

PASTORAL LEADERSHIP COUNCIL MEETING MINUTES

March 1st, 2022 7:00 PM

Community Room

Attendees: Keith Barth, Katie Biese Oleinic, Father Bill, Lois Dennik, Elsa Johnson, Tricia Miller, Beth Power, Angie Van Brocklin, Tracey Van Stippen, Ted Suess, Chris Higgins, Nadine Duncan

Absent: Annie Guerts, Kara Main

Opening Prayer – Rosary dekad for Ukraine

Father Bill noted that we have to raise up other holy people in our parish who live and breathe our identity/ mission/ vision, to take on leadership to prepare for Father's eventual retirement.

Chris Higgins gave a short report on Ministry Month:

- Designed the program to build out over the month:
 - Week 1: What is ministry? (5 things article)
 - Week 2: What are strengths / charisms / gifts, etc.?
 - Speaker Leisa Anslinger (about 17 people attended)
 - Deep dive with Mary Ann (about 4 people, because didn't get a good announcement)
 - The videos for these will be available on the Ministry webpage
 - Week 3: Commit and recognize service of others ("heart" tree): 205 hearts with names were collected, and they will be mailed out to the people with a thank you
 - Week 4: Call to action – shared the various ministry opportunities (see 1-pager) and invited sign-ups. Tried to present these in a more accessible way
 - This will go out to everybody via mail (commented that just having the printed version at church won't reach enough people)
 - Ministry webpage has also been updated, and will continue to be updated
- Next steps for the Ministry committee: will get feedback from those who attended the sessions, and also do a SWOT analysis on the month, to determine key actions going forward

The growth plan for the five mission/vision committees was discussed:

- What do these committees look like longer term?
 - Suggestion to create an purpose statement for each committee and provide information on what participation in the committee means going forward
 - Suggestion that the PLC liaisons for each committee also receive the emails that are sent to the committees (e.g. PLC members in the Worship committee will receive emails that go to Worship4All@stmaryparish.com). In this way members are aware of what is happening and can also respond
- What can we do to increase participation / membership in these groups?
 - Awareness-raising and recruitment may be necessary
 - One on one invitations, particularly from current council members, will help

- Expectation that PLC members who end their council terms can still continue to serve on these committees

Nadine Duncan provided an introduction to Mission Month:

- Combined with Lent
- Homily series “Love compels action” focused on Catholic Social teaching, 5 weeks of themes and activities:
 - 1. God is in Every. Single. Person. *Life and dignity of the human person*
 - 2. We belong together. *Call to family, community & participation*
 - 3. “You did it to me.” -Mother Teresa *Option for the Poor & Vulnerable*
 - 4. “And it was good.” -Genesis 1:25 *Care for God’s Creation*
 - 5. Your pain is my pain. Your joy is my joy. *Solidarity*
- Speakers from Riverwest Food Pantry in Milwaukee, Pillars of Appleton, and World Relief
- Alms: Lenten alms for housing for refugee families; also in-kind donations for Afghani families; rice bowls for families

Nadine Duncan provided an update on covid practices:

- More seats are open to accommodate larger attendance sizes
- Will move back to ‘normal’ Communion routes
- Stickers are off the floor
- Masks are still encouraged; haven’t had a whole lot of requests lately
- Still sanitize for Communion
- Beacon will follow Appleton Area School District guidelines

The PLC models and nominee process was discussed:

- Key change for nominee process is that we want to ensure that we get council members who have a passion / connection / heart for the open committee positions. How do we do this?
 - In the call for nominations, we advertise better about what the position is about both in general, and specifically for the open committee representatives
 - Current members can stay after Mass (or speak) to share more about the council
 - Need to talk to people enough to help them through the discernment process
 - We can go back to the process of having short orientation sessions for nominees after Mass
 - Encourage current PLC members to make nominations
- What happens if current members want to switch committees? Might need to have a re-shuffling of current members at the end of each year to determine the ‘open’ positions
- Agreed that it will always be an at-large nomination process, but we need to be more intentional about how we ‘advertise’ it and how we help nominees through the discernment process
- Have agreed we want to shift towards more of a working PLC (e.g. active participation in both council and a mission/vision committee, occasional day-long sessions, etc.) Before the nomination process, need to clarify expectations for the PLC.

- Agreed to discuss the PLC structure and expectations via email, with the goal of being close to a conclusion by April 12th meeting

Staffing updates

- Emily Jenks has stepped down. She was responsible for communication, neighborhood outreach, and parish vitality
 - Not looking to replace her directly but rather have parsed out her various roles so that they can be split across different people
 - Have parsed out her various roles, so they can be split across different people
 - Working to build a strong lay foundation, so that we don't need as many professional staff (Communication Task Force is an example of this)
 - The mission/vision committees can help with this; help people find where they fit
 - Make sure no staff member is overloaded
- Working on creating a longer-term plan on where we want to be staffing wise
- Parish council can take on a more active role in support this structure

Thinking ahead to St Mary's 3-5 year plan: What are our specific benchmarks or goals for the mid-term? Where exactly are we going?

- What does the mission / vision look like in 3-5 years? There are some ideas, but it needs to be spelled out and formalized.
- Have a joint leadership meeting in May to hash some of this out (1 year follow-up to the synod). Potentially led by Kristin Bird. May also need someone with more specific strategic planning skills.
- Keith noted that in his prior parish they did a 5-year plan with a strategic planner (full Saturday working session) and it worked out really well; repeated again in Year 4.
- This can also feed into the plan for when Father steps down in 5 years
- Beth will share some examples of strategic plans from other parishes; Keith will also share an example

Other:

- Elsa took photos of PLC members to put on the website
- Next meeting can we get an update on the cemetery projects

Next meeting: April 12th (note change), 7pm - Community Room

Motion to approve: Keith Barth

Second: Angie Van Brocklin