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Minutes of the 785th Provincial Council Meeting October 1, 2008, via conference call

PRESENT: Fr. Thomas Cassidy, provincial superior; Fr. Yvon Sheehy, Fr. Vien Nguyen, Fr. Jack Kurps, Fr. Jim Brackin and Dn. David Nagel, councilors; Br. Frank Presto, provincial secretary, and Mary Gorski, minutes.

- I. Votum, re: Fr. Brian McCullough — The council voted to endorse Fr. Cassidy's votum for the dispensation from religious life and the obligations of the clerical state for Fr. Brian McCullough.
- II. Mission Education Conference — Mike Tyrell, chairperson of the Dehonian Family Ad Hoc Committee, wrote to Fr. Cassidy to receive approval for the next Mission Education Conference. The proposed dates are the evening of August 31 through mid-afternoon on September 2. The dates were suggested by the staff of Sacred Heart School of Theology because the annual Cultural Fair will be September 2. It will be incorporated in the conference theme: "The Impact of the SCJs on the Global Church."

Fr. Cassidy asked for input from the council. Councilors were in favor of the conference but one noted that with several province gatherings planned for 2009 attendance of SCJs might be lower than average. Fr. Cassidy reminded councilors that Mission Education is primarily a gathering for lay employees. While participation by SCJs enhances the conference, the majority of those who do attend are generally SCJs who live in the area in which it is held.

The council voted to approve the dates for the next Mission Education Conference to be held at Sacred Heart School of Theology, August 31 to September 2, 2009.

- III. Finance — The council voted to give Dn. Nagel approval, as treasurer, to purchase the frontage property along Highway 100 in front of Villa Maria for a price to be negotiated between \$100,000 and \$150,000. Milwaukee County, the owner of the property, has it assessed for \$150,000. However, the developer working with Dn. Nagel believes that the assessment should be lower. With the council's permission, Dn. Nagel and the developer can make an offer and begin negotiations with the county.
- IV. Baileys Harbor — Fr. Cassidy informed the council that the bishop of Green Bay had given his votum for sale of the Baileys Harbor property.

Minutes of the 786th Provincial Council Meeting October 15, 2008, Conference Call

PRESENT: Fr. Thomas Cassidy, provincial superior; Fr. Yvon Sheehy, Fr. Vien Nguyen, Fr. Jack Kurps, Fr. Jim Brackin and Dn. David Nagel, councilors; Br. Frank Presto, provincial secretary, and Mary Gorski, minutes. Fr. Mark Mastin, representing the vocation office, joined the council for the first part of the meeting.

- I. IVP Program — Councilors talked about the IVP program. The IVP program could be useful in

some instances but it needs to be reviewed. In light of the fact that there are no potential students preparing to enter the program, the council suggested that no new students be introduced to IVP until after Br. Ray Kozuch is in place as director. He will be asked to do a thorough review of IVP before any new students can be accepted.

- IV. Admission Process — Br. Presto told the council that he and the province attorney have been reviewing the admissions packet. Currently, a background check is required of potential candidates. However, he and the attorney recommend that a check of civil court concerns also be done to ascertain whether there have been judgments against the potential candidate. He asked councilors if they were in favor of adding this process to the admissions packet. Councilors and Fr. Cassidy agreed that it should be added. Br. Presto said that it will be done starting with whomever is next presented to the Admissions Board.

Br. Presto anticipates completing the review of the full admissions packet by December and will present it to the council for review then.

Minutes of the combined North American councils meeting November 10, 2008, Ottawa, Ontario

PRESENT: Fr. Thomas Cassidy, provincial superior of the U.S. Province; Fr. Yvon Sheehy, Fr. Jack Kurps, Fr. Vien Nguyen and Fr. Jim Brackin, U.S. councilors; Fr. John van den Hengel, regional superior of Canada, Fr. Claude Bédard and Fr. William Marvee, Canadian councilors; Br. Frank Presto, provincial secretary U.S. Province, and Mary Gorski, minutes.

