



**Diocese of Green Bay**  
**PRESBYTERAL COUNCIL MEETING MINUTES**  
**March 27, 2019**

**Attendees:** Bishop David Ricken, Very Reverends Daniel Felton, Luke Ferris and Philip Dinh-Van-Thiep, Monsignor James Dillenburg, Reverends James P. Leary, OFM Cap, Michael Warden, Doug LeCaptain, Jason Blahnik, Bill Hoffman, Carl Schmitt, Adam Bradley and Timothy Shillcox, O. Praem.

**Excused:** Reverends Michael Warden, Dave Hoffman and Jason Blahnik

**Opening Activities**

- Meeting opened at 10:05 a.m.
- Bishop Ricken led the Council members in the Liturgy of the Hours.
- A motion was made and seconded to approve the agenda. Motion approved unanimously.
- A motion was made and seconded to approve and adopt the meeting minutes of the January 16, 2019 meeting as written. Motion approved unanimously.
- Mission statement was recited by Council members.

**Bishop Opening Comments**

Bishop—Thank you so much for coming. Fr. Ubald is coming to the diocese. Every year the assignments get harder and harder with the shortage of priests. Each of us has to take on the responsibility of vocations. We have the campaign starting up.

**Update on Priests and Priest Appointments—Fr. Luke Ferris**

Fr. Luke gave an update on priests who are ill or recovering. With priest appointments, there will be more announcements the end of next week. For Priests and Pastoral Leaders that will be moved, there will be a meeting. Also, there will be a separate meeting with the parish staff affected by priest/pastoral leaders changing. We will also work with the deacons that will be affected.

Bishop thanked Fr. Luke for his good work and also thank you to Gloria for her good work.

**Update on Seven Steps of Accountability—Bishop Ricken & Dcn. Dan Wagnitz**

Bishop—Several other bishops are also giving steps of accountability. Trauma Recovery met with the priests and mental health professionals and helped in the awareness and building stronger relationships with the community.

Dcn. Dan—A few updates. John Flannery, Victim Assistance Coordinator has a full-time position with Northeast Wisconsin Technical College and was invited to Madison to help get that program revitalized. So, we have a need for a Victim's Assistance Coordinator and have posted that position.

We did publish on January 17<sup>th</sup> the list of priests who had at least one substantiated allegation of sexual abuse of minor. We did put a team in place that was ready to handle the calls that came in after releasing the names. As a follow up, one case was looked at and viewed by the IRB as unsubstantiated and there was another case that was viewed as substantiated and that priest name will be added to the published list. We will be updating the public list next week, remove the asterisk and explain why. Some priests will be moving from a single known victim to multiple victims on the list. It will be in The Compass.

Fr. Dan—As part of the Seven Steps of Accountability, the Bishop Wycislo name was replaced at the St. Francis Xavier Cathedral Center. There were people notified. We put out some guidelines for parishes who have asked regarding other names in parishes. The Chancellor is working with parishes that have questions. There

is a further discussion regarding the IRB. We are reviewing the process to make sure we are aligned. Other dioceses in Wisconsin are looking at their process.

Bishop—There is an ongoing discussion of how Bishops are held accountable. There will be accountability and a process with bishops.

#### **Discussion of Priority & Goals—Bishop Ricken, Fr. Luke & Fr. Dan**

Bishop—We have the mission and vision. We need one priority for our attention and focus for the next couple of years.

Fr. Dan—This relates primarily to the curia, yet the format could work well in parish life. As we move down the worksheet, you are always asking the question how. The priority, or the pivot, is the point where everything balances. The pivot has flexibility and mobility. The priority is the most important priority that we have. The most important priority for the curia is calling forth and forming leaders who love Jesus and live his mission. We are going to do this with the goals, strategic pathway, action plan and report out.

Feedback:

- Priest time.
- Time is needed for follow up.
- Lay formation. Address the opportunities.
- Be intentional now for the future.
- Make yourself available for parish, such as a coffee hour to meet and greet.
- Each parish has their own problem, need flexibility from Chancery.
- People in place need to be on board.
- Get connected with current groups.
- Move from maintenance to mission.

Bishop—Find one leader to do this in your parish, volunteer or paid. Explore potential and empowered to act.

