

Notes for the Pastorate Town Hall Meeting

I. Introduction

A. Good Evening. Let's begin with a prayer. We'll use the Pastorate Prayer that we prayed at our last Town Hall meeting down at Saint Mary's in November.



B. Pastorate Prayer



C. I am happy that you are here. It demonstrates your care and concern for our community and our common drive to improve and to do what God wants of us.

D. As your pastor and the staff, we're looking to be transparent.

1. We're also looking to determine the best way to communicate on a regular basis.

2. That's a great part of what the Census was all about. The information that we collected and/or corrected there will help us to use new technology available to reach out in a way that is convenient and relatively easy to use.

E. Tonight, I have a ½ hour for my update and then I will open up the evening to those who have questions.

1. As I go through my presentation, there won't be any need to take notes. Both the slides, and my talking points will be on line for those who wish to access them.

2. We will also post on-line additional slides and notes that back up and help to explain some of these points.

3. We will also post all of the questions and answers that we have received both in writing and at each of the sessions that we have had this week. All will be posted no later than Monday.



F. In my update, I am going to cover 5 major points:

1. Mission

2. Pastorate Information

3. Staff

4. Holy Family Community

5. St. Francis – St. Mary Community

6. The last two are reversed from the presentation that I did on Monday night at St. Mary's.



II. Pastors Update – Mission

- ⊙ A. This update is different from the last few that I have done because I am beginning with mission rather than simply offering factual updates. If you leave with one thing tonight, I hope you understand better what our mission is as individual disciples, as parish communities, and as a pastorate.
- ⊙ B. Indeed, most of the changes we have made over the last year and a half have been about how we understand, share and participate in that mission. And this mission that comes from Christ has been the focus of every level of the Church.
- ⊙ C. We are focused on the mission given to us by Jesus Christ: Go make disciples. These are His marching orders that He gave to His disciples just before He ascended into Heaven
- ⊙ D. Jesus gives an instruction in four parts which corresponds to our life as a community:
 1. Go – the call from Jesus is active, not self-serving, or comfortable.
 2. Make Disciples - the Missionary aspect of the Church to share Jesus Christ
 3. Baptize – the sacramental life of the Church
 4. And Teach – the teachings of the Church, the doctrine and dogmas, the content of the deposit of faith.
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- E. This is the most basic mission given by Christ Himself to every Christian.
1. Making disciples is ultimately about helping people to encounter and surrender to Jesus Christ. Now I know that we as Catholics don't really have a history in talking like this. But when we examine it and look at it we understand the reality.
 2. After all this reality has been taught for centuries by the Church and was made expressly in Vatican II. And it has come down through the theology of the popes since then each one in his own way sharing his understanding of the call. Popes as different as Benedict and Francis have made this a priority.
 - a. The 2nd Vatican Council that called us "to impart an ever increasing vigor to the Christian life of the faithful; [and] to adapt more suitably to the needs of our own times...And further, it is their duty also to ensure that the faithful take part fully aware of what they are doing, actively engaged in the rite, and enriched by its effects [8] a call to full, active, conscious participation not only in the liturgy but in our whole lives
 - b. Since that time, the Church Universal has sought different ways to reach out and show to the world the full richness of what Christ offers to the world.
 - c. The Church has recognized that the times have changed. Pope Saint John Paul II called for a "new evangelization" a re-evangelization of those countries that have long had the faith but had become less fervent.
 - d. Pope Benedict XVI used different language but was making the same point, especially in *Verbum Domini*, his Apostolic Constitution. He even called A synod just before he retired and his successor, Pope Francis, wrote that Apostolic Constitution, *The Joy of the Gospel*
 3. At the Archdiocesan level, this call comes as well as Archbishop Lori called us to respond both the needs and challenges of our time as well as to the Holy Father's call in *Joy of the Gospel* – which, by the way was the Final document of the Synod called by Pope Benedict XVI. I think Archbishop Lori's pastoral letter and the resulting plan for pastorates is an effort to answer this call. We'll talk more about that in just a minute
 - a. At the same time, we as an archdiocese were looking at how we address the same issues, not in a theological way alone, but in a practical pastoral way. Under Archbishop O'Brien, you may recall that we were in the process at looking at what constituted a healthy parish and what needed to be done with those parishes that were not sustainable.
 - b. When Archbishop Lori came on board, he stopped that process because it was going too fast, focused most on structures and finances. He put the process on hold, called for time to understand better the needs and the problems and came forward with *Be Missionary Disciples* and the notion of pastorates.

