

**St. Anthony on the Lake**  
**Common Leadership Night Committee Minutes**

**Meeting Date:** March 11, 2019

**Meeting Time:** 6:30 PM

**Meeting Location:** St. Anthony on the Lake (various rooms)

The March meeting began with Vespers in the Main Sanctuary. It was led by our Prayer and Worship Committee. Thank you so much for leading us. There were few announcements in an effort to get to the meeting because of Vespers but our Chairman, Tony Wendorf did ask that each committee nominate 2 people to discern onto Pastoral Council. We ended as we always have this year with hospitality in Fellowship Hall and a wrap up from each group.

**St. Anthony on the Lake**  
**Lifelong Faith Formation Committee**  
**Minutes – March 11, 2019**

Committee Members Present – Mark Reel, Laura Smyczek, Ann Fons, Jack Blankenheim, Julie Goyette, Jenifer Hilander, Brian Milam (PC Visitor), Robin Hicks, Maggie Sonnemann, Kathie Amidei, Bob Blum (PC Visitor), Debbie Kusch, Mary Maddocks. Sarita D’ Souza, Stacie Payne, PC Rep: Terri Mahoney-Ogden

Visitor Discerning Membership: Tasha Baures

**Reflection**

Laura lead us in a reflection on how God is calling each of us and when fear arises in answering the call. We concluded with John Henry Cardinal Newman’s reflection on responding to fear and placing trust in the Lord.

Upcoming Reflection will be facilitated as follows: April 8 – Mark Reel, May 13 – Suzi Ellington, June 10 – Sarita D’Souza

The February minutes were approved with a change from the wording of “Holy Hour” to “Family Adoration,” as a ministry the committee will continue to explore.

## Active Business

### Continue to develop action plan for Goal C (an ongoing exploration of ministry models)

Maggie provided a synopsis of her research on Camp Vista (a Holy Apostle ministry) to begin a discussion about how this might be implemented as a parishioner-lead Summer Family Camp here at St. Anthony.

Holy Apostle Parish organizes and executes their Camp Vista experience through a committee that is entirely parishioner lead. Their camp is a Wednesday through Saturday experience that follows a structured agenda:

- ◇ Morning prayer.
- ◇ Breakfast.
- ◇ Two-Three hours of family-run formation.
- ◇ Lunch.
- ◇ Afternoon: structured fun.
- ◇ Evening – Each night has a different theme. For example, one night may be for adults (teens care for young ones). Another night may be games. Camp Fire. Songs.

Holy Apostle has had approximately 140 attendees/camp of all ages (very young children through grandparent ages). The cost is \$450/family including meals. The coordination involves subcommittees; each takes responsibility for planning of an element of the camp (e.g. food committee). Maggie indicated that the coming summer would be too soon for all planning to be accomplished; Summer 2020 would be more realistic. The committee discussed that it would be valuable for us to visit Holy Apostle's camp to learn about best practices from them this summer. If there is interest and parishioner power to launch a family camp experience, the dates for 2020 would need to be chosen soon as venues book far in advance.

As part of our Goal Setting for the coming year, the committee will continue to explore this faith formation opportunity.

### Report to Parish Council: March 25, 2019

The committee utilized the following structure to reflect on the 2018-2019 (to date) church year activities of lifelong faith formation: we focused on what is new or a change from previous years with the understanding that the programs and ministries comprehensively include all the formation activities it consistently provides summarized in each month's lifelong faith formation reports. For each area of ministry, we began to reflect on new accomplishments, challenges, and goals going forward into the 2019-2020 church calendar year. Below represents a working document. Committee members will email Ann Fons, [fonsa@stanthony.cc](mailto:fonsa@stanthony.cc), with additional thoughts about LFF's accomplishments, challenges, and goals by Sunday March, 17<sup>th</sup>.

