

December Meeting Minutes

Meeting Minutes for Council Meeting on December 7, 2004
7:00 PM at OLR Hall

COUNCIL MEMBERS

Present: Arnaldo Alcazar, Helen Baumann, Veronica Duluk, Tom Foy, Mikey Hoag, Jim McLaughlin, John Uebbing
Absent: Phil Coates, Chris Lundin, Walt Lundin,

CLERGY AND STAFF: Fr. George Aranha, Fr. Eddy Obero, Chuck Tully

LAITY: Susan Adams, Micky Martin, Gerard McGuire, Bud McKenna

Meeting Highlight Notes: Fr. George appointed **Mikey Hoag** to the Pastoral Council. The Pastoral Council used a consensus process to discuss the pending transition to a **new organizational structure** for the Pastoral Council and the parish ministry teams. There was universal agreement that we should go forward with this process, recognizing that it is a work in progress and we all need to pay attention to what is working, and what needs improvement as we try to do this. In this spirit, the Pastoral Council approved the **new bylaws** for the PC by a vote of 6-1. The Pastoral Council hopes to be able to seat the reconstituted **Pastoral Stewardship Council** at the February council meeting.

The meeting was called to order by John Uebbing
Minutes for November were approved as submitted
Opening Prayer by Jim McLaughlin.

Comments from the Council and Community: Helen commented on the Death Penalty Forum for the parish that was produced by the Human Concerns Committee and moderated by Fr. Rubio. Walt Lundin provided a written report, which will be attached to the minutes as Attachment 1. Helen commented that the request by the HCC raised the issue of the proper role of the Pastoral Council. Helen believes that it is a proper function for the PC to engage the parish in dialogue on controversial issues that involve questions of morals and to provide leadership in speaking out on these issues to the larger community. Without this leadership, our parish is left without a voice in the world and she doesn't see how we are being Christ in the world...which is our call. Helen agrees with those who are concerned that the parish may not support the moratorium, and that the Pastoral Council should not be speaking out on issues for which there is not broad support in the parish. The Pastoral Council should not be speaking out on issues on which there is not a broad consensus in the parish, but should maintain the duty to discern and speak out on moral positions with which most parishioners agree, and to foster catechesis and discernment on moral issues, even if they may be controversial.

PASTOR'S REPORT:

- 1. Thoughts on the Proposed Parish Organization:** Fr. George reported on his meetings with the Pastoral Council on 12/3/04 and the Strategic Planning Reorganization Committee on 12/5/04. He reported that both meetings were very fruitful. The groups engaged in a healthy sharing for the benefit of the parish. Fr. George described his vision for the future parish organization, which includes the reconstituted pastoral council as the operational body for the parish, and a second visioning body that would meet as needed to review needs and priorities

for the parish. Fr. has a concern that the new PSC, with fifteen members, may have too much to do. He expects that we will keep these concerns in mind, and reevaluate our process in six months.

- 2. Stewardship Campaign Evaluation:** Fr. George was very pleased with the wonderful Stewardship Campaign. The committee did an incredible amount of work. He came up with a list of twenty-one specific items that they did to help educate the parish. The committee has also identified some things to improve for next time. Specifically, Fr George is now gathering all of the presiders for a monthly meeting so that they can get to know each other and coordinate the messages that are going out from the pulpit. Also, they decided that it is too much to do the ministry fair at all three sites on the same weekend. For the future, Father expects to have an ad hoc Stewardship Committee that will organize stewardship related activities twice a year...one for Time and Talent, and one for Treasure. He is happy to have the stewardship function be part of the Pastoral Stewardship Council. The committee is also considering resending the T&T sheets and the envelopes again at Easter because there was not a large response to either.

The council questioned the quantitative response to the campaign. Fr George pointed out that the intention of the campaign was not to get more volunteers or more money...the purpose was education. Chuck Tully noted that the T&T response this year yielded 167 responses as compared to 280 last year. Micky Martin suggested that we do T&T in the fall, and Treasure in the spring because people were more inclined to commit to activities in the fall, when everyone's annual schedules are being set. The parish has tried doing it in the spring, and parents are less willing to commit because summer is coming, and no one knows what their schedule will be like in the fall. It works much better in the parish to do T&T in the fall. Chuck Tully acknowledged the Community Life Ministry team for organizing and distributing the T&T sheets. It is important for volunteers to be contacted within a reasonable time after they volunteer for something, if you want them to stay interested.

