



The Catholic
Archdiocese
of Edmonton

St Thomas More – 17 Sept 21

Colleagues in Christ,

Prompted by feedback, questions and concerns The Catholic Archdiocese of Edmonton asked Doyle and Company, Chartered Professional Accountants, to complete an internal audit. This audit had a focus on procedures and systems defined by the financial policies of the Archdiocese. While improvement opportunities were identified in process it is clear that no financial misappropriations have occurred at the parish. The audit was given to the parish Finance Council and improvements are already underway. At the same time an operational review was conducted by Patrick Snoek – Human Resources Lead and Fr Paul Kavanagh – Vicar for Clergy. This review included a comparison to the operational review that was done about two years ago.

The results of the audit and review noted a number of actions to help the parish as it continues to grow. It is now a good time for the Finance Council to add a Personnel Committee as a subcommittee of the Finance Council. This committee will in part assist in recruiting and hiring members of the Parish Team. Human Resources will help to define the terms of reference for this committee.

As the parish's needs continue to grow, the need to recruit a Business Coordinator to help in the day-to-day operational business of the parish is evident. The Personnel Committee, made up of members of the Finance Council and parishioners, will be best suited to look at the overall needs of the Parish Team.

While Fr. Mitch is the only priest serving the parish's ministerial needs, the addition of a Business Coordinator who can work with the established members of the Parish Team will be an asset to the overall functioning of the parish.

God Bless,

Rev. Paul Kavanagh
Vicar for Clergy & Mission Leadership – Senior Lead

Patrick Snoek MBA, CPHR, SHRM-SCP
Mission Services - Human Resources Lead