

Faith Formation Commission Minutes
January 5, 2020
St. James Parish (Zoom)

Meeting called to order 6:35 PM

Present: Nancy Boerger, Jessie Brovold, Ashley Cyr, Theresa Dlugi, Tammy Riedel, Leslie Stovern, Karen Tylicki

Opening prayer: Leslie

Approval of minutes: No minutes taken for December's meeting

Discussion: Review of current events

- **Epiphany house blessing**
 - Everything went according to plan.
 - Baskets with chalk and half sheets were put out the weekend of 12/26-1/3.
 - 20 bags sent to Linden Grove. Activities Director very appreciative as they struggle to find activities for residents as a result of COVID.

Discussion: Idea Tracker for committees

- Ashley has created a Google Document tracker which will be sent to all committees to update as they plan parish activities throughout the liturgical year.
- Encourage better communication between committees and get a better idea of where to focus our energy.

Action Item: Jessie to bring up at pastoral counsel meeting 1/7.

Action Item: Nancy to take to staff meeting at the end of January.

Action Item: Members to share if on other committees and encourage others to fill out as they are planning activities.

Discussion: planning of upcoming programming/Liturgical seasons

- **Mardi Gras**
 - Mask contest: Families will receive communication regarding contest to create and submit a Mardi Gras mask. Families to email picture of mask to Nancy or Facebook (if allowed). Parishioners can vote for favorite mask on Facebook. Winner will be announced on Facebook. Prize for 1st and 2nd place masks.
 - Mask contest communication: email, bulletin, slide at church, flyer, FF teachers announce during class.

- Mask contest timeline
 - 1/14: email out to families
 - 1/16 and 1/17: communication slide at mass
 - 1/17-1/20: FF teachers announce to classes
 - 2/8: mask pictures to be submitted by this day
 - 2/16: voting to be completed and winner announced on Facebook

Action Item: Nancy will check with Natalie to see if pictures can be submitted and posted on Facebook.

Action Item: Nancy will talk to Nick about adding a slide of the winning masks.

Action Item: Email, bulletin, slide at church, and flyer for mask contest.

- **Bingo card**
 - Save for spring/summer activity.

Action Item: Committee members think of 2-3 bingo spaces.

Action Item: Ashley to make Google Doc to add bingo space ideas.

- **Lent activities**
 - Jesus Tree: daily activity for Lent with scripture readings. Could incorporate older members of the parish. Families can do on their own time. Families would have to purchase, not free. Will not continue with this activity this year.
 - Prayer cards: prayer, fasting and almsgiving cards families can work through during Lent. Families can also create own cards. Easy option for families. Could link scripture to prayer cards in the future. Distribute cards as is this year.

Action Item: Plan to attach scripture to prayer cards next year. Add idea to Google Doc.

Action Item: Distribute link to prayer cards via email to FF families. Email separate from Mardi Gras email.

Discussion of Commission's goals and vision.

- Discussion of short term and long term goals.

Action Item: Ashley to create Google Doc for committee members to add ideas for goals and visions.

Next Meeting: February 2, 2021 at 6:30 PM.

Closing Prayer: The Lord's Prayer

Meeting adjourned 7:42 PM

Minutes submitted by Leslie Stovern

Mass Attendance Meeting

Wednesday, January 6, 2021

Attendees: Shelly, Kathy, Lisa, Robin and Linda

Absent: Krista, Tom and Pat

Christmas Mass Attendance

- 2020 total 455 people (25% of 2019)
- 2019 total 1,643
- We remain consistent overall at 25% attendance for all masses since Covid

Reservations

- Most Churches taking Reservations
- Should we start taking reservations
 - Easter Mass?
 - All Masses?

****ACTION ITEM** – Linda & Lisa to ask Prayer & Worship thoughts on taking reservations for weekly masses.

Live Streaming

- Subscribers +19 each week consistently

Mass Experience

- Overall very positive
- Minimal Negative Experiences
- Last Minute Ideas/Additions to mass very hard to implement and can give impression we are disorganized. (example – invitation sent out via Facebook for children to dress up for Christmas Eve Children's mass with only 24 hour notice)
- Hand Sanitizer process before Communion will remain with minor changes to help with some small concerns/observations
- Dismissal Procedure change recommendation

****ACTION ITEM** – Linda & Lisa to discuss at Prayer & Worship meeting about ushers not starting dismissal till after last song is finished.

Next Meeting February 3rd 7-8pm

Committee:*Chairperson/secretary, please send notes to entire Pastoral Council*

DATE/TIME	LOCATION
Jan 11, 2021	St. James
ATTENDANCE (indicate excused members if any)	
<ul style="list-style-type: none">• Present: Linda Olbinski, Linda Klingler, Deb Dunn, Rose Mary Schendel, Bob Anderson• Excused: Karen Tylicki, Do Anich	
TOPIC	DISCUSSION (this area can expand for notes)
Opening Prayer	Prayer for Racial Healing
Next chapter "Open Wide Your Hearts" "Love Goodness"	Changing racial attitudes, unjust policies, and structures
Guest speaker – African American Keith Washington	Moving discussion about Keith's views on racism. Discussion how to get a larger audience from our parishes to hear him. Need to wait until after COVID.
Blood Drive	March 6 – goal 44 units
Next meeting Feb 8	
GO FORWARD MEETING SCHEDULE	Action items for next meeting
Oct 12, 2020	Committee members will look at "The Vanishing Half" for possible read for the committee.
Nov 9, 2020	
Dec 14, 2020	
Jan 11, 2021	
Feb 8, 2021	
March 8, 2021	
April 12, 2021	
May 10, 2021	

Visioning Team Meeting 1/13/2021 Minutes

Attendees: Shelly Evers, Roberto Garcia, LaVerne Wrasman, Karen Tylicki, Jessie Brovold, Jim Miller, Natalie Kornmeyer, Pete Burds

Started with prayer.