### Early Childhood

#### Accomplishments:

- Child care at all masses
- Children's liturgy of the word (CLOW) – very well attended
- Rebranding “molly ministry” to “early childhood”
- The communication overall has improved. Newsletter. Tailored/targeted communication.
- Lots of new Moms in Mom's Group
- Baptism preparation – lots of new families.
  - Baptism has been approached as a place and time to continue to reach out and encourage families with young children to find ways to engage “beyond baptism.” For example, the encouragement to “choose 3 things” as a way to welcome meaningful connection to parish life and faith formation. Efforts are geared toward trying to help make things easy for these busy young families. There is considerable follow-up post baptism. A barrier/free, “no hoops to jump” approach to engaging families at a time of their lives when they are overwhelmed continues to be embraced. Our baptism preparation has been observed and modeled after by other parishes.
- Successful bible camp.
- People have stepped up to help compensate for staff scheduling shifts and Angie's departure.

#### Challenges:

- Limitations on time/schedule for new parents – knowing what to invite them to can be hard.
- Lack of volunteers for child care (at Mass as well as during other programs), especially those who are qualified/trained.

#### Middle and High School

##### Accomplishments:

- Bringing in more/new volunteers has been a success in terms of the response to the challenge of losing Angie and all she did for this ministry and others.
- Formation opportunities for middle school kids continue to be successful and well attended.
- Implementation of Alpha on Wednesday nights for high school students.
- Staffing change from Rebecca serving as intern to staff member serving high school ministries has been a strength. Having someone of a similar age (in her 20s) has been an asset.
- Addition of an open study session/informal night. Youth room open.
- Rebecca is doing a great job coordinating mission trips. She was able to transition in gradually because of her internship status prior to taking on the job. Cindi has supported her as she acclimates to new responsibilities.

#### Family Program

##### Accomplishments:

- Successful year of family program. Continued to grow in providing a foundation for engaging with scripture.

### General Challenges:

- Having people take the lead/coordinator role for programs (e.g. Mardi Gras celebration, etc.)
- Shifts in staff reduction in hours simultaneous to Angie's departure is a challenge the staff is still adjusting to.
- Communication: while there have been significant improvements in tailoring to age/stage, effective communication and "advertising" LFF and other opportunities requires a continuous process of re-evaluation/checking in to understand how parishioners are accessing information, consideration of trade-offs between electronic forms, bulletin, and "live/in-person" communication such as announcements at Mass or Family Program.
  - Room to improve on bridging the gap between school and parish. Continued and focused efforts on communicating opportunities for non-school kids to be included in things like sports, musical, etc. Perhaps we can convey to younger families in family program about the opportunities they can expect to be coming.

### Goals

- Continue to monitor and seek feedback regarding communication efforts.
- Address the question, "What to do post-Alpha?"
- Continue to develop Goal C as a model of continuous quality improvement for lifelong faith formation. Some possibilities to continue to explore:
  - Family Camp
  - Family Adoration
  - Explore other models of faith formation.
- Seek qualified individuals and provide training to expand the pool of child care providers.

### Reports

Pastoral Council –

FF Program Report – see the written report.

### Upcoming Dates:

*Report to Parish Council:* March 25th

*Next meeting:* April 8th at 6:30 p.m. Jack will lead our reflection.

LFF will lead the common council opening prayer at the May 2019 meeting. Laura and Jen have begun to collaborate and will invite committee members to assist with leading our prayer offering in coming weeks.

Submitted by Jenifer Hilander

**HUMAN CONCERNS COMMITTEE**

**Present:** Christine Baar, Kate Burke, Susan Dowd, Clare Dundon, Janet Edwards, Debbie Klimko, Barb Krumrai, Kathy Libert, Dick Strassburger, Jackie Timm, Kathy Waters, Joann Weidmann