- I. Personal Sharing — Participants took time to share information about themselves, their ministries and communities. A few points of interest:
- Fr. Cassidy: Fr. Cassidy has been traveling a lot, with much of his focus on visitations. Prior to the Ottawa meeting, Fr. Cassidy was in Washington, D.C., for meetings with CMSM (Conference of Major Superiors of Men). He was impressed by the CMSM staff. Fr. Cassidy is president-elect of the organization. He noted Dn. Nagel's current health issues and said that while he has personal concern for Dn. Nagel, Fr. Cassidy also has concern about staffing. Dn. Nagel is very competent and if he were need to take time away to tend to health concerns it would be very difficult to replace him.
 - Fr. van den Hengel: Fr. van den Hengel has been very busy with the writing of a grade 11 text for the Ontario Conference of Catholic Bishops. He also has duties as chaplain to the Canadian Catholic School Trustees' Association, which had a large conference in Ottawa in September. Fr. van den Hengel continues to be involved with St. Paul University and will teach classes in the spring semester. Regarding the region, he noted several members with significant health concerns. Fr. Bill More recently moved to assisted living and Fr. Adrian Visscher is dealing with cancer.
 - Fr. Nguyen: Fr. Nguyen said that it was his first time in Ottawa since he was a novice. He noted his work with the formation community and said that while he sees its importance he misses parish life. He does weekend ministry to maintain parish connections.
 - Fr. Marvee: He noted that he is the eldest SCJ of the two administrations and that it is a role he is getting used to. At the SCJ Pastoral Convention in Manila he was also the eldest. Fr. Marvee enjoys his parish work in Quebec.
 - Fr. Brackin: Fr. Brackin said that it was his first time in Ottawa. He is personally doing well but noted the challenges of elder ministry. Villa Maria, the retirement community of which he is local superior, is now the largest community in the U.S. Province. The community is recovering from two recent losses: the deaths of Fr. George Balderrama and Fr. David Maher. Fr. Brackin noted some of the challenges of ministering to elders. One needs to be respectful but also be able to step in when an elder doesn't recognize his own diminishment. He added that elder issues are a large concern for the province but that as a province it is important not to get so caught up in such concerns that there is no visioning for the future. One has to remember that out of diminishment comes resurrection and new life.

- Fr. Kurps: Fr. Kurps took a two-month sabbatical in New York City during the summer that he found to be very beneficial. He plans to take a similar break next summer. However, he noted that while it was good to be away, there is still much to catch up to on his return. The Mississippi community is doing well after a year of many transitions. Three of its members died and there are now several new members in the community.
- Fr. Bédard: Last year the region closed Maison Dehon, the hospice for people with HIV/AIDS. Fr. Bédard said that it has taken him a year to mourn the loss; he had worked with Maison Dehon for many years. Currently, he continues to work as procurator of the missions. He enjoys fund raising and enjoys the people with whom he works. Fr. Bédard did note his difficulty in asking benefactors for money in the midst of the struggling economy. In his community in Montréal there are several retired SCJs. The community continues to work on developing a balance between the needs of the elders and the desires of the younger members. Fr. Bédard also noted what he called his “distraction” — the arts. He enjoys being a part of and working with the theater in Montréal.
- Br. Presto: Br. Presto noted that he recently moved to 37th Street and that he enjoys having a larger community. The provincial secretary’s job seems to grow. A significant concern for him now is the aging of his parents. Both are in the 80s and in deteriorating health.

II. Provincial and Regional Chapters

- A. U.S. Provincial Chapter — Fr. Cassidy noted that this year’s provincial chapter was the first in which any member of the province who wanted to be a delegate could be. Fr. Jack Nitzki developed a system that allowed for this. Approximately 55 SCJs attended; however, Fr. Cassidy felt that the younger members of the province were under-represented.

An on-going problem is that a new administration has to plan for a chapter that takes place less than a year after the administration takes office. With the short time for planning, Fr. Cassidy felt that the chapter came together well. He noted that it was a different style than previous. A religious sister served as facilitator. Some delegates did not care for her style but she was effective in helping the SCJs to share their thoughts and concerns more deeply than in previous province gatherings.

Directional statements on community, ministry and aging were developed at the chapter. Since then, the Elder Life Commission has done much work to further develop the statement on aging. At a province gathering in January further work will be done to develop the statements on community and eventually, ministry. Two more gatherings — approximately six months apart — will follow the January meeting. The focus at this point continues to be community for it is hoped that out of community the province can plan for ministry. It was noted that some in the province are frustrated that discussions on ministry do not take precedence.

