

**St. Paul the Apostle Parish**  
**Pastoral Council Minutes — February 17, 2020**

**Present:** Darlene Biedrycki, David Ferraro, David Holland, Diane Ingalsbe, Fr. Yamid Blanco, Grace Szczerba, Jeff Volk, Joan Walter, Kim Leslie, Kristina Knesting, Marissa Johnson, Robert MacDonald, Tony Noll

**Guests:** Ronnie Quella

**Members not in attendance:** Nolan Tremelling

**Opening Prayer** was led by Chairperson, Tony Noll. Various members of the Council added their own special intentions to the prayer

Minutes were approved via email and have already been published.

**Guest: Ronnie Quella**

**Disciple Maker Index Survey**

- Purpose: To get a snapshot of the parish to be used for future planning.
  - Archbishop ListECKI volunteered the diocese to do this survey; we're required to participate.
- The easiest way to take the survey is online at [www.disciplemakerindex.com](http://www.disciplemakerindex.com)
  - Hardcopies will also be available in the gathering space along with envelopes and a box to place the completed surveys in. Surveys will then be mailed in. No one at St. Paul's is entering in the information or otherwise viewing individual's responses.
  - 100% confidential
- All parishes will have one month to complete the survey which is from Feb. 23 to March 23.
  - Survey is available in multiple languages, all of which can be accessed from the website.
- Results will be available in June. We will receive a report with the information of our parish. The Archbishops will receive the reports from all the parishes.
  - No one will see individual responses
- Council's Suggestions to increase participation in survey:
  - Tony suggested Father include the link to the survey in his FlockNote push
  - Ronnie mentioned adding it to our website
  - Have Amy pass out the "Green Sheets" to the Christian Formation kids
    - So we can catch the parents who pick up their kids before mass
  - Have a few "spare computers" set up in the library and a person or two standing by to assist people in taking the survey
    - Also invite people to take the hardcopy version of the survey in the library
  - Include in our announcements that the survey is 100% multiple choice and "There's no wrong answer."
  - Advertise the survey during Hospitality Weekend and/or the Fish Fries.
    - Mention during the upcoming Called and Gifted Workshop

- All of the bulletin and pulpit announcements are being sent to us; St. Paul's does not need to write any announcements ourselves
- Will the data go into the Mission Insight database?
  - Unknown.

## Reports & Presentations

### Fr. Yamid's Report

On Monday, Father and the parish trustees had a meeting to discuss some concerns a few parishioners had brought to the trustees regarding Father's vacation and commitment to St. Paul's. Father wants to address the concerns here.

Concern: "Father is away from the parish too much / takes too much vacation."

- Father explained to the whole council that every priest in the Archdiocese gets
  - 30 days of vacation a year
  - 2 weeks of continuing formation
  - 1 week on retreat
    - Total: 7 weeks away from the parish a year
- The Fiscal year is counted from July 1→ June 30, not from Jan→ Dec
- July 1, 2020 starts a new year. Father is taking most of his vacation for that year in the first trimester.
- Bringing other priests to celebrate the mass:
  - Sometimes Father stays longer at St. Louis to spend time with the kids and other parishioners, which requires a different priest to celebrate mass at St. Paul's
  - On Youth Mass Weekends Father has 5 masses in 1 weekend. Normally, he has a different priest celebrate one of the Masses, one weekend per month. So, Father does not get burned-out.
  - When Father attends the Pastoral Council meetings on his day off (Monday) he will often have another priest celebrate mass that Friday.
    - For example: This Friday, another priest is celebrating the regular weekday mass, but Father has a Funeral mass at 11. He also has a priest district meeting from noon to 2 PM and a Racine Cemetery Meeting from 2 to 3 PM.
    - This is done to avoid overtime.

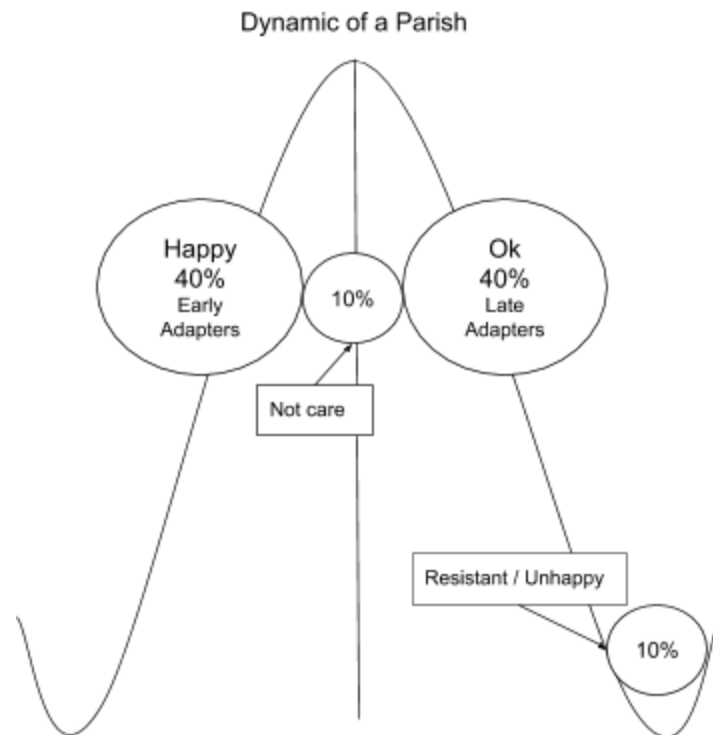
Comments of "lack of commitment from Father:"