Guest: Judy Torphy

| Standing Items   | Responsible Person | Update  |
|--|--------------------|---|
| Approval of meeting minutes  | Everyone           | February meeting minutes approved   |
| Next Meeting Date  | Everyone           | Next meeting is Monday April 8 <sup>th</sup> at 6:00pm for Vespers, followed by meeting   |
| Ministry / Subcommittee  | Responsible Person | Update  |
| Partner in Mercy Review  | Debbie             | <ul style="list-style-type: none"> <li>• Subcommittee met on Wed. Feb. 20 to come up with recommendations as to Partners in Mercy to keep, if any changes should be made, other options to research to ensure meeting all 7 principles of Catholic social teaching.</li> <li>• We need to share expectations drafted by committee with Partners in Mercy. Kathy Water already shared with Steve at St. Hyacinths and he commented it is easier to complete the one page form that committee is asking be provided annually. Fr. Tony also requested that someone from agency be available for Holy Thursday foot washing.</li> <li>• Committee decided to keep existing Partners in Mercy for two more years. This will allow committee time to continue to lay groundwork for process. We will provide organization contacts with expectations and request form be completed, which needs to be returned by 5/1/19. Include some type of disclaimer on form – Debbie will work on crafting. Subcommittee with send information out to committee members along with steps to take when sharing information with organizations.</li> <li>• St. Vincent de Paul will be highlighted at Next Partners in Mercy weekend on May 4 &amp; 5</li> </ul> |
| Annual Report  | Debbie             | <ul style="list-style-type: none"> <li>• Change in month for Human Concerns Committee to report out at Parish council meeting.</li> <li>• Presentation with be in April. Please send one to two paragraph summary of information along with any new pictures to Debbie by end of March.</li> </ul>  |
| <u>Human Trafficking Event:</u><br>Tue. March 19 from 6:30-8:30pm at St. Anthony | Debbie             | <ul style="list-style-type: none"> <li>• St. Anthony will be hosting SOAP program (“Save Our Adolescents from Prostitution”) which is a hands-on outreach to fight sex trafficking in communities.</li> </ul>   |

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|--|-----------|---|
|  |           | <ul style="list-style-type: none"> <li>• More than 500 people are signed up; presentation moved to church because of number of attendees.</li> <li>• Keynote speaker will be Theresa Flores. Author of The Slave Across the Street. Other speakers include Brad Schimel and Paul Farrow</li> <li>• Human Concerns Committee members who are able to assist should arrive at 5:30pm to help with setup, hand out flyers to attendees, direct people to seats and hold baskets afterwards for interest cards and donations.</li> <li>• Debbie will check with Ben B. about having flyer in pews for people who might be interested in learning about or joining our parish.</li> <li>• At April meeting, committee will evaluate next steps.</li> </ul> |
| Holy Thursday  | Debbie    | <ul style="list-style-type: none"> <li>• Foot washing at Mass will have 2 representatives from each Partner in Mercy</li> <li>• Hospitality afterwards in St. Anthony Hall. Committee members encouraged to come down and mingle with our guests.</li> </ul>  |
| Hope House Field Trip<br>209 W Orchard St,<br>Milwaukee, WI 53204      | Clare     | <ul style="list-style-type: none"> <li>• Field trip for Human Concerns Committee and Girl Scouts who helped with Giving Tree to see where the donated items are going and how they are used.</li> <li>• Morning of Saturday, April 27 meet at St. Anthony at 10am to carpool to Hope House.</li> <li>• Six scouts and three scout leaders will be joining us.</li> </ul>  |
| St. Vincent de Paul  | Christine | <ul style="list-style-type: none"> <li>• January made one home visit and provided rent assistance. February had several phone calls and were able to direct to other agencies for assistance.</li> <li>• Meal Program: 80 people served in January; 200 people served in February. Are always in need of meal servers. Next meal program date is March 24.</li> <li>• Will have truck for clothing and household donations in church parking lot April 6 to 7.</li> <li>• Coming Together to Get Ahead (run by SVDP): will serve dinner at April 9 program; mentoring program for financial assistance &amp; job prep. Usually give \$300 to \$500 to help them through a crisis.</li> </ul>  |
| St. Hyacinth Food Pantry<br>1414 W. Becher St.,<br>Milwaukee, WI 53215 | Kathy W.  | <ul style="list-style-type: none"> <li>• Served 1618 people in February (closed 1 day for weather) and 1092 people in January (lower number due to extreme cold)</li> <li>• Averaging 100 to 150 families per week.</li> </ul>  |
| Earth Ministry   | Kate      | <ul style="list-style-type: none"> <li>• Mon. April 22 is Earth Day. Due to Easter being on April 21, will have display about Earth Day the following weekend (4/28 and</li> </ul>  |

