



**Diocese of Green Bay**  
**DIOCESAN PASTORAL COUNCIL MEETING MINUTES**  
**October 29, 2016**

**Attendees:** Bishop David Ricken, Very Reverend Daniel Felton, Pat Kosuth, Dottie Borowski, Jeff Taylor, Michael Witte, John Folk, Maurine Overesch, Betty Hove, Deborah Schmidt, Jan Clark, Steve Parent, William Graf, Paula Freimuth, Deacon Chuck Schumacher, Sister Natalie Binversie and Tammy Basten

**Excused/Absent:** Elizabeth Kostichka, Pat Ratajczak, Patrick Hart, Cindy Massey, Deacon Randy Haak, Very Reverend James Baraniak, O. Praem. and Judi Gosenheimer.

**Opening Activities**

- Meeting opened at 8:34 a.m.
- Bishop Ricken led the assembled in the Liturgy of the Hours.
- Mission Statement was recited by Council members.
- A motion was made to approve and adopt the meeting minutes of January 30, 2016 as written. Motion was seconded and approved unanimously.
- A motion was made to approve the agenda as presented. Motion seconded and approved unanimously.
- Self-introductions were made by all present.

**Opening Comments**

Bishop Ricken would like an in-service at the next meeting to go over what is the role and responsibilities of the Diocesan Pastoral Council and also look at canon law. This is very similar to the Pastoral Council at your home parish. The Diocesan Pastoral Council helps Bishop better understand what is going on in your area, parish and vicariate. You help us to set pastoral priorities. I like to hear your thoughts and reflections on what is going on in the diocese and the world. We need to all work together to move the mission of the church and the diocese forward. I want to say thank you.

**Department Report—Tammy Basten**

Each diocese has a Chancellor. Core responsibilities: numbers for each of the canons and reasons for the numbers. Canon 482 make sure record retention for the entire diocese, including parishes and sacramental records. We work with genealogy and historic records. Tammy acts as notary for canonical documents. Look at and work with various documents. As Chancellor, Tammy is an ex-officio member for the corporate boards. Take on major projects for the diocese. Help with basic questions that come in from the diocese. On-going projects include annual election of trustees and keeping the Official Catholic Directory up to date. There are annual reports required to go to Rome which include the Official Catholic Directory and the Wisconsin Pastoral Handbook. Work with corporation reports for the 501C civil parts to make sure we look at group ruling to verify the group belongs in the Official Catholic Directory as a nonprofit. Work with the chancery bulletin which is linked to Parish Pages. Parish Pages has all of the information.

Bishop—Want to talk about the diocese. The diocese is not just the Curia, it is the 17 counties within the diocese. My staff is called the Diocesan Curia and they take care of the pastoral care and the care of

the diocese. The diocese is divided into 7 Vicariates. Regional Vicars divided into vicariates and are remotely connected to the parishes within their vicariate. There are lots of areas of consultation. Some of the meeting groups include: Regional Vicars, Presbyteral Council and College of Consultors. Please ask if you do not understand a term or statement. We are organized geographically, and a parish is a geographical entity. A parish is a geographical area with boundaries. We needed to update our boundaries. We went to 157 parishes before year 2000. That was a major reorganization, and so we are looking at updating. The challenge is to get more people in the pews.

Tammy—Today, I want to talk more in-depth about the parish boundary project. I will pass around a vicariate map. We want to make sure there are no gaps missing people. As you think about this project, there were a lot of starts. Commitment was made in 2013. A Regional Vicar asked for his parish boundaries. So, we went to our archives and looked at each parish to see what parish boundaries were listed. Less than thirty percent had a real good description of their parish boundaries, and we have 157 parishes. Then we went to the parishes to see if they had descriptions of their parish boundaries, we did not do much better with that. We needed to update the descriptions of the parish boundaries. We went to land ruling offices. We were blessed with an individual that helped us with a technical perspective with Mission Insight. That was introduced a couple years back where you can look at your general area. You can look at what age group you have available in your area. That will be expanded upon as we move forward. We did finalize the boundaries. We went back to the parishes. The description includes north, east, west and south boundaries. Each parish received a letter with the full description. The parish then came back and said yes I agree to this boundary or I work with a particular nursing home nearby so can we relook at this. So, then we met and discussed their boundaries. Then each parish near each other needed to be in agreement. Shortly, we will send out a decree from Bishop that defines what it means today. It does not mean that your address means you have to go to a particular parish. We are all responsible to going out and serving everyone within the boundary.