4. But first, I want to point out that each of our parish communities had already been working at this mission in different ways.
 - a. Here at Holy Family we rearranged the pastoral council, created a new mission statement and then began to look at how we do things in Mapping Our Journey.
 - b. At St. Francis St. Mary's the focus came through 5 year plans begun in 2005, refreshed in 2010 and a convocation called in 2013 to review the survey sent out and determine what needs were to be addressed. There was a meeting at the change of leadership and I also had listening sessions after I had been here for a while.



- F. Let me sum it up briefly with 2 questions: How many of you know someone who has been raised Catholic but is indifferent or antagonistic to the Church? How many of you have shared with me that your children or others that you know don't want to come to Church because it is boring or irrelevant?
 1. The goal is reach out not only to your children but to others and help them understand that our faith, the Church, Jesus Christ is not only relevant but essential to a life filled with Joy and true purpose.



2. With that background then, it is easier to understand our mission to be a community that
 - a. Helps people COME TO JESUS, provides them a place where they feel at home to worship yes, but also a community where they are valued and where they can share their gifts as they come to know Jesus better, both sacramentally and in the community. Hold that thought because you will be hearing more about it this weekend as we celebrate Corpus Christi
 - b. Allows God to guide people to BE TRANSFORMED by the Holy Spirit and with the graces given in and by our communities
 - c. Sends people out to GO, MAKE DISCIPLES, people set on fire with the Love of the Lord, graced by the Holy Spirit to share with others the grace they have been given
3. Over and over we've talked about reaching out and being an invitational community. Just as we have been welcomed and found a home to worship, we are called to invite others to come experience God's love too.
4. Over and over again, Pope Francis has asked us to step out of our comfort zones and be FEARLESS in sharing the Good News.
5. Wouldn't it be great to have every Mass with standing room only, filled with believers who have encountered Christ? We can't be satisfied until this occurs. Be transformed and GO Make Disciples.
6. That's our mission. I want and hope for us to become a place where the whole community experiences the transforming power of the Holy Spirit, is fed and nourished so that they are on fire to go and share that Gift with others. Ultimately it is the same mission we have always had but with a new, more intentional focus that's what brings us to the pastorate plan of Be Missionary Disciples.



III. Pastor's Update – Pastorate

- A. At the outset here, I can't go into everything about the pastorate, about what has prompted it and what guides it and what is hoped for by the end of the process. But I do encourage you to go the website, BeMissionaryDisciples.org which unpacks so much of this, especially with regards to what the goals are and what success means. I want to include some basics though because these are affecting us right now.



B. What is a Pastorate:

1. Definition: one or more parishes with a single pastor and leadership team. The pastorate defines which parishes will be planning together for how to carry out the mission of the Church in their boundaries.
2. Ultimately, the pastorate is a partnership focused on mission just described-forming /transforming disciples.
3. The pastorate is not about combining or closing parishes but about helping us to work together to address our common needs and challenges, to share with one another our gifts and strengths, to ease the burden of each.
4. In fact, it is best described its goals and resulting fruits
 - a. Goal: Vibrant Liturgy
 - b. Goal: Belonging
 - c. Goal: Conversion
 - d. Goal: Spiritual Growth
 - e. Goal: Disciple Making
 - f. Goal: Mission Support.

C. For example, let's look at the first goal and examine its fruit what success means. If we meet the goal of vibrant liturgies:

1. The Good News is proclaimed and understood
2. Music is inspiring and participatory
3. Homilies are a source of conversion, renewal, and growth
4. Parishioners are more fully engaged disciples

D. There is a slide for each of the goals and I encourage you to look at them. We would love your input as to how we can achieve each goal and we will be seeking your input as we move forward in this process.

E. Now, this notion of the pastorate is different from other dioceses as it does not have a pre-determined outcome of what parishes must close, what parishes must ultimately be combined or what the final product will look like. The Archbishop has allowed this process to be both fluid and organic which means that the Archbishop is listening, that we have a say in the outcome. But it also means that we must be active in participating.

