

THE PARISH OF ST. EUGENE PASTORAL COUNCIL MINUTES
Tuesday, May 7, 2019

In Attendance: Fr. Patrick Cahill, Deacon Mike Zboyovski, Richard Anderson (Chair), Julieth Duarte (Vice Chair), Sabine Dieringer (Secretary), Deliz Romero, Eric Jedd, Denise Cope, Susan Russo Klein and Andrea Robles-Leon

Excused: Hamp Hampton, Ron Shigley and Terry Yeager

Guests: Lynn Heth & Ellen Kaczmarek

- **Fr. Pat led the meeting with prayer**
- **April Minutes** were approved.
- **Rich** contacted Alan Wyatt, a former police officer to think about the Safety Ministry to be instituted sometime this year
- **Rich** also thanked the Liturgy Committee who were involved in the survey; **Ellen** would gather various ministries to discuss survey suggestions, prioritize them and recruit parishioners to begin implementing at least 3 survey aspects; **Deacon Mike** suggested this be a “structured roll-out;” **Susan** suggested each phase needs consensus from involved ministries as well as the Parish Council
- **Andrea** suggested that various ministries need recurrent training especially with new members
- **Deliz** explained Diocesan processes & approval for lectors, etc. taking at least 3 months.
- **Susan** talked about further approaches to addressing the sexual abuse issue, specifically: a comprehensive approach, victim reporting and assistance, local parish support, education, other parish/regional outreach and diocesan policy and practices; her group also “asked the diocese to release a list of credible allegations made against any priests, Monsignors, deacons, church employees or anyone serving in a direct church-related function ASAP.” **Rich** and **Lynn** felt that the committee “did a great job through the process with the bishop”
- Several Parish Council candidates asked to serve next year and were chosen as follows: **Karl Dobson, Karen Bradley, Lynn Heth** and **Nancy Moldano** yet to be called by Fr. Pat. **Rich** suggested that next year that the Council vote on the candidates rather than chosen “out of a hat” and be included in the by-laws; **Fr. Pat** explained that the Chair/Vice Chair and Secretary will be nominated and chosen at the June meeting.
- **Rich** thanked the Council for his three years of service on the Council.

Meeting adjourned at 8 PM

Next Meeting: June 4, 2019 at the Parish Rectory on Lakeshore Drive

Minutes prepared and respectively submitted by Sabine Dieringer

ST. EUGENE'S PARISH LITURGY SURVEY- MARCH 2019

HOSPITALITY SUMMARY

| | Yes | No | N/A/ Sometimes |
|--|-----|----|----------------|
| 1. Are you greeted when you enter the Church? | 284 | 16 | 11 |
| 2. Do our hospitality ministers make you feel welcome? | 281 | 12 | 18 |

Most Positive Comments:

- Like having greeters which adds to warm and friendly environment
- Outstanding; make me feel welcome
- I always see friendly faces that make me feel welcome

Needs Improvement:

- Hospitality ministers talk to each other and/or their friends instead of greeting
- Sound carries - hospitality ministers should keep voices down during mass
- Too Mechanical

ENVIRONMENT SUMMARY

| | Yes | No | N/A/Sometimes |
|---|-----|----|---------------|
| 3. Is the sound system used effectively to let you hear clearly? | 288 | 12 | 11 |
| 4. When you enter the church, do you feel that you entered a sacred space? | 224 | 66 | 21 |
| 5. Does the church's environment enhance your liturgical experience? | 229 | 53 | 29 |
| 6. Do the visual symbols; i.e. Stations of the Cross, Crucifix, banners enrich your worship experience especially during special seasons like Easter/Christmas? | 258 | 28 | 25 |

Most Positive Comments:

