

St. Margaret Mary Parish, Naperville, IL
Pastoral Council Minutes
February 7, 2012

Members Present: Barbara Burkhardt, Kim Cernek, Tom Cordaro, Desmond Curran, Dan Dulik, Gus Fischer, Divia Ludwig, Steve Schroeder, Sue Schroeder, Terry Wagner, Larry Williams

Members Absent: Fr. Paul Hottinger

Guests Present: Kevin Firth (Finance Committee), Deacon Ken Miles, Tom Hill (Administration Commission)

Pastoral Council President Desmond Curran called the meeting to order at 7:08 p.m. in the Upper Room at SMMP. Terry Wagner opened with a Scripture reading, followed by prayer. Desmond then welcomed tonight's guests, followed by introductions of all meeting attendees.

AMENDMENT OF DECEMBER 2011 MINUTES:

The Pastoral Council approved amendment of the minutes from December 7, 2011, to instead read that “No decision has yet been made about whether or not the Men’s CRHP Program will be held every other year” (in “Christian Education Commission [CEC],” p. 6). Steve Schroeder moved, Dan Dulik seconded, and the Council unanimously approved this.

APPROVAL OF JANUARY 2012 MINUTES:

The Pastoral Council approved the amended minutes from January 3, 2012, with Sue Schroeder moving, Gus Fisher seconding, and the Council approving. These minutes now include a sentence deletion on p. 2 (in “Christmas Flowers/Music – Special Collection”) and on p. 3 (in “Christmas Collections”), along with a name correction “Patty Bajek” on p. 6 (“Christian Education [CEC]”). The amended January 2012 minutes, which also include the Commission and Committee Reports, will now be posted to the Council’s online web page. Meanwhile, Council Secretary Larry Williams has already submitted a summary of the January 2012 working draft minutes to the parish bulletin.

ANNOUNCEMENTS:

St. Patrick’s Dinner (3/17/12 – 6-9 p.m., SMMP): Proceeds from this dinner fundraiser will go toward SMMP’s youth mission programs, including the upcoming summer S.H.I.N.E. [Catholic Work Camp] Mission Trip. Extra help is still needed for the St. Patrick’s Dinner -- please contact Kevin Lynch or Candy Rice to volunteer.

S.H.I.N.E. Mission Trip (6/25-30/12): Kim Cernek, Christian Education Commission (CEC) Representative, confirmed the dates for the S.H.I.N.E. [Chicago urban-based] mission trip. She reported, however, that there are some schedule conflicts this year

between the mission trip and the local high schools' summer school programs -- due to this, student mission trip enrollment is currently down. Meanwhile, additional adult chaperones are still needed, with a request that those interested should contact Candy Rice about this. Currently, there are two adults signed up for the S.H.I.N.E. mission trip.

Parish Town Hall Meeting: Council discussed possible dates for this annual Town Hall Meeting, with 5/21/12 tentatively being set for this. Desmond will continue to check on this date with the master parish calendar, confirming this date by next month's Council meeting.

LIGHTING REPORT: Deacon Ken Miles, who has recently volunteered to be the "public face" for a fundraising campaign for new church lighting, presented historical information as well as some new ideas for a new church lighting fundraising campaign. Tom Hill, Administration Commission Chair, also assisted him with this. Deacon Ken noted that, in SMMP's 30-year history, there have already been two failed campaigns for new church lighting – he does not want this to be a third failed one. It was reported that the parish's insurance company has most notably expressed concerns about the church's interior perimeter halogen lights as being very hot, with its indicating that these perimeter lights especially need to be replaced. In fact, one of these perimeter lights had previously fallen and had started a small fire, which had, thankfully, been quickly extinguished. According to a study done twelve years ago, SMMP's interior church lighting is at only one-third the brightness of what normal lighting should be, as apparently designed more for 1980's-style "architectural ambience" but not for reading. Meanwhile, Deacon Ken noted that the new sanctuary lighting is "fantastic."