Bishop—In the past, it was pushed that you would have to go to the parish where your address states you should go. After Vatican II, it has been updated. But nobody knows where their boundary is. Used to do parish census and go door to door. This is a time where we can do door to door outreach. We can get trained on this. Work on new evangelization, do outreach and offer what we have based on the needs of the family. Reach out to these people in your jurisdiction and reach out to your neighbors. These are the people that I am living with and working with and sharing a life with. We are forgetting about the mission right next store, and sometimes the mission right in our own home with our family.

Tammy—This started several years ago. We started by going vicariate by vicariate and did it in steps. The Stewardship and Pastoral Services department (Mark Mogilka, Patty Young and Patty's husband) was a good partnership. Getting that talent in helped us get through the descriptions.

Bishop—This is an incredible, evangelical moment. How are we going to do the new evangelization? How are we going to do outreach to the poor? Do I really know my own neighbors near my parish? This will bring a defined mission field that we have in our parish.

Fr. Dan—It includes everybody within your parish boundaries, it includes everyone that are Catholics and non-Catholics. This is huge, but it feels so right when you put it in context with evangelization. This is a great challenge, but also great opportunity.

Bishop—Shared a story when he became Bishop of Cheyenne. The Archbishop training him showed a big square on a big map and told him he was responsible for every soul in Wyoming. So, the parish and the staff are responsible for every soul in their parish boundaries.

Tammy—Canon 518, the pastors assume the responsibility of all souls within the parish boundary. Mission Insight will be one tool of many that you will be able to use.

Bishop—It shows you how many families, what ages and parish boundaries. So, there is a lot of data available. We are not using this parish boundary as enforcement but an invitation for the parish to reach out.

Fr. Dan—This will show you how we operate. Having people come in and talk about a project rolling out prior. This gives you information for yourself, but you can also go back to your parish to share the information. Hopefully, next time we will have more information to share.

Bishop—So, we are getting advice from you and others regarding going a particular way with an item. Confirmation and baptism numbers are going down. We may ask you to seek information within your parish about a particular topic. Maybe we can add to this meeting about what not to share yet just pray about and what you can share.

Tammy—The parishes and pastors have seen this process with the parish boundaries. We have been calling them service areas as well. Mission Insight itself, some parishes are already using it as of two years ago. You can call Stewardship and Pastoral Services and get a password and be able to use it.

A member—Our group has talked about it. Let your pastors know you are going into the program.

Tammy—There is good information out there for the staff. You can go beyond the church doors. All parishes have acknowledged their parish boundaries. The pastors and pastoral leaders have the information.

Bishop—They don't know yet, pastors and pastoral leaders, about the mission connection. I will be talking with them probably in January.

Tammy—Ultimately, we would like to offer the map for all to view on the website. Thank you for sharing.

### **Review of New Mission, Vision and Priorities Statement—Bishop Ricken and Fr. Felton**

Bishop—In 2010, we talked with parishes. Moved into a process to a smaller group and organized the data. Green Bay parishes called to be Holy, and will work on getting a copy of this for next meeting. I was then elected chair on the USCCB and was able to add Julianne Stanz as a resource. The last four popes have had evangelization as a priority. To freshen up our approach to evangelization, new meaning for people that are already baptized that may have walked away from the church. Pope Francis is teaching us how to live the joy of the gospel. He calls it missionary disciples. We are looking to re-energize the parishes. Mass attendance is going down and confirmation and baptisms are going down. We have to change things up. A lot of it is secularism, where parents don't exercise decision on children. I looked at our diocese and we need to change our thinking and our way of operating. We have to live and be the church differently than in the past. It takes about 10-15 years for teachings of the pope to get to the people in the pew. I looked at the mission and vision statement and we did

consultation with this group and many groups. We heard it was too complicated, and need to make it easier so people can memorize it. So, we decided to simplify it. Make disciples of all nations, said Jesus.

