

May 10, 2018 – Parish All-Councils Leadership Minutes

Opening

The special meeting of the April 10, 2018 - St. Francis All Council Leaders was called to order at 6:42pm on May 10, 2018 in St. Francis School Conference Room by Fr Jarrod Lies.

Present

Fr. Jarrod, Fr. LaBenz, Fr. Andy, Mary Carter, Pam XXXX, Ryan Farley, Mike Hybl, Brad Shelton, Rick Riggs, Mitch Miller, Johanna Forshee, Winston Kenton, Wes Hawk,

Agenda

Fr. Lies explained introduced the purpose of the meeting

The two main purposes for Thursday is to:

1. review the new model of Parish Council meetings to receive feedback from you.
2. discuss the parish vision document and use it to set our priorities for the near future.

Opening Prayer – So What’s Next from the back page of the Faith Forward Strategic Plan.

Topics

Video by Dr. Mario Enzler about Leadership and Commitment.

Five habits of effective leadership

- Model the way
- Inspire a shared vision
- Challenge the process
- Enable others to act
- Encourage the heart

Take-aways:

- Everyone is a leader in some way
- The intuitive spiritual presence of John Paul II
- We plan and God laughs
- The speakers personal journey was not perfect but redeemed and faithful
- Rosary as a weapon
- We are pulled into God’s will in inspiring ways

- Great anecdotes
- Final Challenge: Look into the mirror when looking for a new leader
- Allow others to act

The group participated in a roundtable, open discussion of what key points impacted each of us about his presentation and take away. Fr. Lies noted our comments and we discussed how these points can be applied into our situation and needs within SFA, particularly the 5 Points of Leadership.

Each Council Chair and Vice Chair discussed the opportunities and challenges the new All Council meeting format has provided as a group and individual Councils as well as the Faith Forward & Visioning processes .

Opportunities;

All agreed the format of having all the Councils & members together for the same message from Fr. Lies is great opportunity not only to hear the same message, but for the networking and collaboration that is available with having all the resources together at one time. As well as new members of all Councils to gain insight and learning to the scope and breadth of what is happening at SFA and all those involved in the processes within the Councils. Keep the same format was commented several times.

Challenges;

The volume and pace of individuals moving or changing roles, due to changes within each Council and bringing new members into various roles and ensuring they have the necessary tools and information to feel empowered with their role and what needs to be supported.

Developing the new Councils and (and Ministries) organizing the “teams” as well as the “terms” of the Charter along with how they fit into the overall strategic plans for the Parish.

Staying focused on the Councils Agenda during our individual breakout sessions, as there’s a lot of discussion to various points presented by Fr. Jarrod, all good stuff, however, often times this leads to follow-on meetings to ensure key objectives are met or completed by the Councils.

It was noted the meeting structures and communications within the new structure of the Parish will continue to evolve and modify to suit the needs of the Councils and Parish, along with flexibility, transparency and leadership empowerment.

Another opportunity presented with reviewing our structure and resources and ask ourselves - if it’s necessary, can it be managed another way, can technology help us ?

Father Jarrod's Bullet points he noted as he listened to the Chairs, Vice Chairs, and Associate Priests

Pastoral Council Input

- A lot of term role-overs has meant much transition and new conversations.
- Provides a consistent way of communicating
 - Questions: what is the role of a coordinator? What tools are at their disposal?
 - A challenge is the various personalities and learning to communicate comfortably with one another
- Challenge: so many new people.
- Benefit: wide range of ages and backgrounds.
- Seeing the number of people belonging to all-councils and hearing the macrocosmic perspective from the pastor is very helpful.

Stewardship Council Input

- Has been blessed with long standing council members.
- Challenge: roll over of new council members and inviting / training new members to take their place
- Challenge: building teams, training positions, preparing teachings
- It is important for those rolling off to know that they are still invited to participate in the work of the council by working on a team.
- Initial hesitance to all-council structure
 - Making council minutes
 - Anticipating agendas
 - Planning an agenda vs. spontaneous conversation stemming from opening presentation
 - There is frequently a sense that another meeting is needed
 - It is intimidating to take a new role but God calls us to say "yes" when asked.

Operations Council Input

- The new model has been reinvigorated the Facilities committee
- Progress is being made on the Facilities Assessment to be presented to the parish in June
- Develop priorities and setting priorities for assessment
- New model has
 - created fluent cross discussion between councils –
 - there are no silos
 - ample cross-pollination of Ideas
 - Empowers more immediate action
 - Created a great sense of community among parish leadership
- Father Jarrod's thesis on Stewardship has broaden leader's vision

Communications Council Input

- Council has a diverse and high level of talent and self-motivated persons
- The new council had a slow start up but has found a new normal and increased in collaboration
- There is a lot on the council's plate right now: New Mission, new vision, logo, data base, etc.
- Goal: a systematic process for all communications
- Goal: a strategic plan for communications that is collaborative and coordinated among various people
- Updating communication out of the 80's and 90's (e.g. apps)
- There could be an initial cost increase the results in long term savings – cost/benefit ratio
- There is a cost to the parish that comes from not reaching people due to an inefficient process
- Teaching older people how to use new tech
- There needs to be a change in the culture of communication
- Goal: all info piped through all venues for all demographics
- Should ushers hand out the bulletin?