- Although some people believe sacred space means quiet, I believe that the joyous greeting of others is the embodiment of love since we are all part of the body of Christ
- We are his hands and feet and arms that hug.
- When I enter church I feel a very comfortable and friendly ambiance. It is good to greet those that I only see on Sunday, They are our Sunday family.
- I like the community atmosphere which is enhanced by people greeting each other in Church and engaging in some quiet conversation;
- You can feel the love! Have heard guests say the same
- The talking before Mass adds to the feeling of community - signals we are a Vatican II church
- Like the flowers
- It's great that St. Eugene accommodates those with hearing impairments with the loop system

Needs Improvement:

- Many want a quieter atmosphere before Mass.
- Mood could be enhanced by playing soft music before Mass

MUSIC SUMMARY

| | Yes | No | N/A/Sometimes |
|---|------------|-----------|----------------------|
| 7. Do the current song and/or instrumental selections enhance your spiritual needs? | 215 | 61 | 35 |
| 8. Does our music reflect the diversity of the community? | 207 | 63 | 41 |
| 9. Are our cantors/choir accurately reflecting the liturgical Season and engaging the Congregation? | 250 | 30 | 31 |

Most Positive Comments:

- Sounds great & is inspirational.
- Chorus is magnificent!
- Music ministry is very special. Carol has done a wonderful job.
- Music is uplifting & done very well by singers & musicians. Carole Marrs is an excellent director & singer.
- St Eugene's music program is already the very best!

Needs Improvement:

- The music is dreadful. Trite, banal and way overlong. How about one weekend Mass with no music? Or with less music or 1 per month with no music
- The music is VERY poor. The organ is playing every song at every Mass (on top of guitar players!) No other parish I've ever been to does that. Many of the organ songs are dirges & the organ is often too loud. I'm not sure if that is a sound booth issue?
- The music is dated without the timelessness of traditional forms of sacred music. Mass the musical is a phrase I've used when it comes to the style of music that is chosen.

CELEBRANTS/HOMILISTS SUMMARIES

Father Pat's Homilies

| | Yes | No | N/A/Sometimes |
|---|------------|-----------|----------------------|
| 10. Do the homilies enhance the message of the Gospel & do they fulfill your spiritual needs? | 96 | 73 | 42 |
| 11. Do you feel that the homilies are well prepared? | 98 | 64 | 49 |

- Walks a middle path 2
- Brings homily to everyday level 4
- Stories unrelated to readings 7
- They are like announcements 10
- Has many gifts but not with giving homilies 4
- Too little preparation 7

Deacon Mike's Homilies

- Very good 13
- Well-prepared 13
- Outstanding 15

Father Doug's Homilies

- Great 11
- Well-prepared 7
- Would prefer if he stood during homily

- Desperately need more color - church drab and gloomy

Stations of the Cross

Most Positive Comments:

- Limit Stations to Lent
- Paintings of the Stations inspiring
- Nice artwork but too big

Needs Improvement:

- Stations of the Cross not conducive to Sacredness
- Stations need enhancing Jesus in them
- Stations of the cross are much too large and too "white"
- Stations too big for space - overwhelm everything; are more "art" than prayerful reminders

Architecture/Physical Aspects of Space

Most Positive Comments:

- Stained glass windows would add color and inspiration
- The Risen Christ has more meaning than crucifix; Bring back Risen Christ

Needs Improvement:

- Architecture and style flat and secular. Rich symbolism of our faith not reflected.
- Feels more like a second home than a sanctuary.
- Area behind altar is horrible - lacks inspiration and beauty and holiness. Doesn't inspire; isn't sacred. At least we could have a sacred looking wall behind altar.