Vision statement: We are missionary disciples striving to lead all people to the Kingdom of God.

Mission statement:

As friends and followers of Jesus, we are devoted to fostering households and communities of discipleship through the mission and ministry of the Catholic Church.

Communities of Discipleship:

- Discover Jesus.
- Follow Jesus.
- Worship Jesus.
- Share Jesus with others.

Our families are incredibly important. Parish is a community of beloved disciples. We care and reach out to our neighborhood and the whole city. Want non-Catholics to see the impact of missionary discipleship at our parishes. Catholic hospitals and schools also need to focus on this. We do it as a Catholic family in whole with the Catholic Church. We are unique and different. My hope is for us to be intentional disciples. Have an encounter with Christ. Are we doing Jesus' work for everything that we do as disciples of Jesus? This is not a program, this is about relationships. The priests and pastoral leaders asked Bishop if they could become disciples first before they take it to the people. We did discipleship training seminars with the: curia, priests and pastoral leaders. We are touching the heart with reintroducing the basics.

Our Priorities as Disciples:

- Live sacramental and spiritual lives through prayer and worship. People are not coming to mass. It still is a serious sin not to go to Mass on Sunday. We need to help them fall in love with Jesus.
- Support marriages and families as homes of discipleship. We need to share our complete understanding of what marriage is. The goal of couples is to get one another to heaven.
- Stand with our parishes as communities of disciples to build abundant attendance and participation in the Mass
- Use all means of modern day communication to promote the mission of Christ and the Church. Need to be engaged with the world. We need to present the ideas where the people are, social media.
- Ensure Catholic schools and religious education programs foster discipleship and excellence. Catholic schools can do an incredible job at forming disciples. Things of value always cost money. Religious education, one hour per week needs to be really good.
- Advance the call to priesthood and religious life. Five Ordinations coming up in the spring. Twenty-five in the seminary. This is a major shift. With religious life, Carmelite Sisters in Denmark numbers are increasing.
- Serve the life and dignity of all, especially the most vulnerable. Living Justice became the new department name. You can't have justice if you don't have life.
- Share generously God's gifts in service to Christ, the Church and others. That is what you have received as a gift, share with others. You don't have to be good at everything, but share what you are good at.
- Embrace the Shrine of Our Lady of Good Help as a welcoming sanctuary of peace, mercy and healing. Up to 130,000 coming to visit. We have to adjust and share it with the world.

Would like to add a priority and state more our intention with the Catholic hospitals and Catholic colleges to embrace the mission of their organizations. I do not run those, they are in the hands of their boards.

A member—Thank you for putting friends and followers of Jesus. The kids did not know what a personal relationship with Jesus was. Julianne and Sister Marie Kolbe do a test class. They cover Kerygma and this at Silver Lake College. Would recommend Julianne come and talk at a DPC meeting. Started out as a closed group, but has opened it up as an open group for suggestions and prayers. Take a look for your parishes.

Bishop—That class is the main focus for the discipleship training seminar. The next group will be parish staff and principals and then carry it out to the parishioners. As the Diocese of Green Bay, we are headed in the right direction. We have offices, parishes, Catholic institutions all working hard—some large and some small. We are doing really good things but going in different directions within the church. What would it be like if we point our arrows all in the same direction? So, there will still be different arrows within the big arrow. We may need to streamline and condense if necessary. But our goal is to all focus our arrow in the same direction to accomplish the mission and vision. We are not very good at introducing Jesus to others. I want to confirm real disciples. This is a blessed diocese. We need to serve the people today. We will read mission at every meeting. We are not yet at strategic planning. *The Purpose Driven Life*, written by Rick Warren. To know him, to serve him in this life, to be happy and to serve him in the next.

