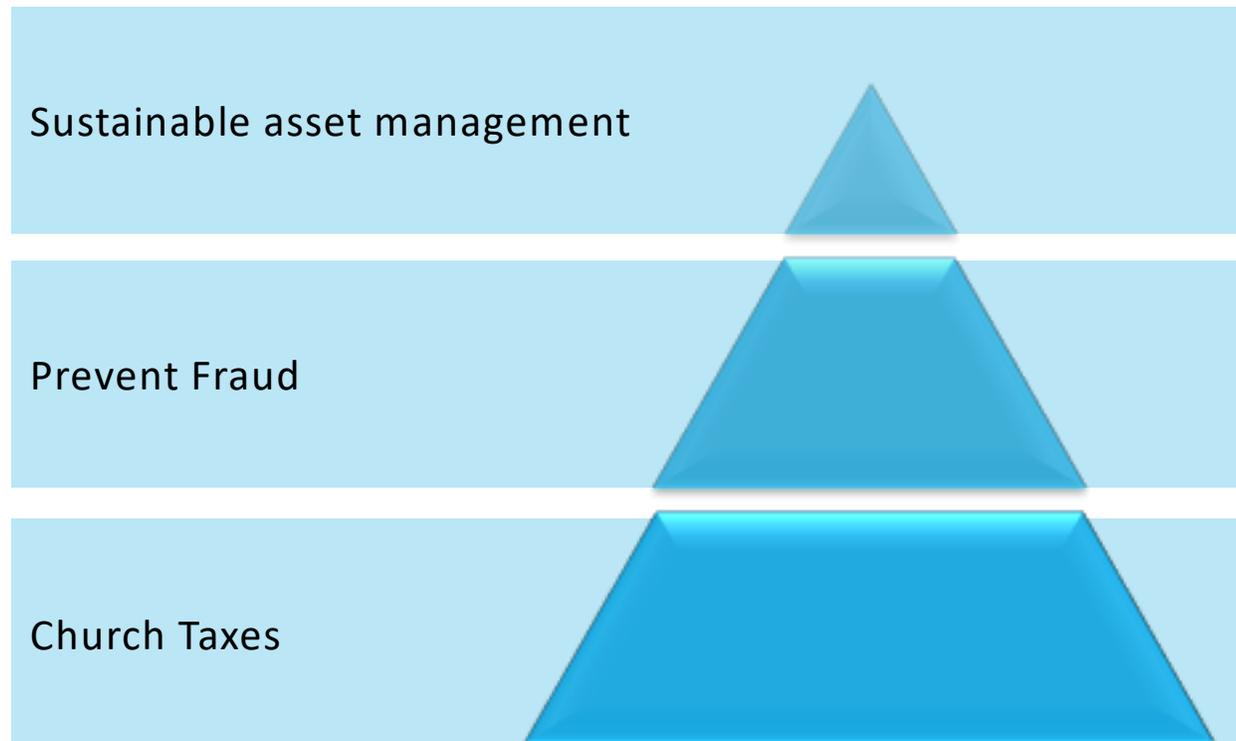
Administrative efficiency

Pastoral support

Prevent Fraud

Church Taxes

# Financial stability



Administrative efficiency

Pastoral support

# Administrative efficiency

Financial Stability

Pastoral support



Which services are demanded?



Establish quality management



Should parishes or the general vicarage provide the service?