- 3. PASTORAL HOME MINISTRY:** Fr. George is concerned about the transition of the Pastoral Home Ministry team and he asks us all to think and pray on how the PC can assist the transition of this critical ministry. Mary Lee Hagen and Lee McGann have been running this ministry for many years, and they are retiring. Fr. George will be meeting with them to discuss this situation. The PC pointed out that, under our new structure, PHM is a function of the Liturgy Ministry, and that Ministry should be invited to assist in this transition. Veronica suggested that there should be a notice in the bulletin. This might be something to discuss from the pulpit. Micky pointed out that Pastoral Home Care is having its annual gathering on Friday, December 10th and they can discuss it then. Micky is also reviewing the T&T sheets looking for new volunteers.

REPORT ON CATECHETICAL FUNCTIONS IN THE PARISH:

Susan Clingingsmith was unable to come to the meeting. John Uebbing reported that he had invited Susan, and understood that she would be present. Susan will be asked to provide a report to be attached to these minutes.

Fr. George reported that he has gotten feedback from parents that there is good energy in the catechetical programs, but there is much work still to be done. They are all working on getting the youth mass going.

Mikey reported that the middle school program has 25 students at SAG on Sundays. There is a lot of good energy. The parents really like what Susan C is doing. The middle school

program runs from 4-5:30 p.m. and the high school program is from 7:00-8:30 p.m. on Sundays, so there is no Sunday youth mass. They are trying to do something with a Saturday youth mass. Nancy Scibetta is taking a slow approach to getting this going because there are concerns about conflicts between the Sat youth mass and the once a month Sunday family mass.

John U. questioned whether Susan's ministry boards are coming together. Mikey thinks not. John thinks the PC might be able to help with recruiting, and would like to know where Susan is on this project.

ENVIRONMENT, SACRISTY AND LITURGY NEEDS:

Veronica reported that the Liturgy Ministry Board had decided to ask each site committee to identify and prioritize needs for its site. The Liturgy Board would then gather and review this information, and request input from Facilities about making changes at each site.

PASTORAL COUNCIL REORGANIZATION:

Each member of the Pastoral Council was asked to voice his/her position with respect to the proposed reorganization:

John U: supported proceeding as proposed, recognizing that this is a work in progress;

Veronica: Noted that there is an appendix to the proposed Bylaws that contains the parish mission statement. She is OK with the current process, but wants to note that we will need to continually evaluate this process as it works itself out over the next few months; Veronica is also concerned about whether it might be a good idea to have an at-large member, or an appointed member of the PSC. There might be an interested parishioner who didn't have time to serve on a ministry board, but would like to be on the PSC...

Chuck Tully: OK

Fr. George: stated that he is willing to try this new organization;

Helen: OK

Jim M: supports the process; he is concerned that 15-16 people is too many to get anything done in an efficient way. On the other hand, if we get 15 people, we have the makings of a team, which could make a difference in the parish. Jim also has a concern that this might somehow look like a clique to the people in the pews...we want to be careful that people feel included.

Tom Foy: expressed concerns about the thirteen departments each choosing a rep to the PSC because some departments may not be functioning as well as they should be. He thinks we should consider having an at-large member of the PSC.

Mikey: Supports the concepts and appreciates all the work that went into getting this far along in the process of change.

NEW BYLAWS:

Jim moved that we accept the Bylaws as presented by Chris Lundin, i.e., December 6, 2004 version. Helen seconded the motion.

DISCUSSION: Tom expressed the fact that he does not believe that consensus is an appropriate decision making process. He does not support consensus decision making. Veronica suggested that we approve the new Bylaws for 12 months, and schedule a review to consider any modifications that we think are necessary after trying to work with them. John suggested that we approve them, noting that we intend to review their operation on an ongoing basis. We can adopt them, knowing that we are probably going to change them.

VOTE: Motion carried 6-1 with Tom Foy opposed to the adoption of the Bylaws.

TRANSITION TO NEW ORGANIZATION:

The council engaged in a discussion about how the reorganization plan can be implemented. Veronica volunteered that she is willing to give up her seat on the PC to anyone that the Liturgy Ministry Board selects to serve on the PSC. There was general agreement that we should aim for a transition at the February PSC meeting. Many of the ministry boards are not up and running and therefore are not ready to send reps to the PSC.

Helen expressed the opinion that it would be better for a seat on the PSC to remain vacant if a Ministry Board is not fully functional...the primary focus of the Ministry Boards needs to be their ministry. The PSC is a visioning and communicating body, and until you have a functioning Ministry Team there is nothing to communicate...and the empty chair at the PSC is a potent reminder that we all need to be working and praying to empower the missing ministry.

Veronica suggested that we try to organize a parish retreat in February for training and to hand over the reins to the new PSC members. She suggested asking Sr Pat Mitchell to facilitate a discussion about the changes, and to lead some team building exercises. Arnaldo agreed that a retreat might help people to understand what needs to happen to effect the changes we are envisioning.

John noted that a retreat would provide an opportunity for council members to get to know each other, and learn about the history of the PC, identify upcoming issues, do some consensus training, discernment and election of officers.