F. Process of Forming and Becoming a Pastorate

1. On March 31, 2017 Archbishop Lori named the pastorate of St. Francis, St. Mary, Holy Family. We were 3 of 23 communities being combined into 9 pastorates.
2. He determined, along with our input that we would be in the Pilot Phase for the Archdiocese. That phase, beginning now, is the first phase so the process is somewhat fluid and we are helping shape the process as we go along.
3. On April 5, at the request of the Archbishop we had a meeting with the 9 Pastors of the pastorates in the pilot phase and with heads of departments from the Archdiocesan Central Offices. It was a most productive meeting where we as pastors were able to hear the Archbishop and his team on their hopes for the pastorate and also to voice our concerns, some of which began to be addressed immediately from that meeting. I have rarely seen such a coordinated effort among Central Services and even then only for a capital campaign. I can assure you that this effort has the full backing and support of the Archbishop and, therefore of his team.
4. At that meeting, the Archbishop scheduled a retreat with us pilot pastors. We will be meeting with him on June 26 – June 28 at Retreat House in Priestfield, WV. I ask you to pray for us at that time and indeed, as we got through this process
5. While it is not simply an Administrative Process, the pastorate plan does call for a single leadership structure. This is not merely about a single pastor or clergy, but about a bringing together of parish staffs and other parish Leadership structures. This does not mean that there will be one big committee doing everything and doing it differently. It means that we will be coming together at points to help one another and then each community working as called for in the community.
 - a. Both Pastoral Councils \Rightarrow Pastorate Council
 - b. Finance Council
 - c. Liturgy Committee
 - d. Facilities Committee
 - e. Hospitality Committee
6. Please note well, as I mentioned at the last town hall meeting the Archbishop has allowed this process to be both fluid and organic. That means we are shaping the results rather than simply accepting something from Central Services. But that also calls us to greater efforts if we want to shape these decisions.



G. Finances of the Pastorate

1. Finances are kept separate for each parish but each parish shares proportionately in the common expenses. Those expenses that are particular to each parish are borne only by that parish
2. Finances for Both Parishes are reorganized according to Mission.
 - a. Rather than the breakdowns that we have had in the past, we are breaking down cost to see how they serve the mission directly such as in the areas of faith formation, Liturgy and worship, Alpha, evangelization, outreach and advocacy.
 - b. Other expenses are determined by how they support the mission such as costs having to do with finances, facilities, personnel, technology, administration, and administrative help.
3. In each pastorate, one of the parishes, usually the largest, is designated a Host parishes for accounting and personnel purposes only.
 - a. All staff are made employees of the host parish.
 - b. Staffing costs are billed proportionately to the other parishes of the pastorate
4. Currently we are working on Completing the Budgets for FY 2018 and each parish will have its own budget.
5. Both parishes will continue to have separate Corporators but, as we have already been doing, we will meet together
6. We will be focusing in the fall on Stewardship. Does what I give constitute a proper return to God for the blessings God has given me?



H. What the Pastorate is Not:

1. This is not only a structural/administrative change in parishes but an attempt to plan how each community can focus on mission and better serve as Christ calls us.
2. The pastorate plan does not call for the immediate closing of any parish. Planning in and among communities will determine how we move forward.
3. The pastorate plan does not create a single new combined parish community. It maintains the separation of individual parishes but calls them to work together for planning and mission.
4. The pastorate plan does not combine the finances of both parishes but calls each to bear a percentage of shared costs (clergy, staff, etc.).



IV. Pastor's Update – Staff

A. Combined Staff to Serve the Pastorate

1. We have combined our two parish staffs into a single staff to serve the whole pastorate.
2. Where there was duplication or redundancy, we were able to explore new possibilities, such as a person dedicated to communications.

B. Focus on Mission:

1. As with the expenses, we are restructuring our staff to focus on mission.
2. We'll have a Director of Mission working areas such as faith formation, Liturgy and worship, Alpha, evangelization, outreach and advocacy.
3. We'll also have a Director of Mission Support working with such areas as finances, facilities, personnel, technology, administration, and administrative help.
4. All of the staff were willing to change and adapt, allowing us to strengthen our team and focus them and us on Mission leading to new titles and new emphases.
5. We are still in transition but are beginning to settle in to a new structure that divides our staff roughly into those focused immediately on the mission and those that provide support for the mission.

C. Use of Unpaid Staff

1. One of the things we learned on our trip to leadership conference in Nova Scotia last year was the reality of staffing with a limited budget.
2. We had needs but could not afford to hire people to address them.
3. We learned from St. Benedict to put the call out there and see who could help. We had two people step up immediately and say they were willing to serve as unpaid staff.
4. They are more than volunteers and have committed themselves to a given number of hours each week, went through the same screening and background checks as our other employees did. We have since added another one and are working with the possibilities of two more. They have been a blessing to us.
5. And we could certainly use more. If you are able to help us in this way please see either Karen Nelson, Terry Kirby or Faye Williams.