The Administration Commission estimates that costs for new church lighting, including a new lighting board, would be \$150,000 – Administration also estimates that costs for new church lighting without the lighting board might be \$100,000. Although there are no updated hard fixed prices for these yet, these estimates are scaled up from previous ones obtained in 2007.

Tom Hill noted that a local engineering consultant would be reviewing the church's existing lighting, blue-prints, and original electrical drawings tomorrow on a *pro bono* basis with an Administration Commission representative. There was consensus at tonight's meeting that an initial professional lighting design needs to be done at some cost to the parish before competitive contractor bids could be obtained against this. It was thought that \$5,000 might be enough for the initial lighting design. Terry Wagner, Finance Committee Head, indicated that \$5,000 for this initial lighting design could possibly come from the Repair & Replacement Fund or from the amount budgeted for annual Repair & Maintenance. **Gus Fischer moved, Dan Dulik seconded, and the Council unanimously agreed to allocate \$5,000 for a new church interior lighting design to be done by a lighting design expert, with the results then reported back to the Council.**

The Council, Deacon Ken, and Tom Hill briefly discussed the funding of this church lighting project. Chuck Marquis, Administration Commission, had recommended in

advance that the fundraising for the lighting project might entail a special fundraising committee, noting that "...[this] is no small task."

Deacon Ken also suggested that certain stages of new lighting could be installed when designated "break even" fundraising points would be met. He noted that sections of church pews would also need to be removed during lighting installation, especially based upon our church's past experience with relocating Masses. Based upon these concerns, it was noted that efforts should be made to avoid relocating Masses, if possible. It was also suggested that the Repair & Replacement Fund could also be used to help match a portion of lighting campaign contributions, although no decision was made on that topic. Nevertheless, Council concurred that the church's current lighting is not good and needs to be replaced due to its ineffectiveness, inefficient operation, and alleviation of any possible safety concerns.

2012/13 BUDGET PREPARATION PROCESS: As part of the 2012/13 Budget preparation process, Terry Wagner reviewed numerous spreadsheets and a "trending" chart, which were electronically sent to Council Members in advance. He likened SMMP to once having been a "Cadillac" but now being a "Chevrolet" parish, as based on trends showing revenue significantly dropping in contrast to estimated increases in fixed costs. Terry also shared Scripture verses, including the need to be good stewards, in light of the Council's need to make some wise but difficult decisions ahead with budgetary projections.

Terry explained that the current budget assumes flat revenue, while Sunday collections are decreasing despite a recent increased Christmas collection. He also noted that current expenses are 25% discretionary and 75% fixed – 60% of the 2011/12 Budget is for staff salaries. While parishioners' continued contributions to parish debt reduction are definitely helping, Terry noted that a significant amount of money is also being withdrawn from general parish Operating and Repair & Replacement Funds for annual fixed payments to the Diocese through 2020 [for loan repayment for the co-purchase of All Saints Academy (ASCA)].

Meanwhile, it was also reported that the Diocese has recently negotiated certain lower fringe benefit cost rates for parish staff, which parishes will pay for their staff members.

Council continued its work tonight towards making budget projection recommendations for FY2012/13. **Gus Fischer moved to approve the proposed 2012/13 Revenue Projections Budget, with Dan Dulik seconding, and the Council approving.** Divia Ludwig was absent at the time of this motion, having left part-way through tonight's meeting due to having a son who was ill at home.

Following this, Council took a short break at 9:40 p.m., then continuing the meeting while enjoying refreshments provided by Gus Fisher.

Staff Pay Issue: Council discussed at length the staff salary issue, which was recently raised in a letter to Council by some Staff Members. Desmond has recently responded

to this letter from Staff. Council also recommends continued discussion with Fr. Paul about this issue, concurrent with the proposed 2012/13 Budget.