Liturgical Season Décor

Most Positive Comments:

- I like the banners and feel that those who decorate the church do a great job.
- I appreciate the banners, crib in special season ; baptismal font and oils are beautiful
- The facility and its environment are welcoming and conducive to prayer

Needs Improvement:

- No Christmas trees during advent/Advent is Not Christmas
- Banners not offensive just cheesy but not necessary
- Banners generic and bland and don't contribute to the sacred. Asheville filled with artists
- Need handcrafted banners/banners present ones generic with no artistic merit

General Décor:

- Decor is hodgepodge of things gifted to parish that fit any theme. Feels like a primary school classroom with lots of unrelated project displayed all over. Need a do-over to make it a sacred space
- Overwhelming number of decorations

PETITIONS SUMMARY

| | Yes | No | N/A/Sometimes |
|---|-----|----|---------------|
| 12. Do you feel the prayers of petition are meaningful? | 260 | 24 | 27 |

Most Positive Comments:

- Extremely relevant, timely and meaningful
- On-point, current
- Very meaningful-could be used as homily material
- Brilliant
- Personal, relevant, global -not generic as at other churches

Needs Improvement:

- TOO LONG!
- TOO POLITICAL (liberal)
- Inflammatory and inappropriate
- Too much background info-muddies the true intention of the petition

OTHER LITURGICAL MINISTRIES SUMMARY

| | Yes | No | N/A/ Sometimes |
|--|-----|----|----------------|
| 13. Do you clearly hear & understand the lectors? | 284 | 14 | 13 |
| 14. Do you feel the Altar Servers are engaged in the liturgy and perform their duties appropriately? | 268 | 17 | 26 |

Most Positive Comments:

- Lectors and altar servers always do a good job
- Most readers are clear and easy to understand
- Our readers are some of the best I've heard. I've also talked to some visitors who have commented on this
- I always sit on the front, so I can fully attend to the altar. The looping microphone thing works well with my devices
- It is great that this parish routinely has three altar servers at each Mass...to have the youth involved in such an important ministry
- The altar servers are FIVE START servers...they are reverent, attentive, humble, serious, blessed. They are true role models at St. Eugene.
- Love seeing the young servers – boys & girls of different ages
- The kids do an amazing job while serving Mass.
- What about our Eucharistic ministers? Whoever organizes that seems to have it well organized

Needs Improvement:

- I'm hard of hearing
- It seems we have the same people serving all the time. I know it's an issue to get parishioners involved.

- Altar servers do not seem engaged, do not pray with the congregation or participate in musical worship
- Some readers are hard to understand because the reading is done in monotone

OVERALL SUMMARY

| | Yes | No | N/A/Sometimes |
|---|------------|-----------|----------------------|
| 15. Do you leave our liturgies inspired to live the gospel? | 229 | 42 | 40 |
| 16. Do you actively participate in the liturgy? | 274 | 21 | 16 |
| 17. Do you find the liturgy to be a fulfilling experience? | 241 | 34 | 36 |

Most Positive Comments:

- The community dimension of the liturgy tends to be excellent & fulfilling.
- The Church Council is doing a great job about the reports of sexual abuse.
- The whole Mass experience feels alive.
- Our liturgy brings me to Church for its spiritual enrichment; not as an obligation
- I like the idea of having fruit in the gathering area after Mass.
- Youth Bible study was a great beginning to introduce to teenagers- very spiritually nourishing for my son.
- I love the sounds of children in the Mass. They are our future!!!
- Hispanic Mass very uplifting, inspiring others are not
- Love the diversity of the church.
- Appreciate the sense of community, acceptance of Catholics who may be different & the welcome of newcomers at the opening.

Needs Improvement:

- The biggest help would be to hire accomplished musicians & the priest to use good "canned" homilies.
- I love Fr. Pat...but he takes a little too much time off - have heard complaints from parishioners
- During the hours of Reconciliation people sit in Church, talk loudly., and interfere with the meditation and prayer of the people who are there for Reconciliation
- I am not fond of the paintings portraying the Stations of the Cross. They are overpowering & too gaudy & detract from the service
- Liturgies not inspiring or fulfilling
- DO NOT LIKE BILINGUAL SERVICES
- Church needs to be more engaging to young people or you are going to lose them all.
- The sanctuary has no prayerful time before mass except when the rosary is being prayed.