D. Transitions

1. We've had a number of transitions with regard to our staff especially in the restructuring and combination of the two staffs.
2. We have also combined administrative offices for St. Francis St. Mary and for Holy Family so the records and primary office work is done here at Holy Family. We will continue to have an office presence at St. Mary house during the week and on Sundays. We're looking to see the best way to do that.
3. Also, Rosie Berkey has retired. Also, Deacon Chuck McCandless has retired as well

E. There is a chart on line that helps to unpack this visually as well.



V. SAINT FRANCIS SAINT MARY



A. New Parish Entity

1. As I mentioned in my homily a few weeks ago, I requested of the Archbishop a formal joining of the individual parishes of Saint Francis and Saint Mary.
 - a. Always the two communities have shared a single pastor.
 - b. This recognizes the reality we have been living for at least 30 years when the finances of both parishes were combined and the two communities went to a single set of records and reporting to the Archdiocese.
 - c. This does not mean that either parish is closing.
2. The Archbishop is required by universal Canon Law (the law of the Church throughout the world) to hear the Presbyteral Council (group of priest advisors from throughout the Archdiocese). which he did in April.
3. This new community, entitled Saint Francis of Assisi-Saint Mary recognizes our history and maintains the identity of our whole Community.
4. The recognition also protects the assets of both formerly separate parishes so that it remains with the combined community
5. This is effective July 1, 2017.



B. Finances

1. Our balance sheet shows us with a net gain again this year, but this is extremely deceiving and is due only to decreased expenses, primarily not paying the salary or benefits of a pastoral leader. The money not spent has been placed into savings for use in the near future.
2. The good news is that, even with fewer people giving, our offertory is higher than when we had greater numbers of parishioners. This is a testament to those of you who are giving.
3. However, the bad news is that we are still not making budgeted offertory and, as you can see from the chart, we have seen a substantial decrease in offertory over the last five years.
4. We are looking to address stewardship here and at Holy Family in the fall as it has not been done for a number of years in either place.

C. Faith Formation

1. Our goal is to provide the best formation for all levels of disciples, from the very youngest to the “fully mature” and, especially in our programs for kids and young people, the pastorate has already been a great benefit to both communities.
2. The TYM (Total Youth Ministry) program under the Direction of Mrs. Caroline Rohr has been very successful in providing for our young people a strong foundation not only in the content of our faith but also in prayer, service and community.
 - a. I realize that this was already present here to a large degree, but it has truly been a blessing to bring our young people together from both communities, offering them the opportunity to learn and grow with their peers, so many of who they know already from high schools.
 - b. We have also incorporated the Alpha Program for teens into our already strong program and we have seen very positive results.
 - c. One of those results comes in the growing number of young people who remain with the program even after they have been confirmed. Also, a growing number of young people are signing on to serve as peer ministers to serve the classes behind them as well
 - d. Even though I did not roll it out well, I think it has been a great blessing for our young people as they shared on their retreat and the very lively Mass we had at Holy Family when they returned.
 - e. Caroline is working more closely with a team and with young advisors to increase the strength of the program even more.
3. And the presence of Ed Haynes on staff has really added to the overall blessing of our faith formation grades K-6. His presence will allow us to focus more on

supporting our catechists with increased recruitment along with greater formation for them and overall support.

4. For those of you who may not be familiar, we currently offer the following opportunities for faith formation for our young people:
 - a. Elementary (K-6) Monday Night BES (6:30 – 7:45)
 - b. Elementary (K-6) Monday Night HFCC (6:30 – 7:45)
 - c. Elementary (K-6) Tuesday HFCC (4:30 – 5:45)
 - d. Middle School (7-8) Tuesday Night HFCC (6:30-7:45)
 - e. TYM (9-12) Sunday Evening HFCC (6:30 – 8:30)
5. Because so many of our parents faced challenges with our Tuesday night program, we are moving the Middle School Program to Sunday afternoons. This will allow us to keep the successful format (a blending of the more structured classroom of the K-6 but also an introduction into the more group focused TYM):
 - a. Middle School (7-8) Sunday Aft. HFCC (2xMonth) (12:15 – 2:00)
 - b. TYM (9-12) Sunday Evening (2xMonth) HFCC (6:30 – 8:30)