Other: As relating to budget, Council discussed declining enrollment in SMMP's Religious Education programs, possibly reflecting the recently reported significantly declining number of Naperville School District 203 students. Council also expressed interest in learning more about the diocesan *Generations of Faith* as a catechism program for the entire family.

Council stressed the importance of communicating the following budgetary information to all staff, Commissions, committees, and parishioners:

- Increasing awareness about the parish's significant operating expenses, along with projected significant maintenance and repair/ replacement costs in the next few years, which call for continued funding needs
- Working "more like a family" to determine how to best divide up a given pool of more limited available resources for the total group's needs, and
- Highlighting economic trending, e.g. by chart, showing decreasing revenues vs. increasing operational expenses

PARISH VOLUNTEER APPRECIATION DINNER: Prior to Divia Ludwig's mid-meeting departure, Council thanked her for her help with the Appreciation Dinner (1/21/12). Her teen sons were duly thanked for their help, along with outstanding attitude, at this dinner.

Dan Dulik reported that this dinner was at budget -- \$1,500 was targeted for this, with actual expenses totaling \$1,570. Council then decided to offer \$200 to Contemporary Choir Director Brian Pelz for the musicians' outstanding performance at this.

DISCERNMENT PROCESS FOR NEW AT-LARGE MEMBERS: Barbara Burkhardt and Larry Williams, who accepted responsibilities to organize and head this year's discernment process for new At-Large Members on Pastoral Council, received materials with recommendations and suggested timetables from Steve Schroeder and Dan Dulik. Barbara and Larry will update Council about this discernment process during the next few months, also seeking Council's guidance and assistance.

COMMISSION REPORTS:

Administration: [*Administration Minutes of January 12, 2012* was electronically sent in advance by Mike Prus, a copy of which is attached hereto]. There were no additional questions about this posed to Terry Wagner, Administration Representative and Finance Committee Head.

Christian Worship (CWC): [*Christian Worship Commission Report February 2012* was electronically sent in advance by Gus Fischer, CWC Representative, a copy of which is attached hereto]. Gus reported that the current total estimated cost for recent liturgical

changes was \$800, much lower than previously anticipated. He also noted that there are no plans to replace the current hymnals.

Christian Service (CSC): [*CSC February, 2012, Report* was electronically sent in advance by Tom Cordaro, Justice/Outreach Minister and Parish Staff Representative, a copy of which is attached hereto]. There were no additional questions about the CSC Report pending for Divia Ludwig, CSC Representative, who needed to leave tonight's meeting earlier tonight.

Sue Schroeder, who is also a member of SMMP's Earth Care Committee, reported that over 35,000 pounds of materials were collected at SMMP's recent Parish Electronic Recycling Day (1/28/12). Although not all of these items collected were eligible for the four-cent per pound bonus to the parish, Sue estimated that approximately \$1,200 was netted by this. She also felt that, not only was this Parish Electronics Recycling Day a big success, but that she thought that the recycling vendor was excellent and highly organized. Sue suggested that another parish recycling day should be held again next year.

Christian Education (CEC): [*Christian Education Commission Report February 2012* was electronically sent in advance by Kim Cernek, CEC Representative, a copy of which is attached hereto]. Kim provided additional information upon request about Judge Neal Cerne, a Naperville resident and parent, who will be speaking to the high school Quest groups at church on 2/12/12 on *Seven Reasons Not to Party*.

AD HOC COMMITTEE FOR FUNDRAISING: [*SMMP Fundraising Committee January Report Submitted by Steve Schroeder 1/31/12* was electronically sent by Steve Schroeder in advance, a copy of which is attached hereto]. The Huck Bouma Law Firm's Estate Planning PowerPoint word slides, as referenced in the previous report, are not attached with these Council minutes.

Due to the lateness of tonight's Council meeting, discussion about Fundraising was tabled until next month's Council meeting.