#### **Update on Discipleship Year I and Year II—Fr. Felton**

Where we are in preparing the mission is looking at how we are going to embrace the mission. This is not a program. This is a paradigm shift. A lot of the things we are talking about you can go back in history and look at discipleship.

No longer calling it strategic planning, it will be mission planning of how we are going to become missionary disciples. So, look at Mission and Vision roll-out. In August we streamlined the new Mission and Vision statement. Every meeting that we have, we will talk about mission and vision. Look at worksheet handed out. There is a deep relationship between the curia and parishes. We want a seamless relationship between the parishes and the curia. We want to be partners in this. We are one community of disciples. To help us be able to do that, we teamed up with the St. Norbert College Strategic Research Institute to have a parish study. The parish study allows us to solicit a whole lot of information viewing from the parishes understanding. To do that, we need to look at many things. We will take what is working, but reorganize through the lens of discipleship. The study will go out to: pastors, pastoral leaders, deacons, parish staff, principals, religious education, parish and pastoral council members. There will be a sample of the groups of old and new members.

We will take a look at the parish survey results. We will begin to look at the way the curia is doing their mission planning to better serve the parishes with their mission planning. Need to do some intentional mission planning for curia and parish.

The timetable to do this includes:

- The survey will be going out next week and will be done in November.
- Curia will look at the results.
- Feedback to parishes and parish leaders will most likely happen in January and also with groups.
- Then have a general discussion.

- Pastoral Council meetings in January and February where we can start a conversation regarding: mission, vision and priorities and look at challenges.
- Between March-June start a process for parish mission planning. First, go in and help people understand how we are going to do this and what tools are available and look at options. Will build on strategic planning already in place. If a parish has not looked at strategic planning, then a different approach. A full year for the parish is mission planning.
- By June 30, 2018 where parishes move forward.

What do we keep doing, stop doing and start doing based on the lens of discipleship. Parishes we won't rush, but we want to share how this will be rolled out. Discipleship I had curia staff, priest and pastoral leaders do the discipleship training seminar. The priests are excited. We are returning on a huge emphasis on Jesus. Following the discipleship seminars, all the curia, priests and pastoral leaders are now into Alpha Groups where you continue to reflect on what it means to live the call and deepen it with a sense of purpose.

Bishop—Alpha comes from the Anglican Church. We are doing it over a 12 month period right now. But with the parish, it can be done weekly. The next group will be: deacons, parish leaders and principals. We are trying to enable as many people as we can to become missionary disciples. By 2020, we want to launch a real person to person campaign to enliven. Many parishes are in survival mode, they like the comfortable way things are currently being done. We have to move forward. We are focused on ourselves, preserving our parishes and our schools. The answer is to go out. We want to move out into our communities. This is the call of your baptism and call in your confirmation. You and I have to be about this all of the time. The first few years will be hard. We have a vision in mind. We are called to do this because of our baptism. We are doing the work of the Holy Spirit. It will take time to learn it, but it is like giving new life.

Fr. Dan—Walk through of timeline.

- Announcement ongoing.
- November, parish survey to help us out in the field.
- Then feedback to the parishes. In response to the parish survey, take a look at parish mission and vision in a general way.
- Prepare parishes to move into a mission and vision planning for three months. During that time, the parish staff and parish council members will be going through the Alpha group at that time. The two will go hand in hand.

A member—Will there be a guideline for best practices for mission planning? Understanding they need flexibility but best practices to help the parish.

Fr. Dan—Already we have four ways we can do strategic planning. Now we want to take that version and put it in the context of mission and discipleship. It has to be intentional. There is a book, *Great Catholic Parishes*, by William E. Simon Jr. that is a resource.

Bishop—Let us know if you have skills that you want to share that can help us with mission planning for the parishes. Match skillset and gifts with the need.