1. Administrative Business
 - a. DMI survey group was asked to join Visioning Team. That would include Tom Daniels, Debra Dunn, and Kathy Kirkman.
 - b. Nick Narloch is off the Team. He will support the Team, but does not want to be a part of creating the Vision.
 - c. **Action Item:** Natalie will contact Kathy Peters to chat with her about continuing with the Visioning Team.
 - d. Discipleship Making Group is created. Please pray for the 13 people going through the Disciples Making Process.
2. Recap of Discipleship Making Wheel and timeline for Evangelization Plan.
 - a. Visioning Team Process of going from Maintenance to Mission
 - i. Vision—We are at this step right now.
 - ii. Movement-Strategy on how to make Disciples
 - iii. Empower-Discipleship Group
 - iv. Align-Making the whole parish about Evangelization
 - v. Focus-Making the whole parish about Evangelization
 - b. Went through timeline for Maintenance to Mission. Included the Discipleship Making Group and the Visioning Team.
 - c. We need to clarify vision for parish so we can put things in place for the Evangelization Wheel (see attachment). We need systems or processes or events for Reaching, Calling, Forming and Sending.
 - d. Process over Program, so we just don't see what sticks. All events have to have Evangelization in mind. How are we welcoming, creating or sending out disciples?
3. Demographics of Mukwonago and the DMI survey results Discussion
 - a. Culture Change is the way we get from talking about other things (like family) to talk about faith here at St. James.
 - b. Small Group Observations
 - i. Affluent area
 - ii. Have high young family with very small children growth in Mukwonago, but not reflected at St. James.
 - iii. We have a lot of fence sitters at St. James.
 - c. Our key is to think about the audience we want to attract, to invite people individually
 - d. Simplicity is best—Understand the audience and don't make events, Mass, etc. too complicated.
4. Homework for next meeting/workshop
 - a. 5 Dream Statements for St. James. "When you walk through the doors..."

- b. 5 Priority Areas-Based on DMI and Demographics, Look at Demographics and Faith Goals (from DMI results)
 - c. View Sinek WHY talk—Pete will provide link for Ted Talk by Sinek.
- 5. NEXT MEETING SATURDAY, Feb. 6th 8:00am-12:00pm

Demographic Analysis and Trends St. James, Mukwonago Planning Area

Major Data Themes:

- Moderate population growth, significant growth among young families, strong family household structure, higher incomes, very homogeneous

Summary:

- St. James area expects 9% population growth over the next 10 years
- Although population of those 65+ will increase, significant growth in singles/young families aged 25-34 and kids aged 0-4 will contribute to maintaining the median age of 44 by 2029
- 9 out of 10 family households are married
- Median household income in the St. James area is 46% higher than in the Archdiocese overall
- Hispanic and Asian populations are expected to grow faster than the area's population overall, but combined, will still only represent 3% of the population by 2024

St. James Planning Area Compared to Archdiocese

Demographic Indicator	St. James 5-mile Radius Area	Archdiocese	
Population Growth: 2019-2029	9%	6%	Population
Age 0-4 Growth: 2019-2029	33%	4%	
Age 5-17 Growth: 2019-2029	-9%	-4%	
Age 25-34 Change: 2019-2029	40%	13%	
Age 65+ Growth: 2019-2029	58%	41%	
Median Age: 2019	44	39	Household Structure
Median Age: 2029	44	40	
Kids Present in Total HH	32%	28%	
Single mother, of Kids HH	10%	26%	
Married, of Family HH	90%	74%	
Single-person, of Total HH	17%	29%	Economic
Median HH Income	\$88,184	\$60,252	
Households with Income < \$35,000	15%	30%	
Households with Income > \$75,000	58%	39%	
HH Below Poverty	3%	9%	
White Collar	66%	62%	Race/Ethnicity
White	95%	74%	
Hispanic	2%	9%	
Hispanic Population Growth: 2019-2024*	7%	4%	
Black	1%	12%	
Black Population Growth: 2019-2024*	4%	--%	
Asian	1%	3%	
Asian Population Growth: 2019-2024*	10%	8%	
*Population Growth: 2019-2024	4%	3%	

Source: MissionInsite FullInsite Reports [Census data]

Estimated Profile of St. James Members

Summary:

- St. James members skew slightly older, have slightly higher incomes, are more likely to be married, but have fewer households with children present compared to the neighborhood overall
- Ethnic diversity of St. James members reflect that of the neighborhood

Age - Head of Household	St. James Members	Study Area
19-24	2%	2%
25-35	7%	12%
36-50	21%	24%
51-65	→ 49% ←	41%
66 and older	21%	20%
Average Age-Head of Household	51	50
Household Type	St. James Members	Study Area
Married, of Total Households	82%	79%
Of Households w/Kids:	25%	30%
- Single Parent	2%	4%
Retired	19%	18%
Household Income	St. James Members	Study Area
< \$35,000	12%	14%
> \$75,000	65%	60%
Average Household Income	\$98,024	\$93,725
Race/Ethnicity	St. James Members	Study Area
White	87%	86%
Asian	3%	3%
Black	2%	2%
Hispanic	8%	9%

Source: MissionInsite ComparativeInsite Report [Experian Mosaic Data]

Experian's Mosaic Segment and Description	% of Members
Aging of Aquarius: (Upscale boomer-aged couples in city and close-in suburbs)	26%
Boomers and Boomerangs: (Boomer adults and their teenage/young adult kids in suburban homes)	10%
Unspoiled Splendor: (Comfortably established baby boomer couples in town and country communities)	9%
Aging in Place: (Middle-class seniors living solid, suburban lifestyles)	7%

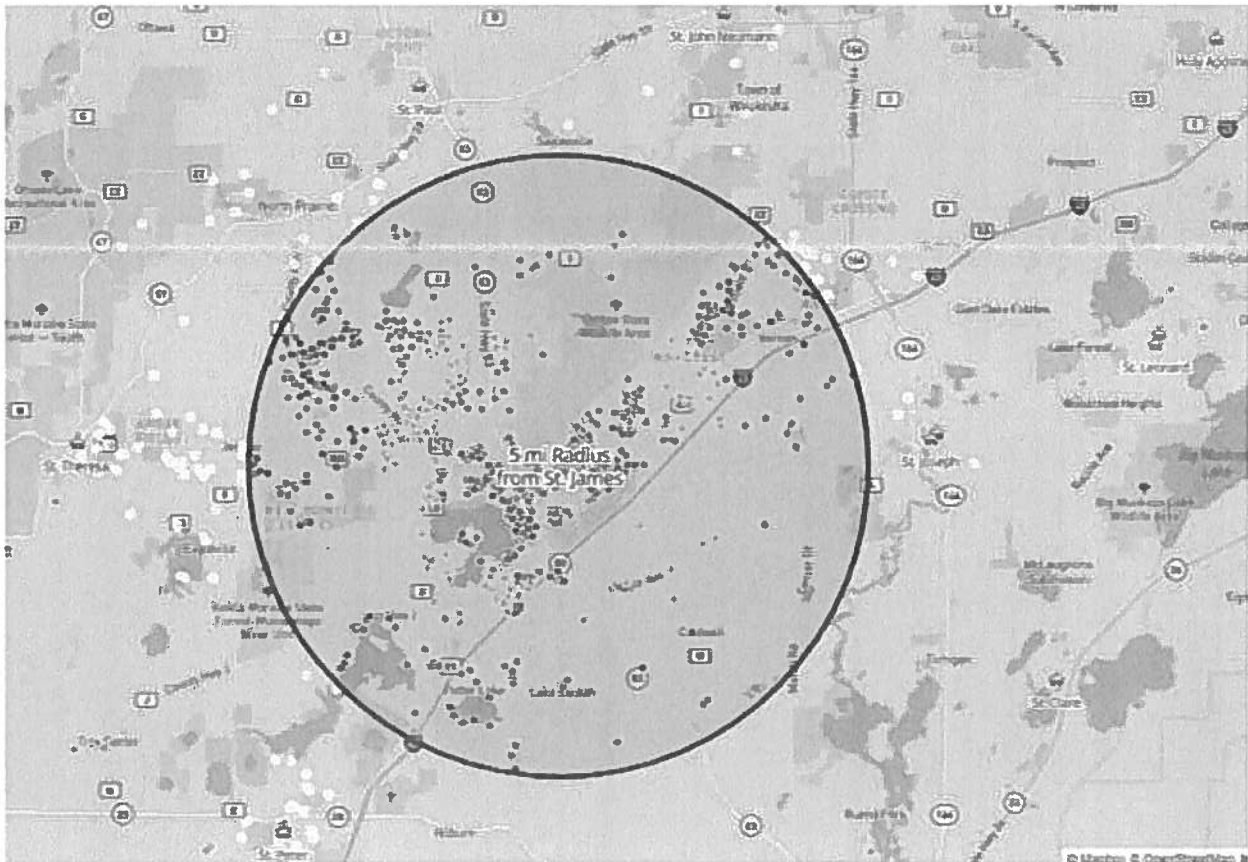
Source: MissionInsite ComparativeInsite Report [Experian Mosaic Data]

