

Proposed Agenda for Tuesday Comm/Councils Meeting

1. Opening Prayer (Fr. Bob)

Hitting the mark definition. The Bull's Eye in Spiritual context

2. Just who's in charge?

Staff collaborates with Commissions

Org chart

Communication flow

3. Aligning with the Bull's Eye (Virgil)

What's next?

4. Cross Commission Collaboration (Summer Picnic)

Commission & Council Meeting Tuesday June 27, 2017

All Saint Ministry Center, 6pm

Meeting Recap

DOCUMENTS PROVIDED:

- Strategic Planning Meeting Agenda
- “Overall All Saints Pastoral Goals Prioritization WORKSHEET (as of May 9, 2017)
- “All Saints Pastoral Goals Prioritization IN PROGRESS (as of June 20, 2017)
- “Hitting the Mark — Criteria for Aligning Commissions’/Ministries Strategies and Tactics with Overall Parish Goals”
- All Saints Organizational Chart (as of June 27, 2017 Working document)

WHERE ARE WE? (in the Bull’s Eye/Strategic Planning Process)

Virgil and Lori explained the progress thus far of the Strategic Planning Process. Lori underscored that we’ve learned a great deal by embarking on this process. In hindsight, there are many areas that could have been handled better, especially communication.

The process is intended to create a UNIFIED vision and set of goals we all understand and embrace. The intention is not to create more bosses and paperwork, but to build understanding and collaboration. When we

After the Recollection Retreat, we assigned each Commission the task of reviewing its set of responsibilities from the Commissions and Committees Manual and brainstorming a list of 1-5-year goals it felt were the most imperative and the most attainable.

After about a month, the goals were submitted and the Pastoral Council made recommendations for changes. Not all Commissions made changes. From the goals submitted, the PC prioritized all Commission goals that it felt were most immediately imperative.

Now that the Pastoral Council is very clear on its roles and responsibilities and more certain about the actions it feels the Parish needs to take to reach its Vision, we are bringing this back to Commission Chairs for discussion and course correction.

Virgil asks each Commission Chair if he or she are satisfied with the goals for their Commission as presented back to them.

COMMISSION CHAIRS’ COMMENTS on their goals

Human Concerns (HC)

Chair Celia, representing Human Concerns, offers these comments..

- ✚ To her, this process feels like bureaucracy. Lacks a sense of community and discernment.
- ✚ She does not understand how Parish Council voted on top goals without feedback from the Commissions. She does not understand why the White Paper (publicity or “roll out”)* is not one of the top goals the Pastoral Council chose from the Human Concerns initial list.
- ✚ It was not clearly explained that, ultimately, top goals would be selected.
- ✚ Feels everyone needs a tutorial on the Calendar Proposal document.
- ✚ Concerned about Parish involvement and investment in the Food Pantry/Meal Program. Wonders if we should even be doing it.
- ✚ Not in agreement with top Human Concerns goals selected by PC. HC has spent more time executing other tactics and strategies

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** A final draft of the White Paper was approved by the Pastoral Council and was hand delivered to the Archbishop's office and widely distributed within his staff, as promised.*

Evangelization and Formation (E&F)

Jim represented E&F, as Sandra was recovering from surgery. He offered:

- ✚ Jim reports that he is happy with the two goals for his Commission and okay with current top 6 goals selected by the PC.
- ✚ In response to a last-minute request from Stewardship regarding the Annual Picnic, Jim reports that his Commission does not believe that one month is a reasonable amount of time to execute the plan they had in mind for honoring our older parishioners. The Commission originally proposed this to happen in a big way in 2018

Later, Marina and Jim spoke off line. They agreed to do something smaller for this big annual event. E&F is planning a major production for 2018. They were able to compromise and collaborate.

Stewardship

Chair of Stewardship, Marina represented this Commission.

- ✚ Marina understands the importance of the Stewardship goals that the Pastoral Council chose, however, it is her hope that, in addition to those top three, her Commission will also be able to make progress in some of the other goals.

She reports some of their progress.

- ✚ Her Commission is moving forward on the comprehensive Communication audit
- ✚ They have been immersed in this Calendar Proposal process and working toward recommendations to improve the calendar maintenance and process.
- ✚ She explains that shepherding Parish Fundraising is one of this Commission's responsibilities. However, there are many questions, including "fundraising fatigue." Stewardship intends to talk with Tonya, the finance council and seek AD expertise about many questions, including a reasonable number of annual fundraising events for All Saints.
- ✚ To support W&L's goal of increasing new parishioners, Stewardship is seeking collaboration with them on her Goal (S-5) "Improve our hospitality to new members by establishing a comprehensive Welcoming Program by the end of 2017."

Worship & Liturgy (W&L)

W&L is represented by Dennis.

- ✚ He reports that his Commission has not taken steps to finalize or activate its goals.
- ✚ To date, his Commission has not put forth any Calendar Proposals (Strategies and Tactics) to forward goals in its area.
- ✚ Pastoral Council also agrees to meet with this Commission to offer support.
- ✚ Therefore, we can assume that W&L is not in agreement with current 6 goals.

NOTES FOR THE COMMISSIONS FROM THE PC

Lori and Virgil then handed out a new document that was created in response to people's questions about the Calendar Proposals: **"Hitting the Mark — Criteria for Aligning Commissions'/Ministries Strategies and Tactics with Overall Parish Goals"**

Upon reviewing the submissions, it became apparent that more direction was needed to align proposed projects to the Commissions' Goals as well as the overall Parish health. Thus, a list of criteria was developed. The Council is sharing them now with Chairs to share with their Ministries. These should greatly help everyone devise projects, more completely fill out proposal forms and objectify the decision-making process.