Relieve strain on volunteers and pastoral teams



Focussing on output instead of input



Support with concrete taskforces

# Pastoral support



Looking

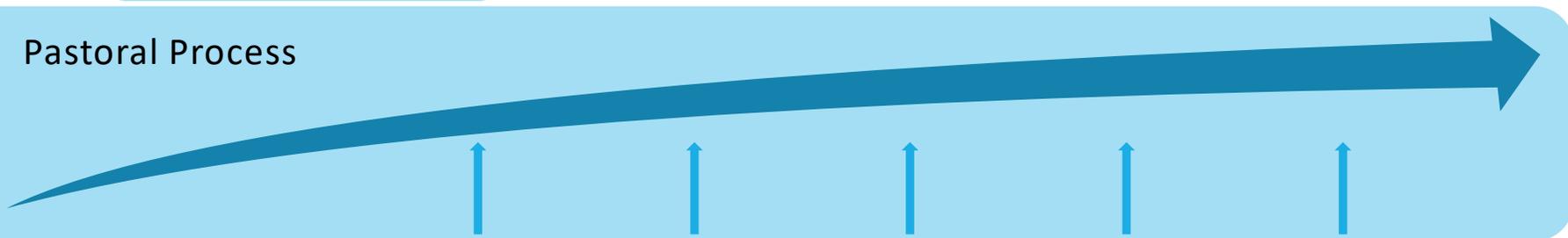


Judging



Acting

Pastoral Process



## General vicarage

Initiation of processes

Innovationfonds

Bottom-up-mentality

Clear responsibilities

Continous communication

Flexible structures

Transparancy

Publish balance sheet

Financial Stability

Administrative efficiency

## Steps into the future

Digitalization enables participation, reduces administrative effort and allows contact to lost target groups



Evaluating the service provided to find out whether they are needed or not



Focus on efficient distribution of services for maximum of proficiency



Digitalization enables participation, reduces administrative effort and allows contact to lost target groups



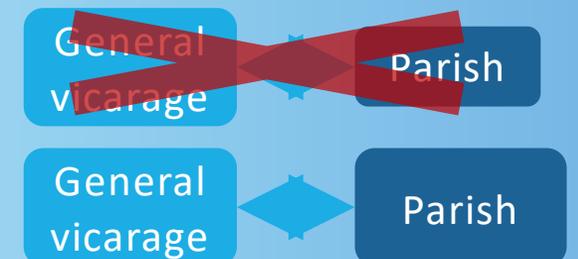
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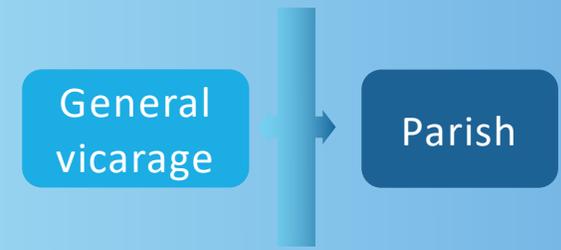
Cultural change to partners instead of „top-down“



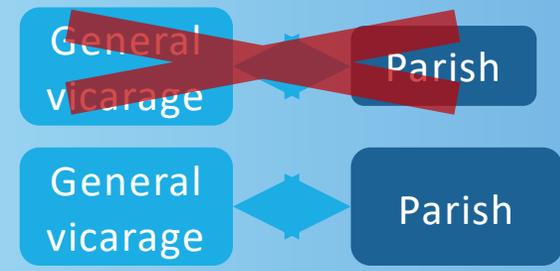
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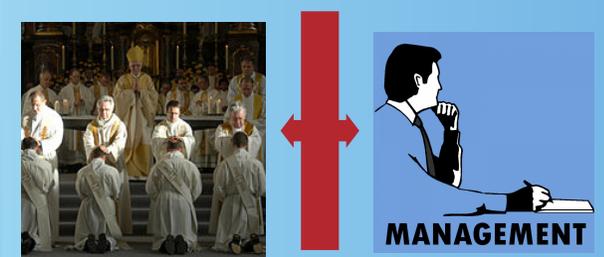
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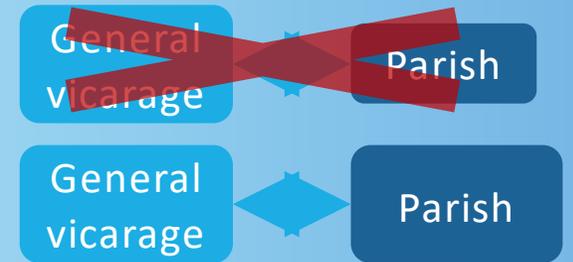
Highest standards in administration without spiritualization of non-pastoral work (e.g. accounting)



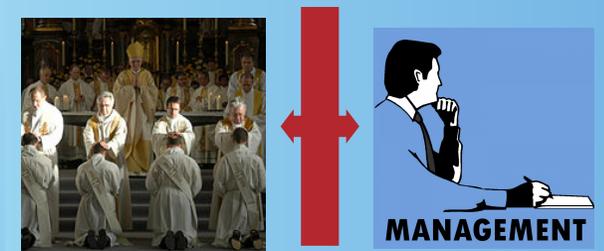
Focus on efficient distribution of services for maximum of proficiency



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Highest standards in administration without spiritualization of non-pastoral work (e.g. accounting)



Flexibilisation of administration to support change by „customer“orientation and standardization of processes



# Steps into the future