|  |          |   |
|--|----------|---|
|  |          | <p>4/29). Need to wait until right before 5pm Mass to setup due to weddings</p> <ul style="list-style-type: none"> <li>• Kate and Kathy W. attended Living in the Web of Creation Sun. Feb. 17th 1:00 to 3:15pm at St. John's Lutheran in Brookfield which is first event for Waukesha County Creation Care Network – networking about care for creation with other congregations (<a href="http://www.WCCCN.org">www.WCCCN.org</a>)</li> </ul>   |
| Health Ministry  | Kathy L. | <ul style="list-style-type: none"> <li>• 2019 tentative dates for Blood Drive: June 29 and December 28</li> <li>• CPR training scheduled on 3/23 (nine people) and 3/30 (eight people) at Delafield fire department. Will contact Art Scheuber about purchasing additional books for the training.</li> </ul>   |
| Common Ground  | Debbie   | <ul style="list-style-type: none"> <li>• Working with Waukesha County on opioid crisis.</li> <li>• Presentation at Family Program in Sun. 3/3 and Mon. 3/4 was well received</li> </ul>   |
| MacCanon Brown Homeless Sanctuary  | Debbie   | <ul style="list-style-type: none"> <li>• No update at this time.</li> </ul>   |
| Family Promise (homeless families)<br>Gethsemane Methodist Church<br>642 Main St, Pewaukee, WI 53072 | Joann    | <ul style="list-style-type: none"> <li>• Provided volunteers this past week. Next week of hosting is May 5<sup>th</sup> to 11<sup>th</sup>.</li> <li>• Lacking volunteers to stay overnight; requirement is for one male for safety reasons.</li> <li>• Need to either attend in person training or on-line and then have follow-up meeting with Terri Mahoney Ogden at St. Anthony.</li> <li>• Staff person who was the program coordinator has left and looking for replacement.</li> <li>• Please contact Terri if you would be willing to assist her with soliciting volunteers.</li> </ul> |
| Catholics at the Capitol:<br>Tue. April 30 8am to 5pm<br>Madison, WI                                 | Debbie   | <ul style="list-style-type: none"> <li>• There will be speakers and lunch at Monona Terrace followed by meeting with state Senators to ask about their stance on issues coming up before the legislature. (see attached)</li> <li>• Archdiocese of Milwaukee will have a bus going to Madison. In the past five to six people from St. Anthony have participated. Will put notice in bulletin for others to register. Cost is \$40 per person.</li> </ul>   |
| Miscellaneous  | Debbie   | <ul style="list-style-type: none"> <li>• Committee has completed goal #2 and goal #4. This will be noted at the bottom of the minutes.</li> </ul>   |
| 2018-2019 Meeting Dates  |          | <ul style="list-style-type: none"> <li>• May 13, Jun. 10</li> </ul>   |

- 1) *Partners in Mercy*: identify current / new Human Concerns Committee members who can act as liaisons for these ministries by 1/31/19 *(completed)*
- 2) *Partners in Mercy*: design a bi-annual review process by 4/30/2019 *(completed)*
- 3) *Social Justice Opportunities*: identify new organization, educations and volunteer opportunities annually
- 4) *Young at Heart*: identify ways to make group appeal to a broader audience by 3/31/19 *(completed)*
- 5) *Human Concerns Committee*: identify ministries that will be seeing a change in leadership over the next 1 to 3 years by 2/28/19. Recruit and train members who will be willing to step into these roles on an ongoing basis. *(completed)*

**SAINT ANTHONY ON THE LAKE PARISH  
PRAYER & WORSHIP COMMITTEE**

**MINUTES: March 11, 2019 meeting**

Following Vespers and a report from Father Tony, the Prayer and Worship Committee convened in the Fireplace Lounge. In attendance were Laurie Polkus, Kate Spitz, Dave Lechtenerg, Jamee Stanley, Jim Guidinger, Bob Loth, Linda Bolger, and Linda Janecke. The committee welcomed Ann Gruenwald, who is considering joining us.

