PREDICTORS OF EFFECTIVE ADMINISTRATION OF PARISHES IN THE VICARIATE OF SAINT JOSEPH THE WORKER, DIOCESE OF IMUS, CAVITE

A Thesis Presented to the Faculty of the
College of Liberal Arts Graduate Program
TECHNOLOGICAL UNIVERSITY OF THE PHILIPPINES
Manila

In Partial Fulfillment
of the Requirements for the Degree
Master in Management

EDUARDO A. LARA

02 September 2010

A B S T R A C T

The Diocese of Imus is composed of 48 parishes, 9 quasi parishes and 6 pastoral centers. It is divided into five districts with two vicariates per district. One of these vicariates is the Vicariate of Saint Joseph the Worker with five parishes, the parishes of Mabuting Pastol, Risen Christ, Holy Family, St. Joseph, and San Jose Manggagawa.

The program of the Diocese of Imus with regard to the assignment of priest is a rotation basis every six years. There are 108 clergies leaving and going from one parish to another. In this scheme, the parishes constantly meet an administrator with different characters, administrative skills and leadership styles. Managing a parish is like managing an organization that is composed of different people with different values. The difference is that the people rest more of their expectations to the priest particularly his character because they look at them holy as God. Likewise, the priest is expecting his parishioners to cooperate with him. In this sense where the problems arises when the expectations does not meet.

This study aimed to establish the predictors of effective parish administration in the Vicariate of Saint Joseph the Worker. How the parish status and the parishioners' condition affects the administration and leadership of the parish. To identify what are the preferences of the parishioners in the characteristics of an ideal parish priest based on his vocation, leadership styles and character traits.

The data gathered were statistically treated using relative frequency, simple average, and mean to measure the parishioners profile, parish status, administrative skills, leadership styles, and preferred character traits. Analysis of variance (ANOVA) was conducted to determine if there is significant difference in the administration and leadership of five parishes when the respondents are group according to parish.

Based on the results, it could be concluded that:

1. The lay workers of the five parishes of the Vicariate of St. Joseph the Worker are mostly officers of different church organizations, wherein a larger group is married and ages 36 to 55 years old. With a limited educational attainment and an income just enough for their daily needs but are still willing and committed to participate in the service of the church.
2. There is an estimated 80.73% or 340,030 Catholics out of 421,169 total population of the Vicariate of St. Joseph the Worker. The biggest jurisdiction in terms of population is the parish of the Holy Family, but in terms of area is the parish of Mabuting Pastol. The smallest is the parish of Risen Christ. The main facilities needed for the parishes are all available, particularly the church, the convent and the parish office. Other facilities like parish hall or multipurpose hall were also available where they conduct some of their activities. Although those facilities were in good condition, but there were needs improvement to cater more demands of the parishioners. There were 12 to 14 church organizations and

movements working together for the evangelization in their own way and capacity. The ministries were also organized in response to the call of the diocese in renewing the church in Cavite through active participation of all the believers by ministering in different aspects of life.

3. The effectiveness of the administration of parish relies on the priest who is the head, just like Christ as the head of the church. Therefore, the people's expectation from them is merely to administer based on his vocation and how he leads his flock in the glory of God. The parishioner strongly believes in a priest who celebrates the sacraments in an enthusiastic and inspiring manner and implements the diocesan program for the parish. On the other hand, the financial needs of the parish come from the donations of the parishioners and therefore, the leader must find ways and means to carry out the projects and programs of the parish and must be properly recorded and accounted for.
4. Since F-computed is less than F-critical value, therefore H_O is not rejected, which means, that there is no significant difference in administration and leadership of five parishes. The lay workers profile in terms of age, civil status, social class, and educational attainment, and the parish status in terms of jurisdiction, facilities, parish class, and apostolate and ministries terms have no significant effect on the effectiveness of parish administration in terms of leadership style and administrative skills.
5. The lay workers in the Vicariate of Saint Joseph the Worker greatly preferred an administrator who is always visible and available for their

needs. Second is calm and gentle and third is sociable. It is being understood that there are great expectations concerning his positive traits because he is Christ's witness.

A parish would become the kingdom of God, a place where the believers find the presence of God, when there is no conflict. The lay workers are the leaders of the community and the priest is the head of them. In any organization, the cooperation of leader and followers are very essential for the success of the organization. The administration of the parish church would become effective if the lay workers and the priest got a good relationship and works together to meet their goal. Of course the priest has his own expectations from his parishioners especially for the church workers, but more expectations from him as the head. Aside from it, there would be a better administration when the lay workers meet their preferred ideal parish administrator.

TABLE OF CONTENTS

Title Page i

Approval Sheet ii

Acknowledgment iii

Dedication iv

Abstract v

Table of Contents ix

List of Tables xi

List of Figures xii

Chapter I – The Problem and Its Background

Introduction 1

Background of the Study 2

Statement of the Problem 3

Significance of the Study 5

Scope and Delimitation of the Study 7

Chapter II – Theoretical Framework

Review of Related Literature and Studies 8

Parishioners 18

Parish 18

Parish Priest 20

Administrative Skills 22

Leadership Style 23

Conceptual Framework 26

Null Hypothesis 27

Definition of Terms 27

Chapter III – Research Methodology

Research Design 32

Sources of Data 32

Sampling Technique 33

Data Gathering Procedure 34

Research Instruments and Statistical Treatment of Data 35

Chapter IV – Presentation, Analysis, and Interpretation of Data 38

Chapter V – Summary of Findings, Conclusions and Recommendations

Summary of Findings 57

Conclusions 60

Recommendations 63

Bibliography 66

Appendices

A. The Research Instrument 70

B. Letter to the Respondent 80

C. Letter to Validate the Research Instrument 81

D. Letter to Translate in Tagalog the Research Instrument 82

E. Certification from the Validators of Research Instrument ... 83

F. Certification from the Statistician 84

Researcher's Profile 85

LIST OF TABLES

Table No.		Page
01.	The total population and estimated baptized Catholics in each parish	33
02.	Composition of parish pastoral council in each parish	34
03.	Number of barangay, chapels, and Catholics in the jurisdiction of each parish	43
04.	Facilities available in each parish	44
05.	Parish classification in the Diocese of Imus	45
06.	List of ministries working in the parishes	46
07.	Existing church organizations and movements	47
08.	The conduct of sacraments and sacramentals celebration	49
09.	Characteristics of an ideal parish administrator based on his vocation	51
10.	Leadership styles of an ideal parish administrator	53
11.	F-test on characteristics of an ideal parish administrator based on his vocation when group according to parish	54
12.	F-test on leadership styles of an ideal parish administrator when group according to parish	55
13.	Ranking of the characters of an ideal parish administrator	56

LIST OF FIGURES

Figure No.		Page
01.	Managerial/Leadership grid of Blake and Mouton	24
02.	The research paradigm illustrating the relationship between the dependent and independent variables	27
03.	Distribution of respondents according to age	38
04.	Distribution of respondents in terms of civil status	39
05.	Distribution of respondents according to monthly income	39
06.	Distribution of respondents by educational attainment	40
07.	Distribution of respondents by mass participation	41
08.	Distribution of respondents according to position in the church organization	42
09.	Number of people that be accommodated by the parish church	43
10.	Number of Eucharistic and Bible Service celebration	48