Sacramental Records 5-year Trends

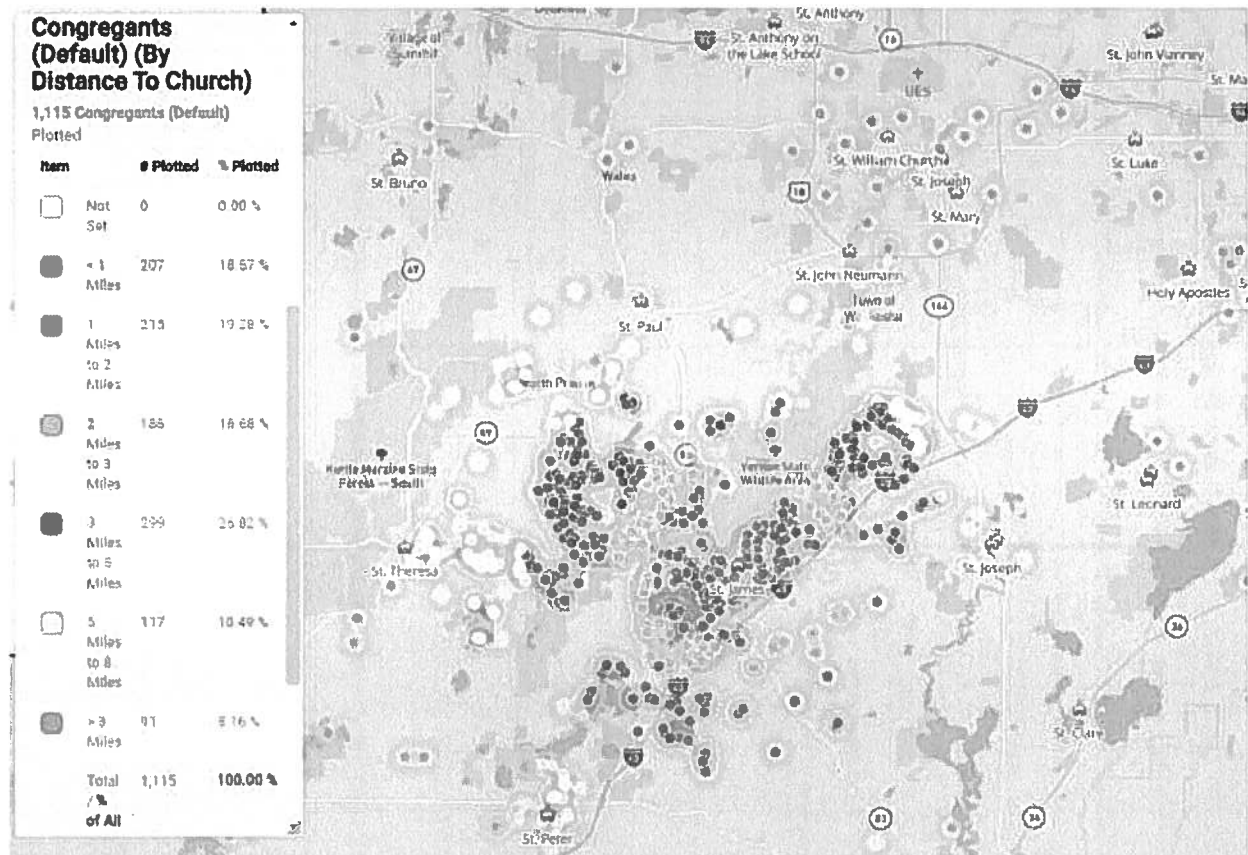
Sacrament	2015	2016	2017	2018	2019
Baptism	38	40	47	37	28
Baptism - Adult	4	0	0	0	1
First Communion	45	24	39	48	54
Confirmation	28	31	33	27	30
Confirmation - Adult	3	0	5	3	5
Marriages	4	4	9	6	5

Source: 15-year Parish Summary [Parish Submitted]