D. St. Francis Church Building and Property

1. Again, as I made know in February, there are significant and severe issues with the foundation and the exterior facing making the church unsafe for occupation.
2. The cost even to prepare a complete assessment and plan for a would cost 10's of thousands of dollars and the repairs just to make the building safe would be several 100's of thousands of dollars if not close to \$1 million. This was confirmed by two independent local engineering firms. The second hired to substantiate the first was even more emphatic that the building should not be occupied.
3. We have contracted with Gardiner and Hall, one of the premier liturgical consultants to inventory and appraise all the contents of Saint Francis church.
 - a. The goal is to get a solid inventory so we know what is there. They are also appraising things and offering recommendations on what is of liturgical, historical and financial value.
 - b. We look to combine and use some of those resources immediately here at Saint Mary church to help maintain the identity of our whole community. For example, the statue of Saint Francis will be an excellent addition to this church and a constant reminder of the presence and intercession of our beloved patron.
 - c. The remainder of the inventory will go into storage until we are sure of what our needs are.
4. Disposition of the Building
 - a. I have petitioned the Archbishop to remove from the church building the sacred designation and to allow us to proceed with putting the building up for sale.
 - b. We are looking to prepare the church building and rectory for sale "As Is." The goal (determined mostly by minimizing cost now that the building is unusable) is to sell the church building and rectory (without making any substantive change) along with the two plots behind them. We looked at other options but this is the most financially feasible and beneficial to the community.
 - c. Any proceeds of the sale will go to St. Francis – St. Mary.
5. I know that this is a painful chapter in our history. It has not been easy on anyone but it is truly a blessing that no one was hurt.
6. We are looking to have some type of recognition- decommissioning service in the Fall or before sale

E. Someone asked about the involvement of the Archdiocese in this process.

1. Please remember that we were the ones who discovered the problem as we sought an analysis of the structures and the cost of any necessary repairs. Seeing those engineering reports, I am grateful that we did, even painful as it is.

2. All of that said, we have been assisted by the Archdiocese at every step of the way, including the Facilities Department and the law firm helping us to see about moving forward with a new church building.

F. St. Mary's Church Building and Property

1. Also, as I mentioned in February, we did a structural analysis of Saint Mary church building as well.
 - a. Overall, the structure is sound and we are blessed to have a place to worship even on the closing of Saint Francis.
 - b. The report did point out a number of issues, which, while not urgent, must be addressed to maintain this church building:
 - i) Some minor safety issues (railing)
 - ii) Exterior Needs (repointing, mortar work) of about \$500,000 worth of repairs are to be addressed over the next ten years.
 - c. We are look to do now only what is necessary to maintain the building and to address those safety issues
 - d. We are holding off on making any changes to the rectory until we know better what is needed in the church and until we get a better sense of other needs.
2. Interior
 - a. We are also looking to develop a plan that will make the best use of the space we have
 - i) We need to make the sanctuary more useable (user friendly for priests and others) and to increase space for liturgical functions.
 - ii) We also look to increase storage and make better use of spaces such as the sacristy and the other areas in the back.
 - b. We look to integrate some of the furnishings from Saint Francis and paint the interior.
 - c. Ultimately, when we are able to build a new church that will meet our needs, I look for this building to be completely redone, refinished and restored for use to serve as a chapel.

3. Community Presence
 - a. Even as we close the church and office at Saint Francis, we are looking to maintain and even expand our presence in this community.
 - b. We look to have regular office hours at Saint Mary House during the week and, hopefully, also on Sundays.
 - c. We look to continue and step up the work of the Pastoral Council to reach out to the new housing developments in the area.
 - d. We are also looking to increase our presence at Community Events and Organizations (Beacon)
 - e. Also, the establishment of the new Saint Vincent DePaul Society should help us not only have a presence here but actively serve the needs of those less fortunate.
4. Saint Mary Cemetery
 - a. We are working with the new Archdiocesan Office for Cemeteries to share the knowledge and experience of other cemeteries in the area.
 - b. There is much work that needs to be done in the cemetery and we are looking to make this happen sooner rather than later.
 - c. We have a volunteer who is combing through the records, consolidating and updating so that we have an accurate picture of the rich history
 - d. The money raised through Friends of Mary Francis was set aside specifically for the use of the cemetery and we will be using this to finance the necessary repairs.



VI. HOLY FAMILY COMMUNITY

A. Community Presence

1. Over the last few years we have made intentional efforts to reach out to the community around us.
 - a. We have welcomed people through already existing events like our Craft Fair and Bingo.
 - b. We have helped by holding funerals for those on the margin.
 - c. We have supported and increased our efforts with the Back-Pack Program, outreach to the Middletown Food Bank and helped start the Meals on Wheels Program.
 - d. We certainly look to do more of this as we progress.