- Father is 1 Priest, 2 Parishes. Father is doing the work of two previous priests and has double-commitment, such as attending double-meetings. He is trying to bring lots of new things to both parishes.
- If it was about money: the Parishes split Father's salary and his total salary is lower than previous priests'. So he is actually saving the parish money.
- Father can't have a set schedule; his entire day can change with one phone call. Father has to split his time between St. Paul and St. Louis. He is responsible for both parishes.
- Sometimes Father works out of his condo, so even if he's not physically in the office he's still working and available (Father is available 24/7).
  - Comment from Ronnie: Fr. Terry worked out of his condo a lot and no one every questioned Father Terry for doing that.

Comments on raising the rent for the condo:

- According to IRS regulations Father pays rent for the condo. He also pays 100% of taxes and both halves of Medicare and Social Security because priests are considered self-employed.

**Father drew a graph depicting the typical dynamic of all parishes.**



Breakdown of graph:

- 40% of Parishioners are happy; they are “Early Adapters”–They recognize that change is a part of life and adapt quickly.
- 10% of Parishioners “Don’t Care”–They are unaffected if there’s a different priest celebrating mass or whatever else is going on. They just want to go to mass.
- 40% of Parishioners are “Ok.” They are “Late Adapters”–maybe they weren’t initially thrilled about all the changes but they don’t necessarily dislike them anymore.
- 10% of Parishioners are Resistant to change and therefore Unhappy (about just about everything). These are the complainers.
- It is the tendency to not pay enough attention to the two 40%’s because we are paying too much attention to the Resistant 10%
  - And Resistant 10% of the Parish tries to make it seem like they are the whole church.
- Angriiness is contagious. We must not let ourselves be contaminated by the Demon of Anger.

**Completed / Approved**

**Our Harmony Club**

The special collection was yesterday during the morning masses.

**AED**

Has been moved; it is very visible.

## **Staff Recognition Lunch**

Went very well

## **Old Business**

### **Gluten Free Hosts**

Tony will send an email to Sue and the Deacons so they can help remind Father to announce about the Hosts

### **Children Offerings**

In a parish in Kenosha:

- the priest invites the kids to the front to put their offering in the basket, and then passes the baskets to the rest of the congregation

A parishioner brought concerns that having a Children's offering would go against the GIRMS of the Mass and would disrupt the sanctity of the celebration.

- Father does not share these concerns
- The Council suggested having the collection at the same time as the Children's Liturgy of the Word so that the kids are only running up through the church once during a mass.

### **Nativity Scene**

We asked if a shop class from St. Cat's would want to redo/fix our outdoor Nativity Scene backdrop

- The teachers were for the kids having a real world example
- The project would be done in May
  - Would they be starting and finishing in May or would they need to finish in the Fall?
    - Grace will ask and get back to us.

## **New Business**

### **Feedback on policies**

Marge Orth:

- Most of the feedback was on the ushers not knowing where certain things were (such as the basement)
- Dean is going to rewrite usher responsibilities—we are waiting on an update from him

### **Inter-Commission Communications**

Are in the works

### **St. Elizabeth Rack Card**

"Controversial Welcome Message"

- A parishioner wanted to put the Rack Cards in the pews and emailed them to Father.
- The majority of the Council felt the overall phrasing of the St. Elizabeth rack cards were incredibly unwelcoming—Why create more problems?
- Moved to cancel.

### **Building and Grounds**

- They will be calling a meeting when they need one; currently there is not much for them to meet about.
- The Committee reports through the Finance Council, same as the Technology Committee

## **Generational Meeting Feedback**

- Some Parishioners thought the meetings were introduced as a “You get to know me, I get to know you” sort of ordeal but then felt the actual meetings were a bit one-sided.
- Some Council members gave suggestions for the discussion for Father’s next meeting.
  - Kim suggested having people stand up and asking them how they envision the parish.
  - Darlene suggested passing a koosh ball around and doing “a little about me, a little about you.”
  - Having Father get on the mic and welcome people during Hospitality Sunday
  - Poster boards with questions on them and parishioners can write their answers
  - Father then had the idea to schedule a meeting in March and invite the council members that had ideas to discuss the topic in more detail. Members who wanted to be involved in the meeting: Tony, Darlene and Jeff.

