

All Saints Pastoral Council

Minutes November 8th 2017 Meeting

Present: Doug Anderson, Steven Diaz, Jane Stopher, Pat Atkinson, Waded Gonzalez-Candelario, Kathleen Owens, Dave Kirby, Murray Gould, Katherine Geraghty, Fr. Fred, Jack Ziegler

Absent/Excused: Tami Gilbeaux, Elenore Arquette, Joe Ridgway, Stephanie Davis

Guests: Sr. Laura Bufano, Meg Ksander, John Hall and Mathew Arnold.

Jack Called the meeting to order at 6:35 p.m. He welcomed our guests and Council members. He then provided a reading from the introduction of Bishop Harrison's Episcopal Letter "**We Are the Church**" (1978) which describes the unique reality of the community we call "Church".

A. Presentation by and Discussion with Sr. Laura on the Diocesan

Position of Parish Life Director: Sr. Laura began her presentation to the Council by distinguishing within the overall lay ecclesial ministry in the Diocese of Syracuse the offices of Pastoral Associate and Parish Life Director.

A **Pastoral Associate** is a professional lay minister, appointed by the Pastor, to share with the pastor and staff ministry to the overall parish community. While the ministry is comprehensive in nature, in reality it normally has designated responsibilities based on the needs of the parish and the gifts of the Pastoral Associate. Though normally considered a "lay ministry" in contrast to the "clerical ministry of the priest pastor, it is a function that may be performed by a deacon, religious or lay person.

A **Parish Life Director (PLD)** is likewise considered a "lay ministry" in comparison to that of the priest. The PLD is professionally qualified, spiritually, academically and by experience, to serve in this capacity. A PLD is appointed by the Bishop to serve in a particular parish or parishes with the responsibility to lead and officially administer the parish. While the PLD does not provide the sacramental ministry that can only be performed by an ordained priest, the PLD is responsible for the overall growth and development of the parish. The PLD serves in conjunction with any assisting priests, the

pastoral staff and the canonically appointed “pastor” who is usually the regional vicar.

Sr. Laura noted that currently we have several persons serving as PLD, usually responsible for more than one individual parish. Among those serving are lay women and deacons.

In addition to explaining in detail the various responsibilities of a PLD, Sr. Laura outlined both the requirements for being considered for this position and the extensive training required. In so doing, she responded to a number of specific questions posed by Council members. Given that this is a new position in the Diocese of Syracuse, she also explained that there are a number of related issues that still need to be determined e.g. term of office.

Sr. Laura distributed a list of standards drawn from the National Certifications Standards that are to be considered when identifying persons who may be called to serve as a PLD. There are four categories of standards: human, spiritual, intellectual and pastoral which need to be integrated in a candidate for consideration.

In addition to the standards, Sr. Laura described the process for identifying and inviting potential candidates for the PLD position. She noted that the community has a key role in this discernment including a recognition of the need for the ministry and acceptance of a PLD in the ongoing life of the parish community.

The Council recognizes that one of its principal agenda items for this year will be preparing the community for this new leadership model. Obtaining input from parishioners will be key for its successful implementation. Sr. Laura responded to a number of questions in this regard.

Sr. Laura acknowledged that All Saints is somewhat unique in its commitment to a comprehensive preparation for a new model of parish leadership, and she commended the Council and parish. She agreed to be an ongoing resource to the parish in this endeavor.

There was general agreement that the information provided by Sr. Laura was most helpful to the Council. Jack expressed to Sr. Laura the

gratitude of the Council for her sharing with us on this most important topic.

B. Updates:

1. Financial Report: Fr. Fred distributed a draft of the financial report for fiscal years 7/1/15 – 6/30/16 and 7/1/16 – 6/30/17. He noted that the report is presented in three components: a) operating income and expenses; b) outreach & fundraising revenue and expenditures; c) buildings and grounds/capital income and expenses.

He pointed out that operating income for 7/1/16 – 6/30/17 was less than the previous year which prompted the Finance Committee's recommendation to initiate an increased offertory campaign which realized an approximately 30% increase in weekly giving.

Furthermore, Fr. Fred explained to the Council that in recent weeks' bulletins the reported weekly income has risen significantly because, prior to these weeks, the amount published only reflected the deposit of each week's collection. We are now including in the total amount the weekly electronic contributions which is a more accurate reporting.

The Council agreed that with the increased offertory amounts and more accurate weekly reporting, the parish is apparently operating in the black.

It was recommended that, given both the number and significance of all the parish activities that fall under the general heading of "outreach", a separate income/expense report for outreach activities including each of these initiatives should be developed and shared with the community. Not only would this highlight the active nature of the parish's outreach ministries but also provide an incentive for donations for various specific activities. It was also suggested that, for the purposes of the draft financial report, the Finance Committee consider including at least a specific list of activities/ministries

considered “outreach”. Fr. Fred will share this with the Finance Committee.

2. Report on Meeting on Racism: Fr. Fred reported on the recent meeting that addressed the issue of racism aimed at African Americans stemming from recent claims of white supremacy. He noted the significant interest in this issue and the importance of providing education to the community at large on the destructive nature of racist positions. Implementation of this initiative will be the responsibility of the parish Peace and Justice Task Force.

Council members noted the importance of having dialogue with members of the Congolese Community in order to understand their unique history as refugees and commitment to the faith. In addition, dialogue between the Congolese Community and African American members of the parish might be helpful in addressing the issue of racism..

It was suggested at the initial meeting that the phrase “Black Lives Matter” be used as a departure point in initiating this parish education on racism. There will be continued discussion of the topic at the next meeting of the Council.

3. Trash Pickup: Fr. Fred reported on the confusion around the City’s collection of All Saints trash which to this point had been free. The parish will now have to pay for trash collection.

C. Discussion of Issues to be Communicated with the Community Concerning Implementation of New Leadership Model : Given the late hour, Jack postponed this agenda item until the next meeting of the Council.

Jack announced that the next meeting of the Council will be Wednesday, December 13th beginning at 6:30 p.m. The meeting was adjourned at 8:40 p.m.

Respectfully submitted,

Jack Ziegler