AD HOC COMMITTEE FOR COMMUNICATION: [*Communication Committee Report-- February 2012* was electronically sent by Desmond Curran in advance, a copy of which is attached hereto]

[*Attributes/Values/Principles that Tell Who We Are: Identified at the Council/Staff Workshop, January 7, 2012* was electronically sent by Tom Cordaro in advance, a copy of which is attached hereto].

[*Report from Staff-Council Mid-Year Meeting -- January 7, 2012* was electronically sent by Desmond Curran in advance, a copy of which is attached hereto].

Discussion about the Communication Committee was also tabled until next month's Council meeting due to tonight's late hour.

OTHER: Desmond will talk with Fr. Paul about thanking Christmas collection donors.

CLOSING: Terry Wagner offered a closing prayer.

The meeting concluded at 11:10 p.m.

The next Pastoral Council Meeting will be held on Tuesday, March 6th in Room 8 (St. Margaret Mary Parish), starting at 7:00 p.m.

March Opening and Closing Prayer: Kim Cernek

March Refreshments: Kim Cernek

Respectfully submitted,

Marlyn Ligner Steury
Recording Secretary

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**SAINT MARGARET MARY PARISH
ADMINISTRATION COMMISSION
Minutes of Thursday, January 12, 2012**

Members Present: Tom Hill, Jeff Jameson, Chuck Marquis, Michael Prus, Terry Wagner, Klaus Rummer.

Members Absent: None.

Also Attending: Ken Miles.

1. Opening Prayer: Led by Klaus Rummer.

2. Approval of Minutes

The minutes of the November 10, 2011 meeting were approved, without changes, “by acclamation”.

3. Discussion/Decision Items:

A. Church Lighting

The commission welcomed Ken Miles to our continued discussion of church lighting. Ken provided a list of general features and specifications for future lighting in the church as a basis for further discussion. Ken has received strong encouragement from the Liturgy Development committee to facilitate an effort to provide additional lighting in the church, if it is feasible. The commission discussed the tasks (and the sequencing of tasks) needed to move the project

forward, both from technical and financial perspectives. A variety of ideas surfaced around needs for further expertise regarding the technical aspects of the project, and the funding of the project. The commission thanked Ken for his leadership in the project. Various members of the commission will participate as needed in the coming weeks and months.

B. Long Term Projects

Terry Wagner provided an updated list of long-term projections for Repair & Replacement expenses, and projections for funding requirements. Terry requested that the commission review the list, to assist this year's coming budget process. This list had been developed and updated in recent years. The commission reviewed various aspects, and concluded that the projections were still basically sound. Commission members agreed to study some aspects in further detail, and indicate to Terry soon whether changes might be needed.

C. Lawn Maintenance

Mike Prus noted that it is time to set arrangements for this year's lawn maintenance services. Greenbrier has continued to provide very good service to the parish over the last few years. The commission asked Mike to indicate the parish's willingness to sign a contract for 2012, with the understanding that pricing will continue from last year.

4. Member Reports and Discussion

A. Chuck Marquis: No further report.

B. Terry Wagner, Finance Committee & Link to Pastoral Council: Terry reported on the Pastoral Council and Staff meeting held January 7, which discussed parish communications.

C. Michael Prus, Business Manager: No report.

D. Tom Hill, Chairperson & Building Committee: No report.

E. Jeff Jameson, At Large Delegate: No further report.

F. Klaus Rummer: No report.

5. New Business: None.

6. Closing Prayer: Led by Terry Wagner.

Submitted by Mike Prus

Christian Worship Commission Report February 2012

Altar Servers: Since we scheduled 3 servers instead of 4, we usually have all present.

Art and Environment: Christmas decorations are all down and stored for another year. Getting ready for Lent and Easter

Baptism Assistants: We are having just a few Baptisms per month. Down significantly from prior years.