- + This handout outlines criteria for evaluating proposals, ensuring proposals are in alignment with the Bull's Eye and everyone is working together, as opposed to in separate silos, toward a common vision.
- + The Pastoral Council invites all to take a second look at their proposals with this new document in hand. Everyone needs to understand that, as a Parish, we need to develop and support projects that support our overall vision.
- + Some people may want to make changes to current proposals. Others might get creative with new proposals that advance these goals, our Strategic 1 – 5 year Plan.

JUST WHO'S IN CHARGE/COMMUNICATION FLOW

Father Bob used a Powerpoint presentation ("Becoming the Best Parish Possible) to clarify roles and responsibilities of Commission Chairs, Liaisons, Pastoral Staff and the two Councils. He stressed that we need to work together and that no one is the "boss" of anyone.

- + Yes, the "buck stops with Father Bob." HOWEVER, the Pastor will not and cannot operate effectively as a dictator. The finance and pastoral councils have authentic and real power in this new All Saints Structure.
- + As everyone is aware, we have been operating without structure for a long time. It was a dictatorship run by the Pastor. We got used to working around that. Now, we are working toward coming into compliance with structures suggested by the Archdiocese, with the exception that because we were in such dire straits, we have Administrative oversight from the AD. This whole process is toward building a collaborative structure we all understand and can work with.
- + Change, even good change, is hard.
- + All Saints cannot work alone (remember this for our goals), need to consider our neighborhood, MKE, Archdiocese, other area Parishes etc.
- + Parish council is about 3 months behind where they wanted to be. Great progress, however, has been made since November.
- + Reference Commissions/Committee manual.

CROSS COMMISSION COLLABORATION

- + Commissions should take the initiative to communicate, organize and plan together.
- + Idea from Virgil → Commission chairs ask their team to volunteer and brainstorm how to improve the meal program.
- + General idea, get together and communicate.
- + We look to Commission Chairs for ideas for improved processes and communication.

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OTHER NOTES & COMMENTS

A) General

- i. Fundraisers (PARKING LOT)
 - Where do the funds go? A general fund for now, what about the future? Will Commissions somehow get “credit” for the extra monies they bring in to be able to use toward their future projects.
 - Finance council still getting structure together, creating policies. This fundraising issue will be addressed. In the past, no formal policies existed. However, we hope Commissions will be able to submit realistic budget income and outflow projections to be considered in next year’s budget.
- ii. Father Bob’s Schedule
 - Until we figure out how to clone him, Sundays will not work for Commission meetings for Father. He would like to be present and supportive, however. If you would like to include him, Commissions need to call a meeting for another day or innovate another avenue of communication.
 - Father needs to keep his Sundays sacred for “Pastoring.”
- iii. Albert Thompson New Calendar Process and Possibility of an Electronic Calendar (PARKING LOT)
 - Albert and the Stewardship team are investigating options for improving the calendar process. He is investigating possible new technology options, such as publishing a live version of the calendar on the Website. Perhaps Commission Chairs would have access. There is still much to investigate. Albert and his team will make some suggestions soon.
- iv. July 30, Parish Picnic.
 - Stewardship, Knight & Ladies to confirm one or two masses. (Lori adds: **It was later agreed that there will be ONE MASS at 9:30 AM on July 30, 2017.**)
 - Finance Council is concerned about a decrease in Sunday offerings if we hold one mass.
 - Also, musicians and the 8am and 10am masses need to be informed yesterday if we go with one mass. They depend on income from All Saints. (Lori adds: This had already been addressed.)
- v. Parish Office Calendar
 - **STOP! STOP! STOP!**
 - Communicate to the entire Parish (Pastor, Associate Pastor, Staff, Pastoral Staff, Commission, Ministries, Finance Council, Buildings & Grounds, and Parishioners) that post July 1, there is a new process in place to get on the Parish Calendar.
 - Whatever the outcome of any proposed new Calendar process, “first come-first served” will not be the way to run it.

B) E&F

- No official liaison at this time.
- Father Bob recommended waiting until the PC election process is complete to assign a new liaison.
- In the meantime, Sandra should communicate directly with Virgil (does Virgil agree?)

C) HC

- Pastoral Council agreed to meet with the entire Human Concerns Commission to discuss previous misunderstandings and disconnections.
- They agreed to meet at the Human Concerns regular meeting time. Meet the third Monday of each month. Celia to confirm next meeting date and time with Joyce.
- Celia said HC will hold off on all activities until HC meets with the Parish council
- There was a big misunderstanding as Human Concerns felt it followed protocol by simply grabbing the still empty July 30th date on the calendar in the office.

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D) W&L

- The Pastoral Council will also meet privately with the Worship & Liturgy Commission to finalize its Goals, strategies and tactics. They will also discuss ways to help W&L. Dennis & Bea to connect with Joyce to confirm a meeting date with their Commission and the PC

TAKEAWAYS & NEXT ACTIONS

- Pastoral Staff has been introduced to the process
- Dialog just begun to include its input and improve the process, communication and synergy
- Commissions vary in their understanding of and commitment to the process, Strategic Plan and their goals
- Commission Chairs have only met together this one time
- Commission Chairs may need better understanding of their roles
- Commissions with Pastoral Staff are invited to tweak its 1-year goals to Pastoral Council one more time
- All Calendar Proposals are invited to be resubmitted using the new Criteria handout
- The Calendar Process is under review by the Stewardship Committee with Finance Council