## **Election Sub Committee**

Is typically four people.

Duties Entail:

- Get names of nominees, call them to find out if they’re interested. Get their profile. Put together the ballot. The office puts together a binder of all the parishioners in alphabetical order for the sub-committee to check off who’s voted. Then they count the ballots and call all the nominees with the results.
- Diane Ingalsbe and Tony Noll are at the end of their three year terms. David Ferraro’s one year-term is at an end. Youth members only serve one-year terms.
  - Those running for election cannot be on the committee
- Darlene brought up that she is now getting a house in Florida and will now be gone 4-5 months of the year. Invited the council to decide if she would be allowed to remain on the council. Was open to the idea of doing phone call meetings.

## **Parish Council Training**

- We just need to make a request to the Archdiocese and they’ll send someone to work with us on the group dynamics training
- Safeguarding training: Does the Pastoral council need it?
  - We may not be working directly with kids, but if someone were to come to Father about a situation where a child was potentially at risk we would be the ones who advise him.
- Kim then mentioned that it had been brought up if Ushers need to be Safeguarded as well. She had been told no, but then brought up the point that if a kid went to the bathroom and didn’t come out for a while it would be the Usher who goes to check on them.
- Tony will write to Suzanne Nickolai, Archdiocese Safe Environment Program Manager, to ask about Safeguarding

## **Prayer Garden / Walk**

Creating a reflection area in the back outside. Have a grotto for Mary.

- Sometimes people want to reflect on the own and the church may not be open
- We could potentially sell bricks to help with the cost.

- Also suggested to have a physical plan to show the parishioners as they're more likely to be in favor if they understand what the idea is.
- Father has a meeting scheduled with Deacon Keith, Deacon Jim and Linda Barker and is intending to give the project with them
  - Father will update the council after the meeting

### **Emergency Line for Father and the Deacons**

It's not easy to get a hold of Father in an emergency; there have been requests for an emergency line

- Are worried parishioners could have different understandings of "emergency" and could potentially abuse the line.
- Trying to find a way to allow people to contact Father and/or the Deacons without having the phone ringing at all hours.
- Emergency contact voicemail?
  - Father will work more on this at a later date.

### **Liaison Reports**

#### **Human Concerns (Jeff Volk)**

- *Unplanned* movie:
  - 53 people in attendance
  - Next showing is April 4th
- Fish Fries: March 13th, 20th, 27th
  - Finance council has committed to buying two warmers for the events
- Catholic Relief Services Rice bowls will be distributed Feb 22nd-23rd

#### **Evangelization (Marissa Johnson)**

- Called and Gifted Workshop is upcoming
  - St. Paul and St. Louis member's get 50% off with coupon code that is on the pamphlets in the narthex

#### **Parish Life / Activities (Diane Ingalsbe)**

- April 19 Generational meeting 60+
- Fish Frys: Sign up sheets this coming weekend

#### **Vocations (Darlene Biedrycki)**

- They have decided not to join with another Committee, and will instead cut down on their meetings
- They delivered kringles to the seminarians for Valentine's

#### **Stewardship (David Ferraro)**

- They have not yet chosen officers.
  - Barb Nees has volunteered to be either the Secretary or Trustee but will not chair.
- People are unlikely to step up to the position of chair until they know what they are getting themselves into.
  - Suggested to have a speaker from the Arch to come and explain things to them, hoping to spark some fires.
- They were missing a few people at the last meeting and David is hoping to find the time to personally call everyone and remind them of their next meeting.

### **Prayer and Worship (Kristina Knesting)**

- Morning of Reflection mini retreat
  - Went very well; had about 60 people in attendance
  - The keynote speaker, Kim Mendelco, did a very nice job
- Suggestion: to audio and/or video record these and similar events for those who want to attend but are unable to make it
  - Can maybe check the disc out of the library
  - Will be brought up at the Technology Committee meeting

### **Safety and Security (Kim)**

- Reviewed the latest policy
  - Are currently working on polishing up the current policies, but then their next project will be the Active Shooter Policy
- AED gets checked on every week by Mark
- Want to label all the Exits with signs on the outside (will be either numbers or letters)
- Raised question if NARCAN should be in the first aid kit
  - Anyone can administer

### **Finance Council (Joan Walter)**

- Working on budgeting for the sprinkler system and other things that are going wrong
- Energy / Utilities are the highest cost for the parish.
  - Looking into replacing light bulbs with energy efficient ones (LED)
  - Council member raised the question that sometimes it seems like the toilet water is warm/heated: Is that costing us extra money? Could something potentially be hooked up wrong?
- We are getting a new assessment from Sienna
  - We are currently paying 12.5% or \$86,000
  - It is going up to 17% or \$110,000
  - Parishes are assessed according to their income and revenue.

Council meeting was adjourned with the prayer led by Father Yamid.

Respectfully Submitted,  
Marissa Johnson