Music Ministry: No report

Eucharistic Ministers: The left over substantial bread from the 10:45 Mass is causing some problems at the 12:15 Mass. Since the substantial bread cannot be stored, the EM's consumes the leftovers. Deacon Ken said that instead of using all the remaining substantial bread at one station, to use it at several. This should eliminate the problem

Greeters: We will be having greeters at the main entrance doors to greet the people as they enter Church. We also are looking for additional help.

Lectors: They have lost some lectors, so are in need of at least two.

Linen Launderers: No report

Sacristans: Also in need of additional help.

Since all ministries are in need of additional help, we discussed having a one page add inserted in the bulletin. This would explain our duties and ask for volunteers. This would also be announced from the lectern.

We further discussed the expense for the Missal Translations. We felt that we need the final figures from John Schlaman before asking for donations.

Deacon Ken presented the Liturgical needs for Lent and Holy week.

Our next meeting will be February 29th.

Submitted by Gus Fischer

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CSC February, 2012 Report

BEREAVEMENT MINISTRY: We had our monthly meeting Jan. 18th and we had 13 new client cases for follow-up with families who have had a loss and were listed in the Prayers of the Faithful. We will be redoing our Program for the Remembrance Mass for next year so that it reflects the new prayers, etc and responses and we talked about our current families who were contacted; our next meeting will be Feb. 15th.

BLOOD DRIVE: No real report for the Blood Drive. Our next parish blood drive will be May 5th.

DAYBREAK TRANSITIONAL HOUSING MINISTRY: Our Daybreak guest and her son had a wonderful Christmas. Now begins the winding down of her time in the program. She is expected to graduate at the end of March. As our lease is up in Feb. Catholic Charities, our landlord and our team are working out the particulars that might allow her to stay in our unit until the end of the school year. Daybreak is looking for new members to our committee. We could use full time members and occasional members. Mentor training will begin in April, and runs for four evenings-every other Wed. The dates have not been formalized.

MENS CLUB: The men's club met January 24th in the parish center. Almost 70 men attended the meeting. John McCabe and Larry Lewis both gave heartfelt thanks for the visitors and calls they received while recuperating. A second and final payment of \$1,350 was approved for kneeler pad replacements. This completes the replacement program of all kneeler pads Thanks were given to the two sets of four man snow removal crews that worked to clear the first significant 6-7 inch weekend snow fall of the season. Plans for the upcoming Bingo night Friday February 3rd and card night Friday February 17th were discussed. All men of the parish are encouraged to attend.

PEACE & JUSTICE ADVISORY WORKING GROUP: In January the Earth Care Committee organized an electronic recycling day for January 28th. It was very successful and preliminary estimates are that we collected just over 35,000 pounds of recycled materials. We will be getting a check of 4 cents/pound for this work. The next Parish Social Mission Week will take place February 11-18th. The theme is "Fear Not, Declaring an End to Insiders & Outsiders." Our focus will be on affordable housing in Naperville. We will be inviting parishioners to sign-up to become advocates for affordable housing in Naperville and will be working with DuPage United to advance this cause in the City Council. In addition we are publishing a 4 part series on the issue in the bulletin.

SEPTEMBER CLUB: The September club does not sponsor any club activities during the month of January due to the closeness of the recent holiday season.

SHARING PARISH: Tuition Assistance checks have been sent out in support for one pre-K and nine elementary school students at Aurora Catholic Schools. Tamale orders increased to 34 dozen at the last delivery. This is still a fund-raiser to help defray medical expenses of a Sacred Heart family member. He initially spent three months in the hospital; has been home for several months but not able to eat normally; and is scheduled to return to the hospital in March to finally be closed up from the abdominal surgery performed at the beginning of his hospitalization.

ST. VINCENT DE PAUL: St Vincent De Paul helped several families this month

- With SS Peter & Paul, helped family who was laid off
- family doing domestic duties fell behind in rent due to medical bills of child
- Husband just got job, helped with car payment to get to work
- helped with rent for family spending money in cab fare getting to work while waiting for car from St Vincent de Paul program
- pharmacy bills for individual
- helped person who just got job catch up with rent

Cash balance is good due to holiday contributions, including one very generous contribution from parishioner.