A member of a planning committee for the chapter noted that the committee chose a different, more discussion-oriented style for the chapter. There was not a focus on decision-making as is typical for a chapter. The committee felt that in planning for the future there is a tension in balancing community and ministry.

A representative of the Canadian administration asked if a decision had been made in the U.S. Province as to which has priority? Community or ministry? The leadership of the province has stated that community is the priority but not all members of the province are of the same mind. There is a difficulty in discussions because as religious, SCJs realize the necessity of community, yet often members’ hearts are tied more to their ministries.

The process of deep-level discussions was just begun at the chapter. At future gatherings it is hoped that the membership can become more comfortable with such discussion. All members of the province are welcome at future gatherings, including those who were not chapter delegates. Sr. Barbara Stanbridge, the chapter facilitator, will continue to work with the province.

A Canadian SCJ noted that the U.S. Province has had to withdraw from several ministries in recent years. This must have a significant impact on discussions of future ministry in the province. A member of the U.S. Council said that it is really the men aged 60 and younger who need to step up and discuss the future. They are the ones who will have to implement it. Future ministries can only be what the younger members of the province believe that they can do. The older members should not impose the future on the younger members.

“How many communities does the U.S. Province envision having in the future?” asked one of the Canadians. The question is a difficult one. Much depends on where people will minister. Because of its history in the province, many would like to see the SCJs remain in South Dakota. However, if there are not men who are able to minister in South Dakota there cannot be a community there. Although community is the administration’s stated priority, communities can only be where members are

able or willing to minister. If the U.S. Province withdraws from province commitments, such as St. Joseph's Indian School, the administration hopes that somehow the Dehonian charism will continue in them.

B. Canadian Chapter — Fr. van den Hengel noted that the 2008 chapter was the first “real” chapter to take place since the French and Anglo provinces merged into one region. The chapter revisited the “Statement of Convergences” that was developed in 2001 when the entities joined. Chapter discussions focused on what was going well since the merge and what areas need work. Topics of discussion included:

- Cultural and linguistic diversity, in particular, the need to recognize that the Canadian Region is a dual language entity and measures need to continue to fully respect the two languages.
- International community. It has been proposed that the region develop an international community, perhaps in Toronto.
- Vocations. There is a renewed focus on vocation development.
- Ministry. Where should the region focus in ministry? Discussions have centered on immigrants. Canada is one of the largest recipients of immigrants and refugees, especially in proportion to its population. The Dutch SCJs first came to Canada to minister to the immigrants from their country. Fr. Peter McKenna is currently involved in ministry to immigrants. Perhaps the region will focus on this more so in the future.

It was noted that religious life itself is also an apostolate of the region. There is a need to care for the aging members of the region.

- Lay Dehonians. The region would like to continue to share the spirituality of the Priests of the Sacred Heart with the laity.

The Canadian Council will reflect on the issues discussed at the chapter. Their reflections will go to the Committee on Dehonian Life and Identity. The committee will decide if concrete action needs to take place. It was noted that the process is often more important than conclusions.

The region has had a history of yearly gatherings and they seem to go well. It's a time of fraternity. An advantage of having a smaller entity is that it is easier to gather the full group. Chapters have been open to the entire membership.

IV. General Chapter — Neither the Canadian Region nor the U.S. Province has done much work on the questionnaire sent by the Generalate in preparation for the General Chapter. Neither discussed the General Chapter at their local chapters. In the U.S. Province some communities have responded to the questionnaire. The U.S. Council was to discuss the questionnaire during its meeting the following day. The Canadian council was to discuss the questions at its November 17 meeting in Toronto.

There is a concern that the process presented does not adequately allow for effective input from the provinces, regions and districts. Responses are often synthesized with others and lost. The purpose of the process does not seem clear. Where will it lead the congregation? Fr. van den Hengel said that at the 2007 meeting of superiors proposals were made in regards to General Chapter preparation. From that, a personal question was added to the Generalate questionnaire, but it does not seem to have significant impact.

Some on the local level in Canada found that the process was too cumbersome. Language seemed to be translated literally without careful review of meaning. In Montréal, the community spent five hours on one question. However, the reaction to the process was positive because the community felt that they had simply spent good time together. The questions became secondary to the gathering itself.

It was suggested that Canada and the United States have a unified voice in their response to the Generalate. In spring, the Generalate is to send a response in regards to the questionnaire. Perhaps this could be a focus of discussions at the combined North American meeting in March. The two councils will share their own work with each other on the questions and then review that work along with the response from the Generalate in spring.