A member—How do we go to the outskirts, the lost sheep? They may not want twelve weeks of Alpha? How will we go farther beyond? We are losing so many parishioners.

Bishop—We can never be satisfied. You cannot be Catholic and not evangelize your whole life. The answers are in our own backyard. Our parishioners who are still coming are diamonds. Help the parishioners be the disciples with Alpha and they will take it to their families and neighbors. Be welcoming and friendly. We need to move forward by getting focused on Jesus.

Fr. Dan—Internally, get the pastors and parish staff on board. Growing those relationships and bring that to the parishioners. The most important part will be for us to take all of the energy and bring it outside ourselves. Mission planning is to build on our strong foundation. The way we are organized with programs might not make as much sense through the lens of discipleship. We need to be ready to invite them in but also we need to be ready to receive them into our parish. Usually the energy comes back to us, but evangelization needs to take the energy out.

A member—Shared a story. A Baptist church offered dinner and helped them move in but did not invite them into the church at that point. First, they built the relationship.

Fr. Dan—We need to prepare ourselves to turn away from ourselves. We are doing the parish survey to lead to mission planning. Do you think the roll-out makes sense to you? Are we missing something? The curia will be rolling out things ahead of time to be ready for parishes.

A member—Yes, makes sense. The how and the why is connecting the dots.

Bishop—Parish already has a mission and a vision. You can use current mission and vision but connect the diocese mission and vision with the parish one.

Fr. Dan—Every mission and vision statement will reflect one mission and vision theme. July 1, 2017 we will start to have parishes go through the mission planning. A good point, we need to talk to the pastors with the rollout process. We need to communicate this so the parishes are ready for this with the planning.

A member—Need to create a case for change.

A member—There is part of the communication piece we may need help with. Not everyone will be able to present the conversation for change. It is important to have some base points to be able to explain it better. Some people it is not their gift to explain things. Maurine's parish is already pulling people together to speak about where parish is headed.

Bishop—Perhaps we need to provide a DVD to help out.

Fr. Dan—March to June, training the folks to be able to explain the why we are doing this.

A member—I encourage teams to go through the training, because it will be more energized.

Fr. Dan—Remember at this time, there will be people going through Alpha.

A member—International priest wants to do everything right now.

A member—Easier if you explain the ultimate goal where we are headed.

A member—If you do a dvd, keep it short enough to be shown during mass.

A member—What is our role before the next meeting?

Fr. Dan—Part of your role is feedback which you have helped us with today. We will start some communication to those that need the information.

#### **Update on Meitler Study—Bishop Ricken and Fr. Felton**

Bishop—The Meitler Study is here to study our schools in-depth. We have 57 Catholic schools and 157 parishes. Many of those are parish rural schools. Some have modest enrollment. I am not interested in closing the schools. We did a study about 5 years ago. Five or six of our schools are close to closure last year. Meitler is out of Milwaukee. They have helped several other dioceses and have been beneficial. Their task is to recommend which schools are fine, which schools are struggling and which ones are in trouble. Often times, the Catholic school can be the center of the parish if it is run well. They always struggle with: tuition, tuition assistance, salary for teachers and principals and enrollment. We need to see how we can help one another. Meitler will make recommendations regarding the schools and also the education department. The schools are the diamonds in our own backyard. We need to find ways to get those diamonds into the light. The parishes should not use more than 80% of the money for their school. Catholic identity and discipleship formation we are better at that. The steps we are taking are good. The Meitler Study will be bringing us results over the next months.

#### **Q & A**

Is GRACE the largest catholic school system in Wisconsin? Yes, Catholic Link is a new thing for grade schools, high schools and catholic colleges.

A member shared a story on being a Catholic teacher versus public school.

Fr. Dan—How often in our parishes do we put the rules before the parishioners? We need to do both.

Bishop-We have to be welcoming.

Bishop led prayer

The meeting adjourned at 11:41 a.m.

Respectfully submitted,



Jami Rogne  
Recording Secretary