- Submitted by Tom Cordaro

**(Late Report Submitted by Ramon Mayer for CSC Summary)
September Club – 2/6/12**

There were no planned activities during January 2012.

On February 1, 2012, members of the September Club gathered for an early Valentine’s Day party. Members were asked to bring a signed valentine card to share. In attendance were 41 members, including two Clergy and one Religious. Lunch was provided by B&B Catering, and desserts were prepared by several members.

The formal program consisted of a presentation by Mr. Joseph Rybski, representing VISITING ANGELS LIVING ASSISTANCE SERVICES. He explained that VISITING ANGELS provides seniors and adults with the needed assistance to continue living at home. He went into some detail explaining the services they can provide. He responded to questions regarding cost and Medicare coverage or the lack of it. He also brought brochures and hand sanitizers for each of those in attendance.

As is the monthly custom, January and February birthdays and anniversaries were recognized, and members were asked to remember in their prayers those members who are ill.

Ray Mayer

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**Christian Education Commission
February Report – 2/17/12 Revised
Submitted by Kim Cernek**

Religious Education, PreK–Grade 5

- The third First Communion blessing will be given the weekend of March 3–4. The first parent meeting for First Communion was attended by approximately 100 adults.

The First Communion Retreat will be presented on March 3.

- First and third graders prepared Mass on February 4. The fourth grade prayer service on January 21 was cancelled due to the weather. The pre-school and kindergarten prayer service will be held on February 11.
- RE will present an Ash Wednesday prayer service at 4:00 p.m. on February 22.

Junior High, Journey

- The sixth-grade retreat was attended by 44 young people and eight high-school leaders. The seventh-grade retreat will be held on March 3.
- 90 Journey students, family members, and friends packed food at *Feed My Starving Children* on Friday, January 13 from 2:30 to 4:30 p.m.
- Journey is collecting shoes for *Share Your Soles* and socks for an Eagle Scout project and will present the Stations of the Cross on Friday, March 9.

Senior High, Quest

- Quest will welcome Judge Neal Cerne to church at 6:30 p.m. on Sunday, February 12 to present a talk titled *Seven Reasons Not to Party*.
- 14 teens and 12 adults attended the Junior/Senior Retreat this past weekend, and the Sophomore Retreat will be held February 24 and 25. The SHINE Mission trip will need to be cancelled if additional adults are not recruited to chaperone.
- Senior High Ministry will hold a St. Patrick's Day Dinner on Saturday, March 17.

Adult Faith Formation

- Between 250 and 275 people attended the Parish Mission presented by Father Richard Fragomeni on January 15-17.
- The Ignatian Retreat began on January 22 with 14 new participants.
- Twelve women attended the 30th Christ Renews His Parish Retreat January 28-29.

All Saints Catholic Academy

- Catholic Schools Week was celebrated January 30-February 3. Children collected change for an orphanage in Mexico. New clothes for these children will be collected during Lent.
- 100% of the eighth-grade class sat for the Catholic School Entrance Exam on January 14.
- ASCA and SMMP children collaborated on preparing and participating in the 10:45 a.m. Mass on Sunday, January 29. Bishop Conlon presided and visited with parishioners at the reception that followed.

CEC will meet next on Thursday, February 9, 2012.

**SMMP Fundraising Committee
January Report
Submitted by Steve Schroeder
1/31/12**

New Fundraising Initiative/current status of exiting:

- Bequests – Bulletin article will be appear shortly and run periodically when there is space available.
- Tony Brandolino, Chief Development Officer for Diocese of Joliet does not have list of Law Firms for Estate Planning. An area he needs to develop.
- Huck Bouma Law Firm Estate Planning seminar. Please see other attachment.
- Of interest, to amend an existing Will to add a bequest to SMMP is fairly reasonable. However, if a Will must be created and/or a trust (depending on the circumstances of the individual or couple) costs start to add up. The down side of not having a Will or Trust is probate court.
- Assuming an Estate Planning seminar is held, Council will need to strongly consider issuing some sort of disclaimer stating we are not recommending a particular law firm or lawyer.