Barb Hansen has retired from the committee due to personal commitments. A new secretary for the remainder of this year and likely next will be selected at the next meeting.

Bob Loth provided an update from the latest Parish Council meeting. The council recently discussed creating a new position (Director of Adult Faith Formation), as well as encouraging the committees to nominate individuals for committees and pastoral council.

The committee then discussed the discernment process and committee members were encouraged to nominate anyone they thought appropriate for the committee and pastoral council. Discernment night is June 3 for pastoral council and June 10 for common leadership. Nomination forms are due April 7. Kate will reach out to Barb, who has the appropriate records, to determine how many slots prayer and worship has to fill.

Laurie provided an update on several of the goals set by the Committee, including progress in finding a successor for her role and lists of new volunteers for various ministries. This committee will be called upon to serve as a transition team. Laurie also noted that all 1,200 of the Lenten reflection booklets (part of our goal of providing formation and opportunities to defend our faith) were taken by parishoners by the close of the first Sunday of Lent.

The Committee then took up the topic of upcoming prayer opportunities for Lent, Holy Week, and Easter. Partners in mercy will attend Holy Thursday. Per discussion with Father Tony and in keeping with our theme related to the stoning circle for Lent (“neither do I condemn you”), parishoners will be able to collect stones at Masses for the fifth Sunday of Lent, when he will preach on letting go of the stone and the stoning circle. Attendees at Good Friday will then return the stones after venerating the cross. The Easter Vigil is anticipated to be relatively lengthy in light of the number of candidates for initiation; the committee discussed arrangements for these services.

The Committee concluded the meeting at approximately 7:55 to reconvene in Fellowship Hall. The Committee reported out on the progress of Lent, preparations for Holy Week, and the continuing need to recruit additional altar servers.

## School Committee Minutes

### **Monday March 11, 2019 – 6:30 pm – Fellowship Hall**

**Present:** Susan Goggins, Florence Prospero, Ellen Knippel, Fred Miller, Lindsay Schweikert, Gary Oberfoell, Justin Staebler, Pete Yaeger, Angie Stemo, Melanie Sobotka

**Absent:** Jen Packee, Jacki Wendorf, Rachel O'Connor, Dan Hogan

**Teacher Rep:** Susanna Stubbs (3<sup>rd</sup> Grade Teacher)

Discussed and explained School Committee budget and how expenses will be categorized and labeled.

The First Joint Fundraiser Event will take place on February 15, 2020 at the Ingleside (old Country Springs Hotel.) The kick off meeting for all of those who will be assisting with this grand event will be on March 20<sup>th</sup> at 6:30 pm at SAL.

End of year parent meeting date has been changed to May 7<sup>th</sup>.

The Parent Handbook is still being reviewed and revised. The behavior policy is in the final stages. The athletics policy is being looked at and needs to be updated due to our school grading now being Standards Based. The parent volunteer policy is being reviewed and altered in order to obtain more parent volunteers at school.

The 8<sup>th</sup> grade boys have made it to the Elite Eight of the Padre Serra tournament. The next game in this Friday, 3/15/19, at 7:45 pm versus St. Jude at Mt. Mary College.

Ellen had discussion with faculty and staff about changing next school year to trimesters instead of the current status of quarters. She brought it to the School Committee for discussion tonight.

Next school year, the school day will begin at 7:30 am and will end at 2:30 pm. This is adding 15 minutes to each school day.