Delegates to the chapter should also attend the March meeting of the North American administrations.

V. North American Councilor for next General Administration — Fr. Jose Ornelas Carvalho, general superior, said that the presence

of a North American on the council is missed. Can the two North American entities suggest someone for the General Council? It was noted that it is a significant sacrifice to give up a member of the province or region for the council, especially now with diminishing numbers of SCJs in North America. However, it was also said that if North America wants a voice, it has to make a sacrifice.

Regardless of the sacrifice, are there SCJs in North America who would be appropriate for the job? It requires good language skills (if the person isn't already multi-lingual he has to be able and willing to at least learn Italian) as well as an ability to adapt to not only community life in Rome, but often a process of operation much different than what North Americans are used to. Of course, that also means that it is good for the Generalate to have a presence and style different than what it is used to — Fr. McKenna was good at introducing the General Council to a more process-oriented approach to work.

It was suggested that Frs. Cassidy and van den Hengel each write a letter to his members inviting them to consider serving on the General Council. Each will note that his counterpart is doing the same. Interested SCJs would contact either Frs. Cassidy or van den Hengel to express their interest. At the same time, each council should also surface names of North American SCJs whom they think would be good representatives in Rome. It was suggested that Fr. Cassidy have a thorough discussion with whoever considers service on the General Council. It is important that the person has a good sense of the lifestyle and expectations he will encounter.

Should North America be in dialogue with the British Irish Province regarding this? It is thought that the province may be more aligned with Europe at this time, though the province would welcome an English-speaker.

VI. Finances — The treasurers for both Canada and the United States were each unable to attend the Ottawa meeting due to health concerns. Fr. van den Hengel noted that the region has experienced about a 30% loss in the value of its investments. The region is reviewing its finances and has established a finance committee to assist with this; a financial advisor may also be hired. It was suggested that the Canadian finance committee or the Canadian council dialogue with Dn. Nagel. He has worked with such a committee since serving as treasurer and has extensive knowledge in financial matters.

Fr. Cassidy said that the U.S. Province uses financial consultants who are affiliated with Merrill Lynch. In early summer Dn. Nagel was advised that the markets would most likely drop in value. Dn. Nagel moved a significant amount of money into cash. Much was put into Certificates of Deposits in a variety of banks to minimize risk. The U.S. Province lost money as did all who had investments, but compared to the market, the province had a much lower loss.

There is a concern that fund raising may be affected by the economic downturn.

SCJs in Canada have been reviewing their investments and considering moving some of their money in the United States back to Canada. Oil is currently a profitable investment in Canada. The country has certainly been affected by the economic crisis, but Fr. van den Hengel noted that Canadian banks are quite strong due to different regulatory systems.

VII. Geo-Cultural Zone Meetings — Frs. Cassidy and van den Hengel took part in the meeting of South American SCJs in Montevideo. The Latin American SCJs gather each year to discuss common issues (there is a joint novitiate and several multi-province committees). Frs. Cassidy and van den Hengel both found the meeting to be beneficial not in regards to specific tasks but because it allowed them to get to better know the situations of SCJs in South America. Always, the sense of fellowship at such meetings is important. They noted that SCJs in North America tend to connect more with Europeans but that there should be an effort to make a better connection with South America.

In considering the SCJ presence in South America, many think first of Brazil and the large number of SCJs, especially in the Central Brazilian Province. However, most of South America consists of much smaller provinces and regions. They struggle with staffing issues and low vocations as do SCJs in North America. There is a concern in many areas in regards to the impact of Pentecostal movements, sects and cults.

In both Americas there are concerns about the Church — is it listening to the needs of the people? Religious life is slipping away — do religious need to examine who they are and how they fit into the life of people today?

Both noted that they were disappointed that they couldn't do their planned visit with Bishop Bressanelli. A volcano eruption interrupted travel.

Councilors noted the benefit of international gatherings in general. Fr. Marvee, who had attended the SCJ Pastoral Convention

in Manila, noted the impact of the ESL Program at Sacred Heart School of Theology. He was surprised to encounter so many people in Manila who had been through the program. It has become an excellent opportunity for SCJs from around the world to connect, just as studies in Rome once connected many members of the community.