Future fundraising under consideration:

- Dan Dulik, Brian Churilla, Bob Hansen and I have selected Buffalo Wild Wings on 75th as the restaurant we will partner with for a fundraiser. Bob will work out arrangements with the restaurant manager. More details to come.
- Gus Fischer to work on bulletin article for one-time special collection for Missal change costs. .

Recommendations for Parish Council to approve:

- 1) We would like Parish Council approve to run a bulletin article (similar to prior article) for a special collection for flowers and music for Lent/Easter.



**Communication Committee Report
February 2012**

Though no new meeting was held by this group in January, the previously-reported efforts at working on communication have continued this month.

Tom Cordaro submitted a report from the entire leadership community's consideration of the overall message we want to convey in communicating our parish to others.

The Telling Our Story subcommittee is now planning 5 stories about people and activities in our parish that will be celebrated. The first story written by parishioner Cabrina Atall about Jim Vahle's mission to a Navajo reservation in Arizona was published in the bulletin in January.

With respect to the parish website, Sue Schroeder raised in December the following possible ideas that could help form the framework for a communication strategy as it pertained to the website: a) the site should draw people to our site; b) the site should energize our parish; and c) the site should let people know who we are. We did not pick up this issue last month given the plan to look at the overall parish message at our leadership community meeting in January.

At the January leadership community meeting, we discussed suggestions for the bulletin, some of which mirrored comments from the communication focus group in October. It was also noted that the bulletin has changed from a revenue center to a

cost center due to its substantially greater size. The consensus from the leadership community meeting is that Mary Straub should be consulted with respect to any ideas for the bulletin, given her years of experience with the bulletin.

With respect to Hospitality Sundays, Mary TeVogt has met with both Cami Prebish (the current volunteer coordinator for Hospitality Sundays) and Mike Prus, expressed her interest in implementing her ideas about positive adjustments to these current events. Both were very receptive and Mary is moving forward with some adjustments, beginning as early as this coming Sunday. The plan is to make small adjustments at first, possibly building up to a collection jar for free will offerings, with some of the logistics about her ideas for changes still to be worked out. If anyone has ideas about whether/how to implement her idea about DVDs for children to encourage folks to linger after Mass or if anyone is interested in helping Mary with her efforts, please contact her as it sounded like more volunteers could help.

Questions for Consideration by Council:

1. Are we prepared to pass on to the website committee Sue's ideas about the overall strategy for the parish website or do we want to change or supplement them in any way, perhaps based upon our leadership community work in January?
2. What are your thoughts about the materials Tom previously submitted on our overall message?

Submitted by Desmond Curran

Attributes/Values/Principles that Tell Who We Are

Identified at the Council/Staff Workshop, January 7, 2012

Service to others – local/Global (7)

Community / Family (7)

Beyond Sunday (6)

Fun, Joyful, Energetic (4)

We are **more than a Sunday morning Parish**. We are life-long learners; deepening our faith and spiritual formation in order to better live out our beliefs at home, at work and school and in our community.

- Loved by God we are a **celebrating, joyful and energetic community**.
- Gifted by the Holy Spirit we cherish each other as members of **one family**.
- Called by God **we serve those in need** at home and around the world.

Barb Burkhardt suggested the following changes:

i love it!!

One thing I might suggest is to consider change the wording just a tad....

- Loved by God we are a celebrating, joyful and energetic community.
- Called by Jesus we serve those in need at home and around the world.
- Gifted by the Holy Spirit we cherish each other as members of one family.

(Father, Son, Holy Spirit, in that order!!!)