**Respectfully Submitted,**  
**Florence Prospero, School Committee Secretary**

## **Stewardship Committee 3-11-19**

**In Attendance: Bill B., Ben B., Julie C., Charlotte C., Elaine K., Dan M., Lindsey M., Kay R., Heather S., Sandy W., Darlene W., Father Tony**

**Excused: Maryclaire T.,**

**Everyday Stewardship Reflection: Dan - Reflections of the week**

### **Parish/Diocesan Updates:**

- Fundraiser to be “Off the hook” according to Father Tony!
- If you plan to attend the upcoming stewardship conference, please let Ben know ASAP for budgetary purposes

### **Committee News:**

- Team Member News:
  - Please continue to pray for Charlottes friend and her father in law who has now completed radiation.

### **New Parishioner Welcome & Engagement Team Report:**

- Grow the sense of welcome and belonging in our community
  - Engagement over Enrollment
- Four Recommendations –
  - Develop a standard script for the initial one on one new parishioner registration meetings
  - Update the existing registration folder materials
  - Set up and online form for registration
  - New parishioner ambassadors
- Deep Dive into scripting:
  - ((See handout))
    - Here is what we are trying to achieve:
      - Will this way of approaching the new parishioner one on one make a WOW first impression?

- Will it help form a personal connection?
  - Will it give new members an opportunity to confirm their desire to join?
- If there are any additional suggestions, please forward to Ben.
  - Father Tony volunteered to train the tour guides.
  - The tour will help show people the life in the building and also will provide for plenty of opportunity to get to know the new parishioner.
  - Tell them what to expect – time wise
  - Perhaps a shorter tour is available for those short on time. Or are we going to work to schedule it at another time? What is the plan B?
  - Tours scheduled at times when the childcare room is open – could offer the service of childcare during the tour for the parents
- Review the New Parishioner Folder
  - All read Father Tony's letter
  - Ultimately, the letter directs you to the website
  - The folder is an orientation, and an encouragement for you to continue to investigate those things that are applicable to you
  - What information should be on the "Parish-at-a-glance" fact sheet?
    -
  - We understand that people don't want a lot of paper
  - Extra papers are available for many interests – and after the tour, those pamphlets can be added to the folder
    - This says, "im paying attention to you"
    - And empowers them to come back and take what they need
  - Feedback:
    - Seeing "commitment" when first opening the folder might look like we are asking for money right away.. perhaps this could be deeper in the folder
    - Be sure to give people the opportunity to read the letter quietly to themselves
    - Instead of double sided letter/covenant – have the covenant on top and then the letter
      - Or maybe even send the letter to their home after the meeting
- Update of the existing registration form
  - Is there an upcoming sacrament
    - What is the next sacrament for your family
  - Is there a specific reason why you are here?
  - Be mindful that some people might not be ready to share their reasons for being here – like a new Cancer diagnosis
  - Thought is that we need both specific and broad questions in order to gather as much pertinent information as necessary
  - Be mindful of the succession of this plan – so that it is not solely dependent on the member of this team

- Can present this as an opportunity in future stewardship appeals

#### **Annual Report to Pastoral Council:**

- Brief history of previous report
  - Looking back, by the numbers, where are we going
  - Measurable outcomes
  - Areas that we focus on
  - Next steps with subcommittee groups listed
  - Show our alignment with the parish strategic objectives
  - How can the council support what we are doing
- There will be two committees reporting in April
  - Could put together a video report that could be viewed before hand and then could show up and field Q&A from council
- What developments and accomplishments should we report?
  - Use the strategic plan document to frame
  - 5 work groups (start here – and then link to the strategic plan)
  - Committee cohesion
  - Pick data that has a “so what?” – use only data that you can impact or that is significant
- What future plans should we report?
- How can council support our work?
  - Ask for specifics.. tangible.. SMART goals

#### **Sub-Committee Reports Work Time and/or Reports:**

- New Parishioner Welcome and Engagement
- Stewardship Formation for Children & Youth
- Unlock Your Gifts (StrengthsFinder)
- Planned Giving
- Stewardship Examples/Engagement in Action

#### **Next Steps:**

- Reflection Leader for next meeting

#### **Nominations for Council & Committees**

- *Discernment is upcoming soon*
  - *One committee member and vice chair will be open on Stewardship*