POLICY MANUAL:

Veronica has been researching "Ministry Review Process". This is a self-assessment process for a pastor and a PC to evaluate the effectiveness of their leadership. The diocese has employment and finance policies. Veronica is planning to work with Chuck to supplement the DSJ policies. She has gotten some information from the Center for Parish Development. She has also developed some information on organizational structures and changing leadership. She will try to develop a practical framework for keeping an eye on our ministries. She agreed to take this action item with her, whether or not she remains on the PC. Her goal is to facilitate management of the parish, not a bureaucratic policy manual. Her focus is on the services provided, not the process-bureaucracy.

DEATH PENALTY FORUM:

Walt Lundin provided a report to the PC on the Death Penalty Forum sponsored by the HCC and held at OLR on November 21, 2004. Each PC member was asked to respond to the motion by the HCC that the PC pass a resolution supporting the moratorium on the death penalty.

Veronica stated that the Catholic Church has a clear policy on the death penalty. Catholic social teaching is unambiguous. The PC could not vote to not support the moratorium. However, while Veronica is comfortable expressing her personal opinion on this issue, but she is not comfortable speaking for the parish.

Mikey opined that, if the Church has a stand on an issue, then it is not necessary for the PC to get involved in it. Jim asked if it is the PC's job to support what the HCC recommends, or does the PC determine its role from its mission statement?

Fr. George noted that someone once said that religion is personal but not private. We need to let the world know what we think, but we don't need to sign a document to make it personal.

Jim noted that he sees it as the job of the parish to provide catechesis, and that we did that. He has no problem with the HCC passing such a resolution.

Tom stated that he has polled a number of parishioners on this subject, and he finds that the parish is split. Therefore, it would not be OK for the PC to support it in the name of the parish.

Mikey believes that it is not the job of the PC to take a stand on this.

Arnoldo expressed concern about the unfairness in the application of the death penalty, and suggested that it might be important to consider this issue. It is not clear to him whether we are discussing the death penalty itself, or the role of the PC.

John reminded us that Sr Pat, at our consensus training, stated that this was not an issue that we needed to confront. John thinks it might be important to educate people on the HCC about why the people of CA support the death penalty. He had seriously considered attending the HCC forum, but did not have time to become properly prepared to defend the death penalty as it exists in CA.

VOTE: 6-1 (Helen supported the moratorium proposal) against passing a resolution supporting the moratorium. PC does not believe that this is an issue on which the PC should take a stand.

Fr. George noted that it is up to each individual ministry to do its job...everyone can't do everything.

Veronica noted that, when there is clear CST on a topic, taking a stand is not the job of the parish.

Jim complemented the activists on their persistence and engagement on this issue.

DEANERY MEETING:

Fr George reported that there will be a deanery meeting on January 13, 2005, at St William's parish at 7:00 p.m. to give and hear reports from all of the deanery members about their progress in meeting the goals of the Parish Implementation Team process. It is assumed that Walt Lundin, who heads the STA PIT committee will present on behalf of STA. Everyone is encouraged to attend this meeting, and learn more about what is happening in the Diocese.

ACTION ITEMS:

1. Liturgy Ministry will be invited to assist Fr George with finding new leaders for PHM
2. Liturgy Ministry Team will continue its evaluation of the site needs to support liturgy
3. Veronica will continue her work on the policy manual
4. All are encouraged to get involved in the January 13, 2005 report to the diocese on the PIT.

JANUARY AGENDA ITEMS:

1. ADA
2. Quarterly financial report
3. Update on reorganization process, especially status of ministry board formation
4. Deanery/PIT report

Next Meeting: January 12, 2005 at OLR

Attachments:

1. HCC report on Death Penalty Study Forum on 11-21-04
2. HCC monthly activity report
3. Susan Clingingsmith's report on catechetical ministry activities

ATTACHMENT 1

HCC report to Council on death penalty forum

Twenty parishioners came to the forum. (You'll recall our Council discussion that suggested this need for parish education about a disputed issue. We arranged this as soon as possible.) Two Council members came.

The proceedings:

1. We presented a 30 minute Power Point presentation, "The Death Penalty - What People of Faith Should Know". This was its premier showing. It had been prepared by California People of Faith Working Against the Death Penalty. It presents statistics and reviews the pros and cons of the main arguments supporting the death penalty (deterrence, retributive justice and biblical justice, cost and race, and victims' voices.) Clarifying questions were asked; discussion followed.

2. There were available about 10 statements from various Catholic leaders opposing the death penalty or specifically supporting a moratorium.

3. We displayed a list of some of the more than 100 national groups and all of the 415 state groups (75 Catholic) who thus far have signed the California moratorium resolution. (It will be presented to Gov. Schwarzenegger on March 25, 2005 - Good Friday.

