

ST. NOEL PARISH PASTORAL COUNCIL MEETING MINUTES FOR MONDAY, FEBRUARY 16, 2009

revised 2/19/09

PRESENT: Dave Barni, Georgeanne Botek, Diane Cszasz, Patty DeJohn, Ric Doringo, Randy Eveland, Kathleen Heer, SLW, Alice Hinkel, Joan Mihalcik, Margaret Neville, Eleanor Reilly, Tom Repko, Fr. George Smiga, Bob Tomkalski, Mel Troha, Sharon Waltermire
Meeting convened at 7:00PM

- I. Opening Prayer: reflection and sharing on Mark 1: 40-45
- II. Review of letter on school tuition
 - A. Fr. George reviewed the purpose of PPC as that of a sounding board for Pastor and staff regarding significant policies about the parish mission to spread the Good News. As needs/proposals arise, the Pastor can float ideas with PPC in order to give consultative feedback regarding important parish decisions.
 - B. Letter drafted by Melanie Vitale of the Finance Committee was read by PPC
 - C. Questions/ clarifications surfaced:
 - What about new families?
 - Will the issue be addressed in the bulletin?
 - Should the broader parish be informed of this situation?
 - D. Recommendations:
 - Inform parish that there is a meeting
 - Those concerned receive a letter with RSVP, requesting an adult member of the family to attend
 - Overall, PPC felt letter was well written
- III. Succession Planning for Alice's Retirement in 2010
 - A. Fr. George shared the current situation, citing parish history, financial and demographic realities
 - Pastoral Associate and Youth Minister positions were part-time at first
 - At present, parish is \$50,000 behind same time last year
 - The major part of parish budget is spent on salaries
 - Parish is currently not growing
 - Parish Finance Committee recommends cutting back on staff salaries and feels that a part-time Pastoral Associate position would be good and less intrusive
 - In all planning, we need to keep in mind what best effectively serves the Mission
 - The current ministries need to be covered, perhaps redistributing some to maximize resources of other staff members
 - Current ministry descriptions need to be revised
 - Perhaps some current ministries can be reassigned to capable volunteers
 - At present, we DO have time on our side, no immediate decisions

B. Possible scenarios for on-going discussion:

- David Napoli, now full-time, shared between two parishes. Could workload be redistributed once he establishes lay leaders at both parishes, so that he could spend 30 hrs/wk with youth ministry and 10 hrs/wk in other ministry
- Option A: Could both parishes come up with a joint ministry and David could work 10 hrs in common ministry? Both pastors need to have conversations about possibilities.
- Option B: Alice's current ministry description needs to be evaluated to see what areas can be covered by persons who possess the gifts necessary to minister effectively. Perhaps David would do 10 hrs/wk and another part-time person could come on board. EG: David has theological training and perhaps could handle the RCIA program. Currently, both St. Noel and Divine Word each have 3 preparing for baptism. Combining resources may prove helpful and encourage more community, fellowship and greater enriching experiences.
- Question arose about Deacon Dave Nethery's involvement. Currently, he is responsible for server training. He also has a full-time job and so has limited time for other ministries.
- DRE position: currently FT and is responsible for pre-sacramental preparation, Good Shepherd program and GIFT.
- Social justice and RCIA ministries affect a relatively few number of people
- Music ministry affects a larger number of people and is vitally important to worship experiences

C. Input from Alice:

- If she would do part-time ministry, she'd look at redistributing the hours so that time could be chunked more (not having 4hrs for each of 5 days)
- Having ministered here for 18 years, she felt that a down-side to being part-time may be not being here on weekends. The ministry of presence and hospitality in the narthex is very important.
- Visitation to the sick is also important and people want to feel the connection to the parish by a visit from a staff member.
- Other areas of ministry include advocacy work, fair trade boutique, jail ministry, Peace prayer group, health care ministry.

D. To be considered:

- Fr. George reminded PPC that we have the gift of time to deal with this and wants us to consider whether we should approach Divine Word parish about a joint RCIA program in the future
- Should the parish-at-large know of these discussions?
- We need to be creative in our approach to looking at ways of ministering to many parish needs
- The parish needs to take a proactive stance in looking at the size of the parish staff.
- Even if we have a smaller staff doesn't mean we'll have a lesser parish.
- Do we invite Divine Word Parish to join social justice ministries with us?

- Are there other ministries we could share?
- Is there anything else needed to help clarify needs? EG: job descriptions
- Do both PPC's need to come together to discuss future planning together at some point?
- We have committed ourselves to a joint youth ministry, joint evangelization efforts and social justice ministries. These are our initial steps in the clustering process.
- We will continue reflection and conversation about all of this.

IV. Banquet Center update and review of PPC Guidelines were tabled for a future meeting.

Next meeting: Monday, March 30, 2009 7:00 pm

- Prayer: Patty DeJohn
- Refreshments: Diane Csaszar
- Minutes: Randy Eveland

Closing prayer led by Fr. George

Respectfully submitted,
Kathleen Heer, SLW