The next meeting of the South American SCJs will take place in Rome prior to the General Chapter. In the future, if it is economically feasible, it would be good to host the South Americans for a meeting in North America.

VIII. Proposals from the British-Irish Province – The British–Irish Province shared three proposals that they developed for the General Chapter. The North American councilors thought that the first proposal was the most significant:

“The General Chapter is asked to discuss what is the mission of the congregation to those provinces which are struggling because of lack of younger members and increasing secularism and de-Christianisation in their cultures.”

It was noted that Europe is becoming a very secularized society — how are the SCJs addressing this? Also, while the congregation grows south of the equator, approximately 50% of the congregation is still north of the equator. Are the concerns of these SCJs still being heard? How can Judeo-Christian values be developed in Europe?

Fr. van den Hengel will share this conversation with Fr. Hugh Hanley, BH provincial superior.

IX. Where will we be in ten years? — Participants took a few minutes to list issues of significance in regards to where the SCJs will be in ten years. Responses (paraphrased):

- There needs to be a theological reflection on the nature of diminishment and transformation.
- What is the SCJs commitment to the Church even as its members age?
- How do the SCJs minister to their own aging membership and also minister to the aging membership of the general population?
- What vehicle(s) can be used to hear the voice of the young so that they can shape the future?
- What changes will there be in 10 years when there are only 29 SCJs in the US Province under 70 (if all variables remain the same)?
- How can we look at the opportunities of our situations and not simply dwell on the negative?
- We need to remember that the present doesn't really exist; it is made by the experiences of the past and animated by the future. We need to keep this in mind and be forward thinking.
- Are we too critical in how we evaluate potential vocations?
- We need to document the experiences of our past for future SCJs.
- We are becoming smaller in number but much more diverse generationally and culturally. This is a blessing!
- We need to focus on community and everything will flow from it.
- We can't be overly focused on administration.
- We can do much with few; only a handful of men began the US Province.
- Diminishment will call for a different kind of leadership; if the province (U.S.) is small in number everyone can't be in leadership to fill present spots.
- We need to direct good resources internally.
- The SCJs reflect the larger church which is also losing a lot of college age and young adults. What will the role of the Church itself be in ten years?

- Young people want to be a part of the search for truth, they don't simply want to be told what it is.
- Can the SCJs do something like Taizé here in North America?
- In ten years the average age in the Canadian Region will be 77, there will be 15-16 members. How does this affect the way we will support ourselves financially?
- Much of the energy of the Canadian Region in future years will be directed toward senior life.
- The Dutch SCJs decided to cease vocation work. What would it mean if SCJs in North America did the same? Is there a reason to?
- Can the Canadian Region be viable with only 15 members? Would it need to consider joining with another entity, either the US Province or a non-SCJ community?
- What will the economic picture in the U.S. and Canada look like? How will resources change?
- How will corporate commitments change?
- What does it mean to do "religious" ministry as opposed to diocesan?
- There will be a shift in attitude. Soon, the group that went through the large institutional formation programs will be gone. The references to Kilroe, Donaldson and Ste. Marie will just be historical to most active members of the community in ten years. How will those formed in a different system be different than men who are in leadership now?
- Are we too rich? Are we too busy protecting our past? Are we too demanding of ourselves and our leaders? How much specialized education is necessary?
- How do we remain committed to vocations? It would be very sad if SCJs in North America ceased to accept vocations.
- So much energy is used in regards to aging. How do we not let this bog down the younger members? It is important to serve older members and ensure their well-being but it is also important for there to be enough time and energy to do other ministry.
- We have to remember that we are here not just for ourselves as SCJs but that we are here to serve the Church. What does that mean to us?
- Religion needs to be shared outside of the classroom, outside of the church. How do we reach young adults? How do we hear their concerns?
- How do we reach adults age 18-35?
- The eternal question for all is "What is the meaning of life?" How do we dialogue on that, from a Christian perspective, a Dehonian perspective, with young adults?
- We, as members of the Church are often nervous about our future. This can come off as fatalism. How do we change that to optimism?
- How do we get away from focusing on ourselves?
- What we are doing as a Church is not working — for the most part. We need to be people of faith, but we also have to use the resources that we have to look at the future and be pro-active.

Participants found the dialogue to be interesting and believe that it should be continued in the future.