2. Our primary effort, though has been through Alpha.
 - a. Alpha is the engine that powers our outreach efforts. If you have not been through Alpha, I would ask you seriously to consider it. It has made a profound impact on my life and in the life of our communities.
 - b. Almost 300 People have gone through 8 Sessions of Alpha and we now have Alpha sessions in both parish communities.
 - c. Of those 300 people who have gone through Alpha, about 60 have re-engaged and volunteered in the parish. This represents about 20% of all those who have gone through Alpha and we are looking at different ways to reach out to the other 80%
 - d. We are looking to hold new Alpha sessions in all of the pastorate, from Myersville all the way through Brunswick. We are also looking at holding Alpha sessions in other churches and in other outlets as well.
 - e. In doing this we hope to reach out to those who may not be comfortable coming to our door.



B. Faith Formation

1. We have already targeted Faith Formation as one of our most important areas of attention and outreach.
 - a. Caroline in the Middle School (7 and 8) and the high school has done a phenomenal job of revamping our programs to reach out to our young people in ways that are engaging . She has developed a strong team to work with her and has achieved some promising results in those young people who continue to return even after Confirmation, especially those who are dedicating their time to serve as peer ministers.
 - b. In addition to Caroline, Ed Haynes, who was Director of Faith Formation is now concentrating on grades K through 6. We look to provide new opportunities in each parish through the increased support of catechists and offering the same program at both locations (Brunswick Elementary School and at Holy Family).
 - c. Caroline is also reaching out to young adults (18-39) from both communities to see what we can offer to them.
 - d. As I mentioned, statistics show that the majority of our young people in that age bracket are married with children. Those numbers surprised me but will help us reach out. For example, we are looking at how we provide for the nursery as our young adults keep telling us that, for them to participate, they need help with their kids. This will not simply be child care but age-appropriate formation and activities to help our youngest disciples grow in their faith as well.
2. Director of Mission
 - a. As I mentioned, Mrs. Karen Nelson will soon enter her new role as Director of Mission. Her skills, faith, and dedication to this community are already a blessing to us in her role as director of Finance.
 - b. We look for this to increase as we make use of her degree in theology. This will be especially useful to us in the area of adult faith formation.
3. Best Use of Resources.
 - a. Already in the area of adult faith formation, we have a number of programs going on including RCIA, bible studies, book clubs, and discussion groups.
 - b. We are looking, though, to enhance this greatly. Our hope is to have someone to focus on this area specifically to enhance and coordinate what we offer to help people understand and grow their faith.
 - c. Until we have the resources to provide even someone part-time, this will be done by volunteers and coordinated by Karen.



C. Finances

1. As with the staff, our finances have been focused on our mission. They have been reorganized according to those which regard our mission and those which regard support of the mission.
 - a. As I mentioned when I talked about the staff, the areas of mission are faith formation, Liturgy and worship, Alpha, evangelization, outreach and advocacy. The income (direct gifts along with _____ % of our offertory) and all expenses associated with them (salaries for those directly involved with the mission as well as the expenses of the programs that forward the mission) will be shown as Mission.
 - b. The areas of mission support are communications, finances, facilities, personnel, technology, administration, and administrative help. The income from these areas (direct gifts to any of those areas along with _____ % of our offertory) and all expenses associated with them (salaries for those the mission as well as the expenses of the programs that forward the mission) will be shown as mission support.

2. Summary of the Last Couple of Years
 - a. A number of you asked about our finances since we faced the crisis in the summer of 2015.
 - b. The chart on the slide looks at our offertory and expenses for the last 6 years to give a context for the Crisis.
 - i) As you can see, in the years leading up to 2015, expenses exceeded offertory. This was true in the years before I came as well. This was not because we were living “high on the hog” but because we were building bigger, better, more diversified programs to reach out and attract more and more people. We made the Youth Minister full time and we hired a new Director of Faith Formation expecting that he could increase offerings for Adult Education. I did this in the hopes of “If you build it, they will come.”
 - ii) In some ways, we were successful. The revised faith formation program offered new possibilities with a second day for classes offered at an earlier time in the day.
 - iii) When I hired Terry Kirby as Director of Parish Operations, he, along with our Finance Committee, determined that the expected increases in membership and offertory would not be coming and, in fact, we were close to a crisis.
 - iv) Immediately we cut Expenses to the bone and asked people to step up through giving in our first Town Hall.

- v) We were able to realign the staff due to the departures of Lowell Jensen, Jean Rhoades, and Cathy Todt.
- vi) We did not experience many people increasing their regular offertory but we were blessed with a number of people who made one time gifts in addition to their regular giving. This allowed us to weather the crisis and get us back on track.
- vii) We still need to do better. To that end, we will be addressing stewardship in both parishes in the fall increase looking to increase regular offertory giving and the number of those who give on a regular basis. This hasn't been done in either community in a number of years.