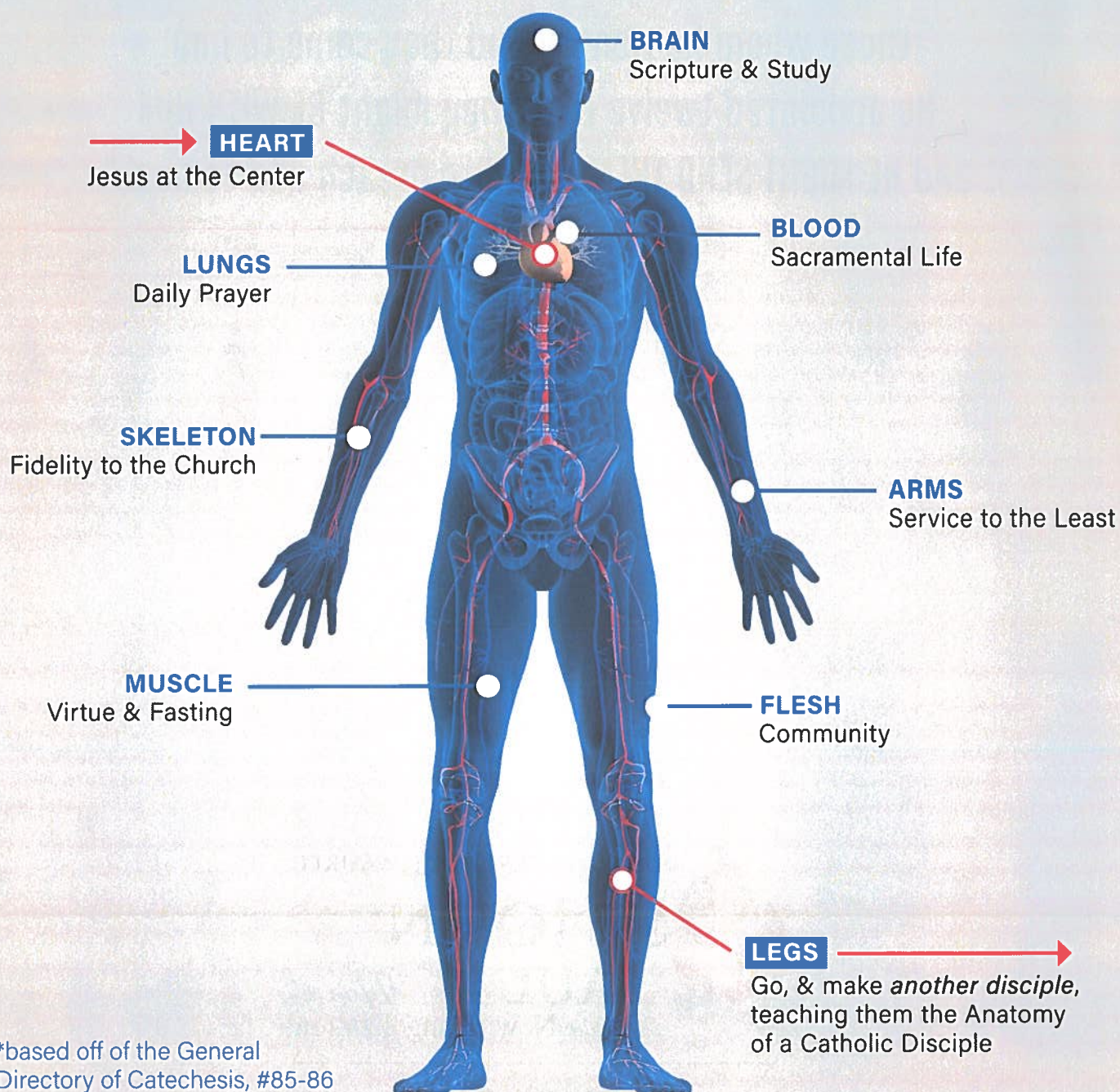
St. James 5-mile Study Area



Location and Concentration of Registered Members



The ANATOMY *of a* CATHOLIC DISCIPLE



MISSION ESSENTIALS



ARCHDIOCESE
of MILWAUKEE

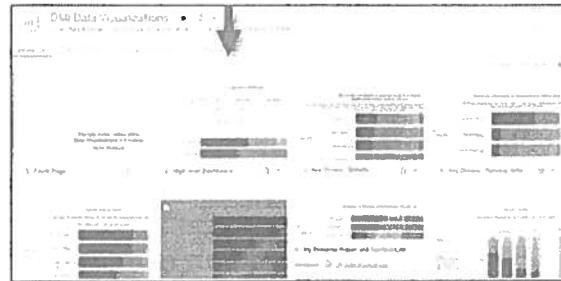
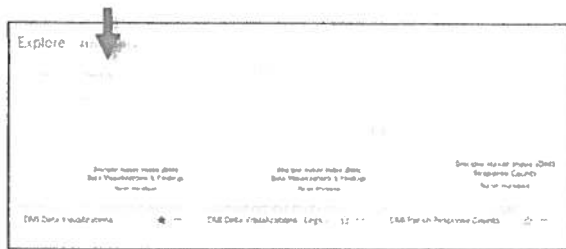
ACCESS TO YOUR DISCIPLES MAKER INDEX RESULTS—PARISH VIEW

WEB ADDRESS: <https://sso.online.tableau.com/public/idp/SSO>

USERNAME: milwaukeedmi@gmail.com

PASSWORD: disciplemaker2020

When you enter the site, select **DMI Data Visualizations** then select **2- High Level Dashboard**



You will then select your **4-digit PARISH CODE** from the list of codes. The code can be found on page 2 of the printed results you received.

High-level Dashboard

Parish	Year	Email Campaign	Generic Link	Grand Total
6155	2016	99	222	321
Select Parish Code	Grand Total	99	222	321
1026				
1067				
1121				
1128				
1155				
1225				
1283				

You can move throughout the online workbook using the **Dropdown arrow** on the left side of the screen. When moving throughout the workbook, you will have the opportunity to hover over any graphs for further information.

This information includes the survey question, the number of responses, and percentages.

See page 3 for more information about each TAB.



ACCESS TO YOUR DISCIPLE MAKER ONLINE RESULTS—PARISH VIEW

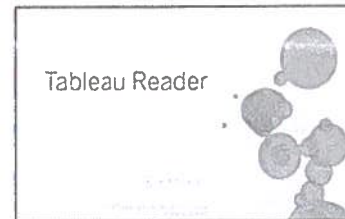
How to use the DMI results interactively without an internet connection:

Once you are online it is possible to use the interactive data in the future without needing an internet connection by following these steps:

Download a free program called **Tableau Reader**.

<http://www.tableau.com/products/reader>

Select “Download Now” in the middle of the screen.



Once Tableau Reader is downloaded on your computer, return to your DMI online access:

- Select the **DOWNLOAD** option at the top right of the screen.
- From *Select your file format* select **Tableau Workbook**.
- Select the version of Tableau Reader that you are using.
- Save the Tableau workbook file on your computer.
- Open Tableau Reader
- Open “DMI Data Visualizations” on your computer
- The result will look



How to Print Results:

From Tableau Reader:

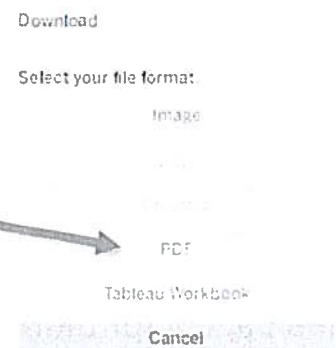
- go to **FILE** (upper left on screen); then **PRINT** or **PRINT TO PDF**

From the online link:

Select the **DOWNLOAD** option at the top right of the screen.

Select: **PDF**

- Include: Specific Sheets from this workbook, then “Select All”
- Scaling: Automatic
- Paper Size: Letter
- Orientation: Landscape
- Click on Create PDF
- Click on Download
- Open up the PDF and click on the print icon at the top right of the screen.





Catholic Journey

How do you identify yourself?