Submitted by Tom Cordaro

Report from Staff-Council Mid-Year Meeting January 7, 2012

Tom Cordaro previously sent around a summary of the most commonly mentioned attributes in trying to consider further who we are as a parish. I wanted to also circulate for the benefit of Staff and Council a summary of our evaluation of our performance with respect to the goals we established in August and our consideration of the priorities for the balance of this year.

Analysis of Leadership Community Performance For 2011-2012

Evaluation Given	Reason for Evaluation
It was thought that the handling of the New Roman Missal went well.	This may have worked because multiple formats and media were used, the results were good as the parish has seemed to transition well, and there was a fixed "drop-dead date."
Communication about ASCA has been positive.	There have been regular, full-page reports in the bulletin about what is happening in our parish and which celebrates the good things that have been happening.
Our efforts to shine light on our community have been both positive and negative.	It was pointed out that Sue and Patti, among others, had done a good job in publishing in the bulletin reports and pictures about events. It was thought that we can do more and it was pointed out that, happily, a series of stories about 4

	persons/groups in the parish are already being planned, with the goal of publishing these stories in a variety of media in the coming months.
It was thought that our efforts at celebrating and creating energy have been positive.	It was reported that 20+ members of the parish attended a communication focus group, largely believed to be the result of a personal invitation from Kim Cernek. It was reported that there is increased crossing of boundaries and cooperation within the parish and that the perception is that something positive is happening here on a regular basis.
It was thought that our efforts in communicating our needs have been positive.	Special music and flower collections were successful.
The lighting discussion has so far been believed to be positive.	This is a discussion about a positive change in our community.
It was thought that some changes might need to be considered to the way we use the bulletin.	It was reported that the bulletin may be overused. Based upon the advertisements we obtain, the bulletin could be a \$1,000/year revenue source. 16 pages per edition are free, but, due to gradual adjustments to the size of the bulletin, it has become a \$4,000/year cost. It was also thought that the bulletin may be able to be better organized. It was also the consensus of the group assembled that, given Mary Straub's long standing and extremely positive contributions to the parish in the area of the bulletin in particular, a conversation with Mary to get her insights would be absolutely critical before any changes in this area should be considered.
Strong opposition was voiced to our performance in the general area of communication.	The format of the presentation of today's meeting was criticized as not being an effective communication tool. It was also suggested that screens should be installed in the Church to assist with the ability for parishioners to see. It was also suggested that public, visible thanks from the pulpit and from the Council, especially to those who put in more extensive contributions of time to the parish, has been lacking or poor. It was suggested

	<p>that excellence is taken for granted. It was noted that those who were involved in the Christmas celebrations in particular were underappreciated. Finally, there is a history of some members of the parish being disrespected, with an example being given about the 9am choir.</p>
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Analysis of Priorities in Meeting Our Goals for the 2011-2012 Year

The following priorities were identified for the balance of the year, with my efforts to clarify the points made noted:

1. **Take advantage of energy.** If energy is shown on a particular issue we face, we have to strive to take advantage of that energy as much as we can.
2. **Staff salaries.** The staff has not received a raise in two years, and it is a problem.
3. **Lighting.** Addressing the lighting in the Church is a priority.
4. **Communication.** It was stated that we shouldn't rest on the initiatives relating to communication that are underway or may have been done well, but we need to keep working on it. It was noted that communication is a two-way street in at least two different dimensions:
 - those with differing viewpoints need to express them and others need to listen to those differing viewpoints; and
 - those involved in a program or activity in the parish should be respected and valued, while allowing others in the parish to provide input as our Church serves an entire community, not particular individuals.
5. **Budget/Income.** While this is necessarily a priority, it was noted that we shouldn't let the budget discussion overwhelm us or distract us from the need to address other matters as well.
6. **Long-term vision.** While addressing other matters, we also must keep an eye on working on a long-term vision for the parish.

Respectfully submitted by Desmond Curran