3. At the same time we were facing a crisis with our regular offertory giving and balancing the operational budget, we were doing better on the mortgage side.
- a. In 2013 we retitled what was then called the Mortgage payment to be a Capital Improvements Collection. This allowed us to begin to look beyond 2017 when the mortgage would be paid off and also beyond 2018 when the Embracing our Mission Capital Campaign is completed.
 - b. All of the original systems in the church, especially the HVAC are beyond their expected life. Because of the great care taken, they are still in relatively good condition. However, they cannot last forever which is why we asked people to give at the current level through FY 2018 (even after the mortgage would be paid off in 2017) to build up capital reserves in anticipation of necessary replacement at some unknown point in the future.

4. Capital Campaign Embracing Our Mission
- a. In 2010, then Archbishop O'Brien called for a capital campaign to meet the needs of the Archdiocese. Every parish was called to participate and was also given the opportunity to also do a combined campaign for parish needs as well.
 - b. As soon as I arrive in the Summer of 2010, I was told that we would be starting the campaign in 2011. I asked for a delay as I had just arrived.
 - c. When we were called to begin the campaign, the finance committee was worried that the Archdiocese wanted all other fundraising to cease which would preclude the ongoing mortgage and capital improvements collection. We received special permission to keep the fundraising going for the mortgage and capital improvements collection even as we agreed to do the campaign with the Archdiocese.
 - d. From the start, I was pressed to do a combined campaign and raise money to complete the lower level. This became the case statement and

we started the campaign. The preparation for the campaign and the campaign itself also helped us to begin to focus beyond 2017 and the completion of the mortgage on the John Charles Moore Center.

- e. Through the efforts of many, we were able to meet the goal in gifts and pledges of \$1 million. However, we have not been as successful in collecting those pledges. One of the goals of the next few months is to reach out to people who have not completed paying on their pledge and see. Most of this money will come back to the parish and will be used for the lower level.
5. Alpha Trip to London.
- a. The trip to London for the Alpha leadership conference was an unexpected blessing for our community. As I mentioned, Alpha is a great tool for evangelization and has already borne much fruit for the communities. We were excited to see how we could develop the potential we have already experienced in Alpha.
 - b. Truly the conference was a blessing. I learned last summer of the value of going away, being together and hearing other perspectives. Can you image a whole concert hall, almost 6,000 people praising God and calling on the Holy Spirit. The blessing came not only from the talks, but in the opportunities to be with one another, focused on Alpha, meeting people from all over the world and from right here at home in our diocese (St. John's Parish, Severna Park, Maryland). We also had the opportunity to hear and to greet the founders of Alpha, meet with our counterparts in the Divine Renovation Network and get to know better people from Alpha, USA. All of these are resources to draw on as we make our way, learning from one another.
 - c. Still, the blessing almost didn't happen. Encouraged by the Divine Renovation Network we considered the idea very seriously. Because of the cost, we had intended to send only 1 or 2 people, those immediately involved with Alpha.
 - d. Then, I was approached by a donor who is a strong believer in the fruits of Alpha in the opportunities for the people involved to develop their leadership skills. The donor, who wished to remain anonymous, wanted to donate money for many people to go with the stipulation that I go as well. I was somewhat hesitant. After all, an expense paid trip to London sounds great, but it came right after Easter and at one of the busiest times of the year.
 - e. I am so glad the donor convinced me to go. In all, 10 people from Holy Family traveled to London. These included Terry Kirby, Karen Nelson, Laurel Swencki, Caroline Rohr, Dan Prendergast, Bryan Casey, and me.

Also, paying their own way were Dave Swencki, Lynn Kirby, and Mari Prendergast,

- f. The total cost of the trip was \$15,769 which included airfare, lodging, meals and admittance to the conference. Again, this was paid by a donor and did not come from offertory or any other operating or capital accounts.