- ☐ I am Catholic 100% 246
- ☐ I was Catholic once, but no longer consider myself Catholic
- ☐ I am not Catholic 0% 1

If the answer to the above question is "I am Catholic", please answer the following two questions. Otherwise skip.

Which of the following best describes your path to Catholicism?

- ☐ I was baptized Catholic as a child 90% 218
- ☐ I converted to the Catholic faith 10% 25

Which of the following best describes where you are on your Catholic journey?

- ☐ I consider myself Catholic, though faith is not a significant part of my life 6% 15
- ☐ I practice my Catholic faith, but do not know Jesus personally like a friend 29% 69

- ☐ My relationship with Jesus Christ is the most important relationship in my life 33% 79
- ☐ I have personally encountered Jesus Christ and am growing as a disciple 33% 79

Which of the following best describes the pace of your spiritual growth?

- ☐ In a period of spiritual decline 1% 3
- ☐ Growing in my faith, but would like to grow more than I am 31% 75
- ☐ Stalled in my spiritual growth 13% 31
- ☐ Growing at a steady, continued pace 29% 71
- ☐ Content staying right where I am spiritually 22% 54
- ☐ In a period of rapid spiritual growth 3% 8

Parish Connections

Below are several ways your parish can help you connect with others in the local Catholic community. Please indicate the extent to which you agree or disagree with the following statements:

My parish helps me connect with a local Catholic community by...

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Making me feel welcomed and accepted	5 0 2%	6 0 2%	35 0 15%	131 0 54%	64 0 27%
Providing me with opportunities to serve those in need	2 0 1%	4 0 2%	26 0 11%	144 0 61%	62 0 26%
Following up with me when I express interest in becoming more involved	4 0 2%	14 0 6%	64 0 27%	113 0 48%	41 0 17%
Providing a community to support me and/or my family in times of need	3 0 1%	9 0 4%	69 0 29%	107 0 45%	50 0 21%
Involving me in decisions that affect the future of the parish	7 0 3%	19 0 8%	45 0 19%	118 0 50%	48 0 20%
Providing transparent information to me about the finances of the parish	3 0 1%	19 0 8%	50 0 21%	113 0 48%	51 0 22%
Making information about the parish easy for me to find (via bulletin, web, email)	1 0 0%	7 0 3%	15 0 6%	129 0 55%	84 0 36%

Parish Community

Below are several ways your parish community can help you grow spiritually. Please indicate the extent to which you agree or disagree with the following statements:

My parish helps me grow spiritually by...

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Helping me develop a personal prayer life that connects me with God	1 0 0%	14 0 6%	82 0 35%	101 0 43%	39 0 16%
Offering vibrant and engaging Sunday Masses	5 0 2%	31 0 13%	45 0 19%	125 0 53%	32 0 13
Offering music that deepens my desire to participate more fully in the Sunday liturgy	8 0 3%	34 0 14%	54 0 23%	114 0 48%	29 0 12%
Connecting me with a small faith-sharing group	3 0 1%	25 0 11%	96 0 41%	90 0 38%	21 0 9%
Preaching and homilies that connect my faith with my everyday life	3 0 1%	23 0 10%	46 0 19%	119 0 50%	48 0 20%
Providing retreats, workshops, and other resources to help me figure out my life's purpose	1 0 0%	15 0 6%	74 0 31%	122 0 51%	26 0 11%
Teaching me to read and pray with the Bible	5 0 2%	30 0 13%	108 0 48%	82 0 35%	12 0 5%
Preparing me/my family for the sacraments (Confirmation, Marriage, Baptism)	2 0 1%	3 0 1%	78 0 33%	123 0 52%	32 0 13
Forming me as a disciple of Jesus Christ	4 0 2%	11 0 5%	73 0 31%	124 0 52%	25 0 11%

Relationship with Parish, Pastor, and Faith

The following questions ask about your likelihood to recommend your pastor, parish, and the Catholic faith.

Please indicate the extent to which you agree or disagree with the following statements:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I would recommend my pastor to a friend	50 21%	280 121%	550 231%	950 401%	520 221%
I would recommend my parish to a friend	30 11%	150 61%	420 181%	120 51%	550 231%
I would recommend the staff of my parish to a friend	60 31%	220 91%	630 271%	1010 431%	410 181%
I would recommend other priests serving my parish to a friend	10 01%	70 31%	530 231%	1180 501%	560 241%
My parish helps me grow spiritually as a Catholic	20 11%	150 61%	540 231%	1190 511%	440 191%

Personal Religious Beliefs

Below are several statements regarding your personal beliefs. Please indicate the extent to which you agree or disagree with the following statements.

I personally believe...

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	I do not know
Jesus died and rose from the dead for my salvation	7 0 3%	0	0	52 0 22%	175 0 75%	0
The Eucharist really is the body and blood of Jesus Christ	6 0 3%	6 0 3%	12 0 5%	49 0 21%	159 0 69%	0
Scripture is the word of God	3 0 1%	2 0 1%	7 0 3%	75 0 32%	147 0 63%	0
In the teaching authority of the Church	3 0 1%	5 0 2%	35 0 16%	91 0 41%	86 0 39%	0
The Church is critical to my relationship with God	7 0 3%	17 0 7%	34 0 14%	91 0 38%	89 0 37%	0
In Jesus' moral teachings for my life as taught by the Church	4 0 2%	4 0 2%	19 0 8%	103 0 44%	102 0 44%	0

Conversations about Faith

Below are several statements regarding conversations about your faith with family and friends. Please indicate the extent to which you agree or disagree with the following statements.

My parish equips me to have conversations about my faith with family and friends by...

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Providing high-quality events and other opportunities to which I can invite people	4 0 2%	22 0 10%	79 0 34%	101 0 44%	25 0 11%
Growing my confidence in the Church's teachings so I can answer other's questions	2 0 1%	22 0 10%	85 0 37%	103 0 45%	19 0 8%
Exhibiting care to members of our community (not necessarily Catholics)	1 0 0%	10 0 4%	53 0 23%	126 0 55%	40 0 17%
Teaching me how to share the story of Jesus	2 0 1%	21 0 9%	99 0 43%	87 0 38%	20 0 9%
Teaching me how to share my personal witness story	4 0 2%	32 0 14%	115 0 50%	63 0 28%	15 0 7%
Helping me recognize how God is working in my life	3 0 1%	4 0 2%	54 0 23%	130 0 56%	37 0 16%

47%

35%

Participation at the Church

Below are several activities that you may have taken part in over the past year. Please indicate the frequency that best describes how often you have done any of these activities.

How often did you do each of the following over the past year?