UPDATE from the Children and Youth Protection Committee (CYPC)

April 19, 2019

Proverbs 3:5-6 states Trust in the LORD with all your heart, on your own intelligence do not rely; In all your ways be mindful of Him, and He will make straight your paths. This journey began with an announcement by Father Pat inviting all parishioners to attend a Parish Council Meeting that focused on the newly released grand jury report in Pennsylvania regarding the abuse of children within churches in the Dioceses of Pennsylvania. Council meetings are generally not well attended by parishioners, but this one was bursting at the seams, filling our church pews with parishioners that wanted to share their sadness, their frustration, their voices. That was many months ago in September 2018. Since that time, we have gone through more frustration—the last was that the Diocese of Charlotte had decided not to join the growing national trend by other Dioceses in releasing names of clergy with credible allegations, citing their desire to prevent further pain to the victims. It was truly a time that tested our patience and faith. However, the Lord came through.

CYPC member, Rick Lober, was granted a one-on-one audience with Bishop Jugis. The Bishop was open and humble and even asked Rick what he could do to help change the Diocese of Charlotte. Changes were discussed like how to repair the Diocese's system of reporting so that it is responsive, timely, and not fragmented. A list of credible allegations against clergy are now being compiled and will be publicly released. In addition, Rick was interviewed by Msgr Jim Lisante on the show, Personally Speaking, on the Catholic Channel Sirius 129, to tell his own story of survival of sexual abuse by a predator priest when he was in the seminary. The interview aired on March 31st. Following, the April 12, 2019 edition of the Catholic New Herald, the newspaper for the Diocese of Charlotte, devoted six full pages to Child Abuse Prevention of which Rick Lober's story as a survivor was prominently featured. A video of Rick's interview can be found on youtube at <https://www.youtube.com/watch?v=-LFH-WJZ1Fw>.

While we remain heartbroken for the pain that Rick, and other victims like him, suffered at the hands of predator clergy, we also shine with pride and gratitude at the courage of our fellow parishioner. His courage is having direct impact on changes in our Diocese and throughout our Church. He is a salve to those in pain; a light of hope for those in fear; and an inspiration to Catholics everywhere. In the words of Rick, his purpose is that "our Church continues on a path of healing, forgiveness and meaningful reforms so no one has to feel the shame, pain and rejection that I and others have suffered."

The CYPC is moving forward in creating a local system that includes reporting of abuse and immediate appropriate action. Other area churches have expressed interest in joining our effort to, perhaps, create one larger effort for the Asheville area that will enable us to share the expense like a 24-hour hotline for reporting. Other communities are keeping a close eye on our efforts in hopes to replicate the same changes in their areas. In addition, Bishop Jugis has expressed interest in coming to St. Eugene's. More information will be provided as we finalize this visit. The CYPC is also exploring the creation of a program that will enable us to talk effectively and appropriately to our children across all ages regarding sexual abuse--past, present, and preventing future. Finally, we are also exploring the possibility of creating a fund solely for St. Eugene Parish. It is our hope that we will be able to recapture monetary donations lost due to the disenfranchisement of fellow parishioners with our Church and create a fund that would be used solely for the benefit of St. Eugene.

We want to make sure that real, thoughtful and timely action follow conversations. The goal is to move forward, no matter how large or incremental, and we are doing just that. Thank you to all parishioners for your continued support, love, and prayers. United we stand, led by Christ.

St. Eugene Parish and Approach to Addressing the Sexual Abuse Issue
May, 2019

COMPREHENSIVE APPROACH – Attached is a visual description of the approach that our parish and perhaps other parishes and the diocese may want to use, revise or present as their local or regional effort to ensure the protection of all children and vulnerable adults. It addresses five main areas: Victim Reporting, Education, Local Parish Support, Diocesan Policy & Practices and other Parish Outreach. [See enclosure]