- X. Next meeting — The next meeting of the North American administrations will take place in Mississippi. Originally, the date was set for March 30 (gathering the night before for dinner). Because of a schedule conflict, the date was moved to March 23, with the councils gathering the evening of March 22 for dinner. Earlier in the meeting it was suggested that delegates to the General Chapter also take part in the March gathering.

Minutes of the 787th Provincial Council Meeting

November 11, 2008, Ottawa, Canada

PRESENT: Fr. Thomas Cassidy, provincial superior; Fr. Yvon Sheehy, Fr. Vien Nguyen, Fr. Jack Kurps, Fr. Jim Brackin and Dn. David Nagel (by phone), councilors; Br. Frank Presto, provincial secretary, and Mary Gorski, minutes.

- I. Minutes — The council acknowledged that it had approved, with minor corrections, the minutes of the 784th meeting during a September 18th conference call. During that call, several items were shared: 1) Fr. George Balderrama had been recently diagnosed with advanced pancreatic cancer, 2) the province development office received a \$300,000 donation toward the construction of a church in Cameroon, 3) Fr. Cassidy's letter to the province inviting them to take part in the January gathering was to be sent mid-September (it was noted that Lunar New Year, celebrated by the Vietnamese community, might conflict with the gathering; perhaps their traditions can be shared during the province gathering), 4) the summer gathering will be July 20-23 instead of the originally proposed July 13-16.

At its November 11th meeting it also approved the minutes of the 785th meeting and the 786th meeting with minor corrections.

II. Finance

- A. Financial Audit — The audit is taking longer than usual to complete because a new firm is doing it. There are some transition issues, such as making the format similar to previous years' audits. Dn. Nagel expects to have the audit ready to present to the council at its December meeting.
- C. Financial Code of Ethics — A Financial Code of Ethics, with the ethical principles by which the senior officers of the entities of the Priests of the Sacred Heart are expected to conduct themselves, has been developed. It was discussed during a meeting with the directors of the three development offices; all were in favor of it and each has signed the document.
- D. Whistle Blower Policy — Dn. Nagel presented a sample whistle-blower policy that is being implemented in the employee handbooks of all the province entities. Sacred Heart Southern Missions already has a whistle-blower policy in place. St. Joseph's Indian School approved a policy in October and the policy will go before the board of the Hales Corners Development Office in December. The council voted to endorse the Whistle Blower Policy (Addendum A).
- E. Meeting With Development Directors — Dn. Nagel shared the minutes of the September 29th meeting of the development directors. He said that the meeting went very well. In particular, he noted that the directors agreed that the province should individually set the MAP (Congregation Mission Needs) requirement for each location rather than do a percent. The Hales Corners Development Office has increased its contribution by \$500,000 for each of the last three years.

When St. Joseph Indian School's financial commitment to the Rapid City Diocese for ministry on the Cheyenne River Reservation is complete it will increase its contribution by 23% to MAP.

Dn. Nagel said that the MAP amount for each office had not been evaluated in several years. It is appropriate to do so, especially in light of the many commitments the province has to the congregation in areas such as Asia.

- F. Effect of Economic Situation on Fund Raising — Asked about the effect of the current economic crisis on fund raising, Dn. Nagel said that there has not been a significant decline in giving. There is some "softening" in South Dakota but it is not thought to be significant. The holiday season will be a good indicator of how giving has been affected by the economy.
- G. Retreat Center, Baileys Harbor — A meeting was held with Bishop Ricken of Green Bay concerning the retreat center in Baileys Harbor. On October 17, Fr. Tom Long, vocation director, informed Dn. Nagel that the bishop would like to accept the donation of the center from the Priests of the Sacred Heart. The diocese anticipates operating youth programs and other activities at the center. Kathleen Dahlgren, province attorney, will draft a 20-25-year lease that allows the diocese to operate the center in whatever manner it chooses; however, without the ability to sell the property.

Regarding other interests related to the center, Dn. Nagel noted that 1) he and Fr. Brackin are going to Baileys Harbor (Fr. Brackin was to meet with Brs. Lewandowski and Monek and Dn. Nagel was to determine what items the province needs to remove from the center such as artwork and furniture); 2) the farm sale finalized on September 30th for \$3.6 million (proceeds from the sale went into the Province Ministries Fund); 3) the appraised value of the retreat center property is \$1.6 million with the buildings and \$3 million for the land without the buildings.

