

November 4, 2004

Minutes of the November 4, 2004 Leadership Council Meeting

The meeting began at 7:00 pm and was adjourned at 10:20 pm.

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

This was our third Council meeting. The heads of the Finance and Administration, EC's and Faith Formation presented a summary of their respective group discussions. The leadership team was advised:

Finance and Administration-

- The Finance team is preparing a 5 year financial plan that incorporates changes due to the Cathedraticum, slowing growth of the parish, debt service and new ADA goals
- 200 pledge cards were returned that offered the Parish financial support and another 150 cards offered the Parish their time and talent
- The stewardship team prepared and executed a well-thought out stewardship plan but the results were less than expected. There is a sense that the stewardship message may not be resonating in a culturally diverse parish such as St. Francis and a new message may be required

Ecclesial Communities-

- The EC looked at two issues. The viability of the Dove Hill community and how to establish goals and outcomes for each EC community
- The EC's would like to establish goals and outcomes for each community and are proceeding with recommendations
- The EC decided to continue the Dove Hill community for a period up to June 30, 2005 and to re-consider a decision on the viability of this community at the end of this period. They established some clear goals, outcomes and desirable changes they would like to consider as criteria for continuity of the Dove Hill community

Faith Formation Commission-

- Out of 740 who are registered in the GOF program at St. Francis, 550-600 persons attended the sessions in September and October at St Francis.
- The program is well received and is now being structured to integrate sacrament preparation into the themes of this program

Leadership Council Discussion-

- The Council was presented with information on electricity generating solar panels, which are anticipated to reduce Parish electricity costs by 18% to 50% Jim Koepf and Charles Muller of the Facilities and Grounds Team, together with the CEO of the panel company answered many questions from the team members. This is a significant savings

as the Parish electricity bill is approximately \$30,000 per year. The electricity cost reduction is driven by the square footage of solar panels that can be deployed on the property. The Council approved a decision that they could accept the appearance of the panels in exchange for cost savings on electricity and other considerations. However, it was agreed that the Parish would seek approval from neighbors before proceeding with this project. It was also widely understood by those present that there were significant other issues such as the terms and conditions in the contract that needed to be fully explored before this project could be adequately considered on behalf of the parish.

- The Council was presented with an approach to provide the sick and grieving of the Parish with hope, encouragement and support through a program developed by the Stephen Ministry. By incorporating a ‘train-the-trainer’ approach, the Parish can minimize cost and obtain organization and structure for this outreach effort. There was strong support for this effort as it is clearly within the vision and mission of the Parish. There was a strong consensus that with proper funding and leadership, this program could be sustainable. There was a vote supporting this effort pending funding of approximately \$8,000 to cover enrolment fees, training manuals, travel and meals. This cost is an unbudgeted item and the Finance team is asked to review its inclusion.

- The EC presented the Council with their rationale for continuing the Dove Hill community up to June 30, 2005. The continuity of Dove Hill centers on the issue of what is a community? The people of Dove Hill know and care for one another and they have a strong sense of community. However, their numbers are small and they require significant support from St. Francis. The EC set specific goals for Dove Hill and the community will have an expectation of viability if the goals are met. This created some uncertainty among the council members. There was also a strong feeling that a final decision on the viability of Dove Hill should be made with the full participation of the finance committee and others. It was agreed that the Finance and Stewardship Teams will review the goals for Dove Hill and report their comments to John Toole.

- There was insufficient time to address the issue of Parish leadership succession planning and it was agreed that a small group of interested Council members would meet prior to the next leadership meeting and develop a number of approaches for consideration at the next meeting.