



POSITION STATEMENT

Use of a Management Company

The Catholic Cemetery Conference was created under the umbrella of the United States Conference of Catholic Bishops to provide a forum for the discussion and dissemination of information concerning all phases of Catholic cemetery development, operation, and maintenance. We believe Catholic cemeteries can be completely self-sufficient, contributing to their (Arch)diocese, not a burden. Our education programs are uniquely designed to support our members in their roles as Catholic cemeterians.

In fulfillment of our Mission to be the pre-eminent resource for all Catholic cemeteries, the Catholic Cemetery Conference hereby articulates its position on the use of outside management companies for Catholic cemetery organizations.

While management companies will offer various services and support, we believe that, in our specific context, the guiding principle of the Corporal Work of Mercy of the Catholic Church, it is in the best interest of the local (Arch)diocese to undertake management responsibilities internally. Below are the key reasons supporting our decision:

1. **Direct Control and Decision-Making:** By providing management functions in-house, (Arch)dioceses remain mission-focused and maintain direct control over decision-making processes that affect the local faith community. This provides strategies and policies aligned more closely with diocesan organizational goals without any intermediaries.
2. **Preservation of Organizational Culture:** The internal management approach, attached directly to the (Arch)diocese will build and strengthen the Roman Catholic culture of faith-based service. This is crucial for understanding the traditions of the local Church and families we serve, fostering teamwork, loyalty, and a shared sense of purpose among our employees.
3. **Adaptability and Flexibility:** Internal management provides adaptable and responsive outcomes to changing circumstances. Engaged staff can swiftly adjust strategies, implement new initiatives, and respond to challenges without navigating external processes and time delays.
4. **Cost Considerations:** Engaging a management company comes with a significant financial commitment. Short-term focus on revenue could have negative consequences into the future that are not readily apparent. By managing operations internally, the cemetery and (Arch)diocese have the flexibility to allocate resources more efficiently and prioritize investments that directly impact core objectives.

5. **Customization to Organizational Needs:** Each organization has its unique culture, values, and operational requirements. Handling management functions internally enables the cemetery and (Arch)diocese to tailor processes and policies suited to its specific needs and culture, fostering a more authentic and aligned organizational environment.
6. **Employee Engagement and Development:** Internal management provides opportunities for staff to take on leadership roles and contribute to the growth of the organization. This approach promotes employee engagement, skill development, and a stronger sense of ownership. Employees with ties to the community will provide culturally aware opportunities for engagement in parish outreach which is a vital function for successful cemetery operation.
7. **Communication and Transparency:** Keeping management functions internal enhances communication and transparency within the organization. It ensures that information flows seamlessly among different departments, fostering collaboration and collective problem-solving.
8. **Risk Mitigation:** Relying on internal management systems provides an immediate grasp of potential risks and the capability to take prompt action to mitigate them. This proactive approach reduces the likelihood of external management factors negatively impacting our operations. Diocesan and parish cemeteries are affected by State law. Properly focused care protects the cemetery and (Arch)diocese.

While we acknowledge the benefits that management companies can offer, we believe that the unique characteristics of Catholic faith and traditions make trained and engaged internal management personnel the preferred choice.

Our Conference remains committed to continuously working to fulfill the promises of our Creed, acknowledging the sacred religious function of the burial and care for the final resting places of our deceased brothers and sisters who, even in death remain a part of the Communion of Faith with belief in the Resurrection and the Christian virtue of hope.

NOTE to our Members

If you are approached or contacted by any outside management organization or would like to mitigate this possibility by participating in a review of operations by the Catholic Cemetery Conference, please reach out to the Conference office. The CCC Evaluation Service program can be tailored to meet your needs. A link to the program overview is provided below.

<https://catholiccemeteryconference.org/page/CCCEvaluation>