	Never	Once or Twice a Year	Quarterly	Monthly (or more)	Weekly	Daily
Invited someone to join me for an activity at the parish	70 0 31%	119 0 52%	16 0 7%	122 0 10%	0	0
Invited someone to join me for Mass	85 0 37%	101 0 44%	16 0 7%	26 0 11%	0	0
Invited a man to consider a vocation to the priesthood	201 0 89%	24 0 11%	0	2 0 1%	0	0
Invited someone to consider a vocation to religious life	196 0 86%	26 0 11%	4 0 2%	2 0 1%	0	0
Answered another person's question about a teaching of the Catholic Church	35 0 15%	108 0 47%	40 0 18%	45 0 20%	0	0
Volunteered to serve a member of our community (not necessarily a Catholic)	46 0 20%	67 0 30%	37 0 16%	77 0 34%	0	0
Shared the story of Jesus with another person	61 0 27%	89 0 39%	29 0 13%	48 0 21%	0	0
Shared my personal witness story with another person	90 0 40%	73 0 32%	24 0 11%	40 0 18%	0	0
Prayed with another person outside of Mass	33 0 15%	67 0 30%	36 0 16%	91 0 40%	0	0

How often did you participate in or attend each of the following over the past year?

	Never	Once or Twice a Year	Quarterly	Monthly or More	Weekly	Daily
Individual prayer time with God	80 4%	110 5%	70 3%	201 89%	0	0
Bible study or Prayer group	120 53%	390 17%	140 6%	530 23%	0	0
Mass	0	30 1%	70 3%	213 96%	0	0
The Sacrament of Reconciliation (Confession)	68 30%	115 51%	310 14%	100 4%	0	0
Pastoral Counseling or Spiritual Direction	183 80%	300 13%	50 2%	100 4%	0	0
A class or workshop about the Catholic faith	125 55%	600 27%	200 9%	210 9%	0	0
A parish social event	190 8%	1020 45%	640 28%	430 19%	0	0
A retreat	190 84%	340 15%	100 0%	0	0	0
Eucharistic adoration – time in prayer before Jesus in the Blessed Sacrament	99 44%	710 31%	190 8%	380 17%	0	0
Catholic Devotions (e.g. pray the rosary, novenas, special feast days)	380 17%	740 32%	340 15%	820 36%	0	0

Your Child's Religious Education

Below are questions regarding your child's religious education.

What is the age of your eldest child?

- ☐ I do not have children 16% 36 ☐ 0-5 1% 2
- ☐ 6-10 5% 12 ☐ 11-14 4% 9
- ☐ 15-18 6% 13 ☐ Over 18 68% 153

The remaining questions in this section should only be answered if you have children, otherwise skip to the Demographic Information.

Did or

Do you currently send your children to Catholic school?

- ☐ No 95% 163 ☐ Yes 5% 8

The following question should only be answered if you currently send your children to Catholic school.

Is the Catholic school a part of this parish?

- ☒ No ☐ Yes

Do you currently send your children to religious education at this parish?

- ☐ No 79% 132 ☐ Yes 21% 36

Membership at Your Parish

Is this parish your primary place of worship?

☒ No

4% 10

☒ Yes

93% 212

☐ Yes, but only for part of the year (seasonally) 2% (5 people) only part of the year

How many years have you been worshipping at this parish?

☐ <1

☐ 1-2

2% 5

☐ 3-5

15% 35

☐ 6-10

9% 20

☐ 11-20

18% 40

☐ 20+

54% 122

The following question should only be answered if you currently send your children to Catholic school.

Please indicate the extent to which you agree or disagree with the following statement.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I would recommend the parish Catholic school to a friend.	1 0 50%	0	1 0 50%	0	0

The following question should only be answered if you currently send your children to religious education at this parish.

Please indicate the extent to which you agree or disagree with the following statement.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I would recommend my parish's religious education to a friend	4 0 11%	5 0 14%	11 0 31%	13 0 36%	3 0 8%

Please indicate how strongly you agree or disagree with the following statements regarding your child's faith journey.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I have adequate support from my parish to help my child(ren) grow as a disciple of Jesus Christ	5 0 3%	14 0 8%	73 0 44%	60 0 36%	15 0 9%
One of my most important responsibilities as a parent is helping my child(ren) to know Jesus	4 0 2%	3 0 2%	16 0 9%	66 0 39%	81 0 48%

Demographic Information

Please tell us a little bit about yourself. Your responses to these questions will be used only for statistical purposes to gain an accurate picture of the composition of the parishes involved in this study. Your responses are **completely confidential** and will be analyzed anonymously. Your responses will never be identified as yours and will be aggregated with other survey responses. Please answer as many questions as you can.

What is your sex?

☐ Male 28% 64

☐ Female 72% 164

Which of the following best describes you?

☐ African-American

☐ Asian-American

☐ Caucasian 98% 221

☐ Hispanic/Latino 1% 3

☐ Middle-Eastern or North African

☐ Native American 1 0%

☐ Other 1 (0%)

Please indicate your age bracket.

☐ Under 18 1 0%

☐ 18-25 1 0%

☐ 26-35 1% 3

☐ 36-45 12% 26

☐ 46-55 15% 33

☐ 56-65 21% 48

☐ 66-75 33% 75

☐ Over 75 17% 39

Please indicate your household status.

☐ Single 4% 10

☐ Married 80% 179

☐ Divorced 6% 14

☐ Widowed 9% 21

Financial Information

Below are questions regarding you/your family's personal finances and charitable giving. Your responses are **completely confidential** and will be analyzed anonymously. Your responses will never be identified as yours and will be aggregated with other survey responses. Please answer as many questions as you can.

For statistical purposes only, please select the category corresponding to your household's approximate total annual pre-tax income.

- ☐ 0 - \$24,999 8% 17 ☐ \$25,000 - \$49,999 16% 35 ☐ \$50,000 - \$99,999 28% 62
- ☐ \$100,000 - \$149,999 17% 39 ☐ \$150,000 - \$199,999 8% 18 ☐ \$200,000 - \$249,999 3% 7
- ☐ Greater than \$250,000 5 ☐ I prefer not to respond 18% 40

For statistical purposes only, please select the category corresponding to your household's approximate total annual contributions to your parish.

- ☐ \$0 - \$99 6% 13 ☐ \$100 - \$499 13% 29 ☐ \$500 - \$999 21% 46
- ☐ \$1,000 - \$2,499 36% 79 ☐ \$2,500 - \$4,999 12% 26 ☐ \$5,000 - \$9,999 1% 3
- ☐ \$10,000 - \$24,999 ☐ Greater than \$25,000 1 ☐ I prefer not to respond 10% 23

Which best describes your approach to providing financial support for your parish?

- ☐ I do not support the parish financially at this time 4% 9 ☐ I usually give when the collection basket comes around or in response to specific appeals 22% 49
- ☐ I determine a total dollar amount to give to my parish each year 71% 154 ☐ I give a percentage of my income to my parish 3% 6

Only answer this question if you give a percentage of income to your parish. Otherwise skip.