- I. **VICTIM REPORTING and ASSISTANCE** – Implementation of a local parish reporting mechanism, in conjunction with the diocesan reporting system, to ensure that victims know “How to File an Allegation of Suspected Abuse by a member of the clergy, Church Employees, Church Volunteers and even within their own household or schools?” The victim’s ability to report can be done easily, quickly, be documented, and can be filed 24/7 via a true “24 Hour Hotline”. Also, the victim will be contacted, no less than 24-48 hours after the initial report, in the event an assistance counselor is not immediately available. Select members from the parish or Child & Youth Protection Committee (CYPC) will serve as a Victim Assistance Coordinator (VAC) and will provide any requested assistance to the purported victim and insure that the appropriate follow-up has occurred by the law enforcement agency, local designated victim’s psychological counselor and the diocese. If needed, the parish Victim Assistance Coordinator (VAC) will ensure that the diocese has received the necessary information. Periodically, the reporting system will be audited to insure all policies and practices are meeting a victim’s needs in a prompt, efficient and effective manner.
- II. **LOCAL PARISH SUPPORT** – Local parish outreach to professionals in the area to ensure that adequate support is readily available to victims. Such contacts will include: Law Enforcement Agencies, Medical Professionals, including psychiatrists/psychologists, who work directly with victims/children which may have been sexually abused or assaulted, the parish Victim Assistance Coordinator (VAC) and David Harold, the diocesan VAM.
- III. **EDUCATION** – Develop a local strategy to better educate parents, children and all parishioners on ways to identify and report suspected instances of sexual abuse/sexual assault of a child or vulnerable adult. Utilizing the framework of the Diocesan SAFE ENVIRONMENT TRAINING (Virtus), expand the opportunity for such training to all parishioners and parents (whether or not their children attend Asheville Catholic School). Also, develop mandatory training for ALL volunteers engaged in parish activities, not just volunteers who work directly/indirectly with children.

Commented [SRK1]: I assume this is a thing, but I don't know what thing it is – is it a form or is there a reason it's in quotes and capitalized? Probably the Bishop knows, but I didn't so I thought I'd point it out.

- IV. **OTHER PARISH/REGIONAL OUTREACH** – Develop a template for other nearby parishes to assist them in their efforts to address the sexual abuse issue locally. Meet with other pastors, deacons and parish councils to discuss our St. Eugene approach and learn/develop better approaches. Members of St. Eugene's CYPC and the selected parish VAC will serve as St. Eugene's "point persons" for these relationships. Additionally, the St. Eugene VAC's will develop an on-going relationship/connection with the diocesan Victim Assistance Minister, the Diocesan Review Board and the Chancery to share appropriate information, provide feedback and be a source to answer questions raised at the parish level.
- V. **DIOCESAN POLICY & PRACTICES** – Recommended revisions to the current Diocesan Policy Concerning Ministry-Related Sexual Misconduct BY CHURCH PERSONNEL are attached. [See enclosure]. These revisions are intended to better conform the diocesan response to a commitment to this critical issue and send a clearer message of compassion for all victims and provide enhanced transparency on how the current policy is implemented and executed on behalf of all those involved in suspected incident of sexual abuse or assault. While we understand that the USCCB may undertake our Church's national approach to more fully, properly and transparently make meaningful reforms on this issue, these recommendations can be instituted easily and can easily be modified based upon further actions by the USCCB or the Vatican.

NOTE: In light of these approaches to addressing the sexual abuse issue, we ask that the diocese release a list of credible allegations made against any priests, Monsignors, deacons, church employees or anyone serving in a direct church-related function ASAP. This petition is made on behalf of victims and in a true spirit of transparency for all members of the diocese. Former victims need to see a "bright light" shown on the current Church efforts to make meaningful reforms and actionable changes to the past Church handling of such matters. Current or future victims need to see a bright, clear path to coming forward without fear or shame to report such matters. Finally, our parish and our diocese need to see a bright spotlight shone upon our Church's efforts to truly root out, fully expose and show our faithful, in a truly transparent manner that we are all committed to protecting all God's children, our children and vulnerable adults.

Addressing the Sexual Abuse Issue

