

## Minutes of the October 7, 2004 Leadership Council Meeting

Attendees at the Leadership Council Meeting included: Fr. John, Willy Agbayani, Pete Adams, Steve Baroni, Bill Callahan, Pattie Cortese, John Toole, Fredy Guevara, Ginny Hinkle, Will Sousae, Joe Swyt.

The meeting opened with a summary of the highlights from the previous leadership meeting.

The council received reports from the heads of Finance and Administration, EC's and Faith formation. The leadership was advised:

Financially we are doing well and this is a good indication that the overall parish membership is satisfied with the direction and programs of the parish

The parish has experienced significant participation in the recently introduced Generations of Faith program and we are strongly encouraged by the participation of over 500 registered participants

The EC commission has been studying the viability of the Dove Hill community and requests additional consultation with Dove Hill community representatives and the parish finance team prior to making any final recommendations

Father John challenged the council to consider a leadership succession and transition plan without its founder and visionary leader at the head. Father John presented the council with an argument that the parish needs fresh leadership that can relate to a multicultural parish and that could develop a new generation of multicultural leaders. These new leaders would bring the parish energy and enthusiasm to continue the extraordinary growth that this parish has experienced over the years.

The leadership team accepted the challenge to determine what was right for the Parish and to independently develop an approach to the Diocese that would prepare the parish for an eventual change in management succession. The team would develop an approach to the Diocese that gave the parish access to one or more multicultural priests and perhaps debt relief in exchange for providing training and leadership experience for the freshmen priests who would soon join this Diocese. This issue will be developed more thoroughly at future council meetings.

One observation from the council was that the team was especially capable of reaching clarity around issues but was less capable of developing action plans and concrete steps to resolve issues. In this regard, the council agreed to take up the issue of management succession at the next meeting with the intention of developing a series of concrete actions to support a transition strategy that included a timetable for transition and a new role for Father John during and after the transition period.