- ☐ None ☐ < 10% ☐ 10% ☐ > 10%

Thank You!





Catholic Journey

How do you identify yourself?

☐ I am Catholic

100% 246

☐ I was Catholic once, but no longer consider myself Catholic

☐ I am not Catholic

0% 1

If the answer to the above question is "I am Catholic", please answer the following two questions. Otherwise skip.

Which of the following best describes your path to Catholicism?

☐ I was baptized Catholic as a child

90% 218

☐ I converted to the Catholic faith

10% 25

Which of the following best describes where you are on your Catholic journey?

☐ I consider myself Catholic, though faith is not a significant part of my life

6% 15

☐ I practice my Catholic faith, but do not know Jesus personally like a friend

29% 69

☐ My relationship with Jesus Christ is the most important relationship in my life

33% 79

☐ I have personally encountered Jesus Christ and am growing as a disciple

33% 79

Which of the following best describes the pace of your spiritual growth?

☐ In a period of spiritual decline

1% 3

☐ Growing in my faith, but would like to grow more than I am

31% 75

☐ Stalled in my spiritual growth

13% 31

☐ Growing at a steady, continued pace

29% 71

☐ Content staying right where I am spiritually

22% 54

☐ In a period of rapid spiritual growth

3% 8

DISCIPLE MAKER INDEX SURVEY DISCUSSION:

DATE: NOVEMBER 5, 2020

TEAM MEMBERS: Jim Miller, Kathy Kirkman, Renee Hitt, Tom Daniels and Debra Dunn

I. Purpose of the DMI

II. Who Responded in our parish: 247 surveys completed

III. Our Top 3 Strengths:

1. 81% feel our parish is welcoming
2. 74% would recommend our parish to a friend
3. 70% believe our parish helps them grow spirituality

IV. Statistical Significance: low compared to national statistics

V. Discussion of our Priorities:

a. Formation of disciples

Goal: To ask each parish group to set a goal for expanding their group.

b. Teach our parish to share their personal story & the story of Jesus.

Goal: To share personal witness to one's relationship with Jesus Christ.

c. Focusing on the importance of our Sunday Obligation, providing a vibrant mass experience and to help parishioners read & pray with the bible.

Goal: To help parishioners focus on one message from the homily to think about during the week and make the Sunday experience

VI. Conclusion

Final pc presentation



From Debra Dunn <ddunn@shorewest.com>
To Debra Dunn <ddunn@shorewest.com>
Date 2020-11-05 12:33 pm



DMI Survey Results for St. James

The purpose of the Dicile Makeer Index was to provide a tool that would help our parish equip and call forth disciple-makers or people who bring others to know Jesus. It was a 75 question survey designed to give feedback about how the respondents felt about their catholic journey, the parish community, their spiritual growth, their relationship with the parish, the pastor & their faith. We were asked to form a team to look at the results and this team included Jim Miller, Tom Daniels, Kathy Kirkman, Renee Hitt and myself.

Based on the results, the parish is asked that over the course of the next 2-5 years to focus our energies on 2-3 priorities & set identifiable goals, so we we will know if we have achieved them. (tab 1 high level dashboard)

The survey ran from February 23 thru March 23, 2020 however, due to the pandemic the enngth of the survey was extended to July but all of our results were collected in the first month.

We had 247 responses to our survey with a 164 women who responded and 64 men. We found that 98% of our respondents were caucasian,

93% were ages 56 and over

80% were married.

54% were members of the parish for over 20 years

18% were members for 11-20 years

26% were members under 10 years.

Our team believe that there it is very likely that those that responded are our Most Active Parishioners, so we really want to look at how we can use the results to improve our parish.

So our most positive results were:

1. 81% of our parish respondents feel that our parish community makes them feel welcomed and accepted. (tab 8)
2. We found that 74% of our respondents would recommend our parish to a friend. (tab2 or 3)
3. We found that 70% of our respondents feel that our parish helps them grow spirituality as a Catholic. (tab 4)

Statistical Significance (tab 19) is the tabulation of those that Stongly Agreed and they are important because they are considered our best promoters of our parish. This is the catagory that compares the parish sample to all parishes and the black line indicates the national average. Unfortunately, we fall more than 5% below in all categories.

So our team recommended to focus on the following priorities :

1. We found that 63% felt that the parish was helping them grow spiritually by forming them as a disciple of Jesus Christ. Our group talked about creating discipleship & the new programs which are being introduced: the discipleship program and the Journey that will be supporting this growth. Both of these groups are focusing on individual invitation to a group. By making the parish smaller & more intimate it will make the parish bigger thru growth. By building these relationships it will build trust, which is essential to growth. WE recommend encouraging all of our formation groups to focus on personal invitation to join in their groups, Goal: To ask each group to set a goal for expanding their group. (tab 6)

Next, We found that only 35% felt that the parish was teaching them to share their personal stories and 47% felt that the parish was helping them to share the story of Jesus. We see this as an area which needs to be focused on because by sharing personal witness & sharing the story of Jesus we are helping others to know Jesus. The DMI training suggested an easy format of sharing testimony which is: What was your life before, what changed and what is your relationship with Jesus Christ now! Our group discussed the prospect of focusing on a Family highlighted every two weeks, with a write up in the bulletin & a short video of the family that we could have on the website & feature on the video system before mass. We thought that this would be a great opportunity to focus on the young families, to encourage their involvement and to share how Jesus is working in their life. We felt this would increase the excitement and desire to be involved. Goal: to work on developing a way of doing this as we move forward. (tab 10)

For our 3rd priority, we found that 66% felt that the parish was offering vibrant & engaging Sunday mass. WE found that 60% felt the music deepen their desire to participate in the Sunday liturgy and only 40% thought that they were being taught to read & pray with the bibie. Since these are the most active parishioners, we believe this is a priority to focus on the importance of our Sunday Obligation & providing a vibrant mass experience THAT WILL DRAW MORE PARISHIONERS. The

DMI training suggested to focus on Hymns, Hospitality & homilies, and to focus on Sunday all week. Tom Daniels, of our team suggested a video he had seen about Eucharistic Miracles and how the parish had placed placards of the 19 miracles in the vacant seats. Giving parishioners something to look at which could inspire them. We discussed talking to Father about combining the homilies with a video of Eucharist Miracles and focusing on one "take away" from the homilies. As a way of helping our parishioners focus on the message of the homily, , we talked about journals that could be made available at the beginning of Advent, WHICH WOULD ALLOW THEM TO JOURNAL THE MAIN FOCUS OF EACH HOMILY. GOAL: TO FOCUS on making the mass a vibrant & drawing service. (Tab 7)

IN conclusion, there is alot of information in the survey & our team has only met a couple of times to go over it. We do plan on continuing to meet to discuss some of our ideas as to how to implement them. Overall, we need to celebrate that we have good results that show that over the course of the last years we have been focusing on being a welcoming parish & for those that attend we have succeeded. However, to grow our parish we need to focus on our priorities & goals!