Fr. Dan—The top of the paper is the why and the bottom of the paper is the how. The pivot point is right in the middle. Call forth leaders with the mission teams. Families & Schools of Discipleship may form parents. Mobilization is key.

Bishop—Thank you for your input with this. Give these next years to leadership development.

#### **St. Luke Corporation: Health Insurance—Jennifer Buechel, Human Resources Director**

Jen—Talk about health insurance and share some background information. Look at the health insurance plan and why it is important to know and its function. We have a self-insured health plan. We pay a company to pay the health insurance claim out of our account. There is great value in having our insurance self-insured. We have over 2,000 participants. We have increased individual participants. We self-fund our claims and it saves money. We can get reporting on trend reports with our participants. This allows us to put programs in place to help participants with certain trends. We can put wellness programs in place to monitor theme trends. We can live consistent with our values with our Catholic organization. How does the plan work? Our plan year starts July 1. We don't know firmly what our rates will be until April. We make a commitment in February and stand by that number. Since 2013, we have only raised 14.7% overall for the last six years. Trends in health care can be 20% increase. The last two years we have been flat. When we moved from Arise to UMR in 2017, we kept rates flat for that year and last year.

Feedback—The school budget is done in December. Train new pastors, who have schools, how to plan the budget for insurance premiums. Have helpful practices.

Jen—We can take my talking points and have it available for parish pages.

Fr. Dan—We could make an hour available at Clergy Congress.

Bishop—Offer video dialogue for video conferencing for people to ask questions.

Fr. Dan—Have a presentation for business managers and parish leadership.

Jen—Go 365 earns rewards and part of the rewards is a discount on your premium.

#### **Update on Parish Mission Planning—Barry Metzentine**

Barry went over updates on Parish Mission Planning and handed a sheet out.

Feedback—Changing our World is very good.

Barry—We have been in Parish Mission Planning for under a year. Look at the green items, we are moving forward with. The blue items are new or looking at enhancement to what we were doing previously.

Feedback came in that we need to take more time going into the planning. We are inserting discipleship on the front end. Bring the mindset of discipleship into the planning process and come up with three to five goals. Have a report out mechanism to measure success. Look at the reports and look at ongoing themes, share with the curia as a tool. Leadership is green and blue, we are enhancing with a leadership summit. We are looking to invite leadership at the parish along with the parish mission planning team and the curia cross-functional team come together to connect and identify leaders. Another part of this, spend time on leadership with implementation, accountability and monitoring. Take all of these and create a shared knowledge base online to parishes and schools. This will continue to grow.

Looking at a new name for Office of Parish Mission Planning and would like feedback. Group had a discussion on some possible options.

### **Discussion of Priest Priorities—Fr. Luke**

Fr. Luke—How do you pivot and talk about leadership and other priorities when you have so much to do. As a priest, we may not know what to stop doing or start doing. Any thoughts on this on how we can help priests get out of this trap. It can be a time management piece.

Feedback:

- Has assistant schedule and then touch base with her how the schedule is going. Look at things you do not need to do. Try different things. Delegate things the priest does not need to do.
- Find someone who is good at analyzing and show you how you duplicate work.
- Signs of a healthy team when you remove an individual and are still able to function.
- Barry is good with offering tools. Coaching is a good thing.
- Prayer life, support one another, look for one priority to focus on.
- Video Conference.

Bishop—Your own spiritual life is part of a priority. Focus on praying the Mass versus saying the Mass. If you make one change, everything else becomes unimportant or unnecessary.

Fr. Dan—Recreate an experience. Development of leadership, offers the opportunity to share functions in the parish. Move more from a supervising to a coaching environment. Look at what that looks like. Part of the discussion can look at a variety of ways to solicit a coaching discussion. Even on parish pages, they are looking at doing a video.

Bishop—Build relationships. Will we have this discussion with other priests?

Fr. Luke—I would like to. The coach does not need to be another priest. Send a short email to share with the priests.

Bishop—I encourage us to continue to have this conversation with other priests.

### **Q & A—Bishop Ricken**

Bishop thanked the group. Keep the communication lines open. The next meeting we will be meeting with the Regional Vicars.

Bishop Ricken closed with prayer. Meeting adjourned at 1:51 p.m.

Respectfully submitted,



Jami Duvall, Recording Secretary