School Council Input

- Being a part of the All-Council meetings has had a powerful and positive effect
- It was enlightening for members to go to other councils to see how they operate
- The new format increases collaboration
- Hearing from all councils allows the school council to see its work in relation to the whole
- It highlights the mutual benefit of school to whole parish
- Question: how to be a steward when your kids are no longer in school

Pat Burns / Fr. Walsh / Fr. Labenz Input

- Structure of meetings allows for on consolidated message with unified content
- Drawbacks: Pat/Priests cannot be at every council since they meeting simultaneously
- Fr. Jarrod has had to step up his game to prepare the pastor's presentation and to record/review the minutes of each council
- This has increased transparency to its highest level of possibility
- Each meeting produces a lot of information
- Caution: not to derail the agenda proper to each individual council
- New format as increased ability to delegate tasks
- St. Francis' new model is being shared with other parishes
- The large group discussion allows for a pastoral vision to be shared monthly
- It has created a new communal unity among all members of the council
- Drawback: it has changed the closeness of individual councils among themselves
- Minutes are the most definitive way to communicate ideas to Fr. Jarrod
- There is a feeling of momentum built into the new format
- Drawback: new priest can't be at every meeting every month

- New format increase possibility for leadership formation
- Weakness: when additional meetings are added it increases burden of council members
- Caution: Do not make meeting longer as that would decrease the ability for council members to meet
- Good food!

Fr. Jarrod's Input

- Attendance for some councils is a serious issue. If persons cannot regularly attend then it needs to be discerned if serving on the council is right for them at this time.
- This year as seen a wide systematic change with the councils as a whole and within the councils individually
- SFA staff (Pat, Emily, Alyssa, Sandi, Fathers) is intentional and serves as an informal daily contact to Fr. Jarrod for explanation of minutes are further understanding of conciliar conversations.
- Fr. Jarrod recognizes the frustration for chairs to make an agenda and stay on task. He asked if the chairs would like the all-council minutes earlier in the week. The room voted to keep the production of agenda and minutes as is.
- It is important to maintain meeting on the 2nd Thursday, without adding more meetings, as much as possible. However, due to seasonal pressures, each council may need to meet a 2nd time in the month to complete needed work.
- SFA Maintenance staff is undergoing a transition. Buzz Maintenance has been hired to do janitorial work. Hai Bui will be retiring and a new hire will take his place. We are looking at new ways to supervise maintenance department and delegate tasks.
- The New format, because Fr. Jarrod cannot be at each individual council meeting, has intentionally increase lay leadership of our Chairs and Vice-chairs. Fr. Jarrod was very intentional in entrusting the Chairs and Vice-chairs with the competency of each council as outlined in the council charters. Each chair was delegated proper authority (per the charter) to make decisions on behalf of the parish as a representative of Fr. Jarrod. Fr. Jarrod will review and ratify those decisions which are to be clearly communicated within the council's minutes. If Fr. Jarrod has a concern or a clarification he will discuss this with the chair prior to ratifying a decision. This model is theologically called the "lay apostolate" as it is put into practical action within a conciliar structure.
- Fr. Jarrod encouraged each council to find one of the 12 months to go to a restaurant as a council and have a social night. It should be on a 2nd Thursday in which that council's agenda is very light. The parish will pick up the tab for the restaurant as an act of gratitude for the hard work each council member puts into leadership.
- Fr. Jarrod's pastoral approach is very concerned with a strongly unified parish. We are ONE PARISH with various ministries. We are not a divided campus, divided council structure, or divided leadership. The all council's format is intentional in unifying the macrocosmic work of

the parish by delegating all tasks to the microcosmic competency of each council, committee, and volunteer.

- The Communications council has been an awesome addition and very necessary council for the full functioning of SFA.
- ACTION ITEM: Each chair and vice-chair needs to learn how to use the Google Docs as set up by Joe Shobe. Joe will be happy to train anyone who needs help. This Google Doc program is the technology union that achieves the proper reporting and dissemination of information.
- A benefit of the all-councils format and the way Fr. Jarrod prepares minutes is that it keeps our “eyes on the ball” for those tasks that are time sensitive or ongoing.
- TRANSPARENCY is at an all time high as all minutes are posted on the parish website and all councils hear all updated information once a month and has an equal exposure to the various activities of the parish.
- Benefit: Fr. Jarrod clearly sees the increase of collaboration by a definitive decrease in mass/group emails. Since all councils can immediately ask questions of one another there is a decrease in the need to follow-up, call, email, or coordinate secondary communications. In the end: communication is more clear and more immediate.

New Business

Continued use and development of Google docs. for supporting each Council and or method of communicating within the Parish.

Preparation for Next Meeting

We were asked to take time to read through the Faith Forward plans and how or what we are each doing to support these elements as a leader and reflect on what are we doing, asking ourselves are we doing it well and what can we do better to serve the needs of our Parish community.

Adjournment

Meeting was adjourned at 8:44 pm by Fr. Jarrod. who led in the Hail Holy Queen.

Minutes submitted by: Mitch Miller