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St James Prayer and Worship Committee meeting minutes-January 14, 2021

Present: Fr. Loyola, Nick Narloch, Mary Steele, Sue Rockteacher, Linda Wagnitz, Lisa Leonard, Guy Brown, Linda Dykas (via phone), John Van Zeeland

The meeting opened with a prayer read by Guy Brown.

Father Loyola: A Reconciliation service will be held on March 3rd. Confessions will be heard from 9-11 AM and 6-8 PM. Times may change. A group email and letters will be going out announcing the Reconciliation information. Father would like to know if there is an interest in participating in the Reconciliation and if parishioners should reserve a time. Logistics still to be determined. Possible areas for hearing confessions: activity center (2), a classroom (Renee Hitt's room?), in back of choir, sacristy. The regular confessional cannot be used at this time. Office personnel will order acrylic partitions in order to distance the priest and the penitent. Any suggestions on separation are welcome. Information on Reconciliation should be sent out by the second week in February so that the parish will receive responses/feedback on this subject. Seniors and at risk parishioners may have a special Reconciliation time set aside for them.

Ash Wednesday: Suggestion to use Q-tips for distributing ashes. Ashes to be ordered from Stemper.

St. Blaise: A general blessing will be done the weekend of January 30/31st.

Year of St. Joseph: Possible rosary to include Litany of St. Joseph to be held on May 2nd. March 19th is the feast day. Linda W. will contact Maggie for her input on this.

Anointing Mass will be held after Easter.

Ministry Reports:

Altar Servers: Additional servers will be needed for the Anniversary Mass on February 28th. John and Pete will be helping out at this Mass. No incense will be used at this Mass. A rehearsal will be held prior to this Mass.

Environment: Linda D. reported via phone that 2 special banners will be made for the Anniversary Mass. Rita Firkus is designing this. These banners will be able to be used for the future. The banners could be vertical or horizontal, yet to be determined. They'll be able to be used year around. Celebrating 125 years as the Body of Christ would be the theme of the banners.

Anything green for Ordinary Time will be used for environment purposes in AC.

Funeral Ministry: No report.

Lectors: No report.

Sacristan and Eucharistic ministers: Eucharistic ministers were sent an email to make sure the altar servers receive Communion. The #3 EM should do this.

Ushers: Telling parishioners that they have to get to church early, if they want a seat in church, has alleviated some of the “grumblings”. Parishioners will now start to leave on their own. A new announcement will be made regarding this by the cantor. All doors into church will now be open at dismissal. There was discussion on placing markings on the floor to remind people on social distancing. Nick will have Kay look into this.

Cantors and Choir/DLM: Children were asked to dress in costume for the 4:00 PM Christmas Mass. An email was sent out too late on this. It’s an idea that can be done in the future. It will be discussed next year.

Technology: It was decided that a technology person need not attend this committee meeting; but there should always be an open communication between technology and prayer & worship. Dan Riedel (414-617-5868) is the first contact person; John VanZeeland second. A budget will be set up for Technology.

John V has some plans to remodel the choir area to include a permanent space for Technology. His plans include using the area that is behind the choir now. There was discussion on where to put the relic area, because it will be displaced with the remodel. Right now it’s located in the back of the choir where other things are stored. He hopes to have the plans completed by the end of January and then submit them to the Building and Grounds committee.

Blue Jeans: Can be worn but must be in good condition, not torn, worn, or frayed. Dress pants are preferred.

Tenebrae Service: Not sure if we will have one. This is part of our Holy Week services. Tabled until next meeting. Father would also like to have an extra meeting for Holy Week planning, possibly three weeks before Holy Week.

Submitted by Mary Steele

Next meeting: February 11, 2021

1. The Video that we have been discussing will be transferred to the Stewardship Committee that is working on that project as well. Renee will follow up to see that Natalie is aware of this. Jim, I believe that you are a member of that committee as well, so if you can let them know that the questions we came up with for the video interview were:

- A. 1. Introduce your self & family
- 2. How long have you been member of St. James?
- 3. How did you choose this parish?
- 4. What do you like about our parish?
- 5. What does going to mass as a family mean to you?

B. We had asked Father to do a video and he agreed, so we hope that the Stewardship Committee will follow up with Father to arrange. Also, we had thought that Robin, on the Parish Council, would be a wonderful candidate to be interviewed with her family. We had planned that the video would be presented on the website and on the video screens before & after mass. Renee found out that the video format could be a WAV file or a MP4 file, which can both be done on an Iphone.

2. We discussed the placards of Miracles could be used starting during Lent & during the 5 Wednesday Lenten Eucharistic Mission lecture series that is planed from 2/24 thru 3/31/2021 and is being hosted by the Adult Faith Formation Group. We discussed the sanitation of the placards that needs to be done to bring them into the church and Tom Daniels will find out how big the placards are and if they are laminated. If so, we would be able to borrow them the Saint Peter & Paul Parish in Green Bay which has offered to loan them and they have 60 placards. They have suggested a free will offering to help ofset their cost and would be appreciated. Our group discussed having a box for donations and to add to that if necessary. We discussed borrowing 20 of the placards to start with, and following up in coming years with the next 20 and then the last 20. We also discussed that the placards could be placed below the stations in the church, of which there are 14, and the remainder hung in the actiivity center. Tom Daniels will coordinate with the lending Parish to find out if Jim Miller could pick them up next week on his return from Door County. Tom will keep us all up to date with an email. The placards fall under the mission of the Adult Faith Formation so we are looking to transfer this initiative to that group. Renee is activiely involved in that group & will help with this transfer.

3. The last item that we have been working on is the Journals that were approved for purchase by the Parish Council and was going to the Finance Committee for approval. Deb to follow up with Shelly Evers to find out if this approval has been obtained. Our group thought that the journals would need a plan of action, to notify the parish of how these journals would be used and it was discussed that a good time of introducing these journals would be after Easter as a way of following Mystagogy. This also seems to align itself with the Adult Faith Formation's mission, so we will look to have them follow u

In concusion, our group will continue to email to make sure that the transfer of these items is under taken by the appropriate groups. We will do this thru email communications and are available to help where needed. Thank you for your help & participation in our DMI group, I believe our work was helpful to move our parish forward with our goals of creating a vibrant parish community. Also, as Jim Miller mentioned there is a Visioning Committee that is being hosped by Natalie Kornmeyern@stjmuk.org and the next meeting is January 13th at 6:30. Please follow up with Natalie if you are able to attend or would like to become involved in that committee.