4. We concluded by seeing a 13" video produced by Terry McCaffery.*

In it Terry interviews a retired Mississippi warden with execution experience and shows pictures of the condemned man (the warden doubted his guilt) saying goodbye to his family. This put a human face on the statistics.

We asked the group if it thought the Council should wrestle some more with the moratorium issue. Most felt that parish leaders, when asked to consider an issue of public morality to which Church teaching applies when their voices might be influential, should take a position. Failing this, we felt the educational effort itself, without a definite conclusion, was worthwhile. It lends itself to our continuing faith formation so that the stewardship of our educable talents becomes stronger and more focussed.

(I will forward this report to the Human Concerns Committee and to those attending for whom we have email addresses.)

*Terry is the liaison to Bishop McGrath on death penalty matters, a member of Amnesty International, California People of Faith Working Against the Death Penalty, the Thomas Merton Center and our parish Human Concerns Committee.

ATTACHMENT 2

HCC Report to the Pastoral Council for December 7, 2004 by Walt Lundin

DOINGS OF SVDP, PIA, JF, HCC

1.HUMAN CONCERNS COMMITTEE

DEATH PENALTY [Late report] We publicized the appearance of Sister Helen Prejean at St. William on October 21. She spoke about her death row ministry expressed her opposition to capital punishment. The church was pretty full. I recognized about 8 STA parishioners and clergy from 5 of the 7 deanery parishes. You have our report on the moratorium forum here.

CATHOLIC SOCIAL TEACHING The bulletin of 12/12 will begin our series of brief quotations on Catholic Social Teaching and suggestions for specific parishioner volunteer opportunities. These are lined up to continue throughout the entire church year.

TIME AND TALENT RESULTS: The Human Concerns group received names of 1 volunteer interested in SOUP, 1 for PIA, 2 for SVdP, 1 for HCC and 2 for Food Closets. Each is being contacted..

PARISH STEWARDSHIP COUNCIL We have a representative for the proposed Council.

HCC ORGANIZATION CHANGE Paul Chestnut is now the HCC chair. I plan to remain active.

2. JUSTFAITH

Some JF alumni in our deanery are volunteering in E.Palo Alto in Casa Nuestra, a family support effort in which Sr. Elizabeth Avalos BVM is active. [Sister is also the diocesan JF coordinator.]

Some diocesan alumni are considering twinning with a parish abroad.

In an effort to offer JF reading and video resources to more parishioners JF will publicize their availability and display them in the bookshelves in an upper room at the Pastoral Center. Thus far, full many a book/video has been born to blush unseen.

3. SVdP

There is now a bench at the side of the Pastoral Center for clients waiting for the SVdP volunteer to arrive.

4. PIA This Sunday's bulletin has an insert publicizing the PIA-SESS posada on Saturday 12/11. Councilmembers and all parishioners are invited.

5. PIT In preparation for Bp. McGrath's 2nd annual review of deanery progress on the diocesan Pastoral Plan the PIT is soliciting comments from all parish groups and ministries on measures of success. [Save the date 1/13/05, 7pm, St. William.]

ATTACHMENT 3

Email Message from Susan Clingingsmith December 2004

Hi All -- Here is a brief summary of what the children & teens are doing at the parish.

- Classes are well established and are running smoothly. Our site coordinators are doing a great job opening up the facilities and being a liaison between me and the parents when I'm not present at a particular site.
- The children enjoyed the saint/candy bags given to them for Halloween.
- Family Advent Day was well attended and the families enjoyed working together.
- PK through 5th at SAG, Middle School & Sr. High all had a part in creating the stars that will help decorate SAG for Christmas. I was told that nothing was needed from the children for the OLR site this year.
- There will be Christmas Pageant's at OLR & SAG. Notifications have been sent home to the R.E. children . Parents from both sites have volunteered to organize and have already begun the process.
- I have met with Human Concerns reps. to discuss what I have planned for the R.E. children this spring to involve them in specific Human Concerns issues. For those of you who have not had an opportunity to review our textbooks used each Sunday, there is a section for Social Justice each week presented to the children.
- The Spirituality for the Laity (Adult Faith Formation) Board has met twice. Gerard McGuire will be our rep. until the group gets and a permanent rep. can be established.
- Catechetics/Youth/Young Adult Boards will begin meeting as early as next week. I may have to combine these areas in the beginning as people are hesitate to come until they see what is being asked of them.
- I will be helping in expanding the Youth Mass (5pm Sat.) music to include songs used throughout our Diocese that is well excepted by the teens. We'll be having a SongFest in early Jan. As soon as I solidify the details, I'll let the parish know.

This is what's happening in a nut shell. If there are any specific questions or concerns, please don't hesitate to contact me.

Peace in Christ -- Sue