D. Lower Level

1. As I mentioned before, the lower level was a main concern when I arrived. The Father John Charles Moore Center had been designed to meet the needs and desires of the community by holding both the Legacy Room for large meetings and for community affairs and the lower level for smaller meetings and faith formation. However, we were not able to raise the funds for the whole project so it was scaled back to include only the Legacy Room.
2. Also, as I mentioned, it became part of our case statement for the Embracing Our Mission Campaign, allowing us to finish our building needs and focus future giving on programs and capital reserves program.
3. The need for the lower level became more acute when we added the second day of Faith Formation Classes and then when we stopped using Middletown Elementary School for the Monday night classes.
4. Based on parishioner input, we returned the plans to the original project (I had amended them to increase useable space but there was great concern over increased costs and needed space for storage) and examined how we could do it.
5. With some funds from the original campaign (a few gifts were designated specially for the lower level) along with the money already received from the Embracing Our Mission Campaign and some money from our capital accounts, we have enough money on hand to begin the project. For the remainder, we were able to secure from the Archdiocese a note payable over 10 years for \$300,000. This will result in a monthly payment of about \$3,300 which is significantly smaller than the \$19,000 for the mortgage. It does mean that we will be reaching out to those who made pledges to the Embracing Our Mission Campaign as the majority of this money now comes back to us.
6. The cost of \$410,000 is higher than originally expected as the HVAC, which was thought to be adequate in the original bid, was deemed insufficient. This is due to a scaling back when the Center was built and also new regulations from the Environment Protection Agency regulating what coolants can be used.
7. A question was asked about the role of the Archdiocese in this. They have been a great help to us, both in engineering the project and in obtaining the necessary funds.

E. Rectory

1. The rectory is a great house and I am happy to live there. It is more than comfortable and I am able to have family and friends join me for visits. Some of my priest friends have made visits either to get away from their own parish for some rest or as a rest stop on the way to and from western Maryland. I also hold some meetings there and am happy to cook and even hold some informal meetings there.

2. All of that said, the house is almost 60 years old and in need of some major repairs. Bathrooms and the kitchen have the original fixtures and need updating (kitchen appliances were replaced in 2010). However, pipes freeze during the winter and we continue to struggle with water in the basement.
3. More than that though, the house is not well suited for more than two people, and certainly not, if one is elderly or handicapped.
4. The hope is to build a new rectory on the Holy Family Property that will provide housing and space not only for me as the pastor but for additional clergy as well. I hope to be able to draw a retired priest (many of the priests who retire from Frederick County stay right here and often help out in local parishes) to live here and help out with the pastoral needs of our people including visiting, pastoral counseling and celebrating the sacraments.
5. Through the generosity of Mark Lancaster, chair of our building committee and owner of Lancaster Builders, we have a designed house that will meet those needs and, through the use of an elevator, be accessible for all.
6. Financing for the new rectory
 - a. The majority of the funds necessary for the new rectory will come from the sale of the current rectory. The house has been appraised at \$350,00
 - b. We also have some funds already on hand given by a donor who designated that they be used only for the Rectory.
 - c. The remaining money will be from our capital reserves.

F. Technology for HFCC Church

1. We are looking to purchase camera, projectors and other audio visual equipment for the church. These will be used to enhance our liturgy and also help reach out to those who cannot join us in person. Our goal is to be able to provide live streaming and recordings for shut ins.
2. This has been very successful in other churches where it has been adopted.



VII. How Can I Help Now?

- A. The most important thing that you can do to help in this time of transition (and, indeed, at any other time) is to pray for the community, pray for me, pray for the grace of God and the intercession of our beloved patrons, our Blessed Mother, Saint Joseph, and Saint Francis.
- B. I would also encourage you to get involved, to offer your time and talent as well as your treasure to help support our communities. If you haven't been through Alpha, then I would encourage you to do that. It helps to ground us in service not to a particular community but to Jesus Himself.

VIII. What Can I Do to Understand Better the Mission?

- A. Again, prayer is the most important thing. Ask God for help in seeing where He is calling you as an individual disciple and where He is calling us as a community. Ask for help in determining what is good for the whole community.
- B. I also ask you to take the time to read three works that are seminal in what we are doing, what changes we have already made and what changes we hope to make.
 1. Be Missionary Disciples – the Pastoral Letter from Archbishop Lori that calls us to consider how we are to be present as Church in this part of the world, at this time and with these resources
 2. Joy of the Gospel – the Apostolic Exhortation from Pope Francis that explains the heart of missionary discipleship and how we can live the call of Jesus Christ, both as individual disciples as parish communities and as a pastorate.
 3. Divine Renovation – this book offers great insight into the process we are using to help us respond to the call of Christ. It is very insightful about the challenges we face and some of the things we can do to address those challenges
- C. I also ask you to take the time to study.
 1. Study the information we have on the pastorate and about the process we are using to help determine what that will look like for us.
 2. Also, study the information out there about the Divine Renovation Network. We are a part of this and are receiving coaching through this.
 3. There are all kinds of resources online to help you learn more about where we are and where we are going.
 - a. BeMissionaryDisciples.org
 - b. DivineRenovation.net
 - c. Archbalt.org