Br. Ray Kozuch is planning to move from the center at the end of November; Fr. Mark Fortner will “house-sit” the property for a period of time. Brs. Andrew Lewandowski and John Monek will remain in the farm house for another month to assist the new owner of the farm.

- H. Woods Road Property — The SCJs’ property on Woods Road consists of two lots. One is vacant and the other is home to St. Francis Residence. Bill Rondeau, director of the Hales Corners Development Office, is interested in buying the vacant lot. Dn. Nagel asked Kathleen Dahlgren to have an appraisal of the property done. The property has little potential use by the province and its sale would not adversely affect a future sale of the other Woods Road lot. Dn. Nagel recommends that the council approve the sale of 12209 W. Woods Road for a price within 10% of the appraised value of the property.

In light of the current housing market, councilors asked if this is an appropriate time to sell the property or if it would have more value later. Dn. Nagel said that appraisals of land have remained steady, it is housing values that are deteriorating. A delay in the sale would not significantly impact the price.

The council was open to the sale but would like more information before making a final decision.

- I. Investments — There was a meeting with the investment consultants from Merrill Lynch on November 6th. The markets have lost close to 40% of their value since January 1st. The Merrill Lynch representative believes that recovery will begin in spring, 2009; however, Dn. Nagel believes that it might take more time. He said that the province annuities are adequately funded.

In May, Dn. Nagel moved a significant amount of money into cash. All of the money from the sale of Baileys Harbor is in Treasury Bills with Merrill Lynch. Investment money with Tri City has been moved into Certificates of Deposits in a variety of banks to minimize risk.

Dn. Nagel is considering hiring an investment advisor. Merrill Lynch is a consultant, not a certified advisor.

- J. Highway 100 Property — An offer of \$130,000 for the strip of land adjacent to Villa Maria was made to the State of Wisconsin. The state rejected the offer and the SCJs countered with the state’s original request of \$150,000. Finalization of the sale is supposed to take place in December.

- K. Villa Maria Project — Plans continue in regards to the expanded development of the Villa Maria property. Developer Mark Carstensen is in the process of hiring an engineering firm to study the environmental impact of further development on the Villa Maria property. Kathleen Dahlgreen, province attorney, is investigating the value of the “halo effect” of the Priests of the Sacred Heart and its association with the project.

Fr. Cassidy said that the meeting held with the Villa Maria community regarding the project was very helpful and that such meetings should continue to maintain good communication with the Villa Maria residents.

At the next council meeting (December), the developer will give a presentation to the council in regards to the project.

III. Provincial Superior’s Visitations

- A. Florida — Fr. Cassidy did a visitation with the Pinellas Park community and found the SCJs to be in good spirits.
- B. South Dakota — Fr. Cassidy’s visit to the South Dakota community went well.

Fr. Mike Burke will retire at the end of the year and move to St. Joseph’s in January. It is anticipated that he will remain there through the school year and then most likely join the Villa Maria community. Fr. Gary Lantz is retired but would like to remain in South Dakota as long as his health allows. Fr. Bernie Rosinski is doing well in Lower Brule although he has concerns about his mother, who is 99 and in diminishing health. He was to visit her shortly after Fr. Cassidy’s time in South Dakota.

If SCJs from the U.S. Province are unable to minister in Lower Brule and no assistance comes from another province, such as Indonesia, the SCJs are going to have to withdraw from ministry on the Lower Brule and Crow Creek Reservations. The bishop needs to be given a year’s notice of such a decision.

Should the SCJs leave reservation ministry, it has been suggested that the province then needs to review its involvement with St. Joseph’s Indian School. Councilors agreed that it is a vital ministry. Its viability needs to be ensured, following in the

charism of Fr. Dehon, with or without SCJ presence. A councilor asked if this meant that Fr. Cassidy thought that the community would leave St. Joseph's. Fr. Cassidy said no, the school is too valuable to simply leave. Instead, he is suggesting that the SCJs explore how their presence can continue at the school, perhaps in a format different than now. It was noted that Mike Tyrell has been very good about educating the staff at St. Joseph's on the SCJs and Fr. Dehon through mission education gatherings at the school.

Ideally, the province should prepare younger members of the community for leadership positions in ministries such as St. Joseph's. But, this is the ideal. There do not seem to be many young SCJs who want to serve in South Dakota.

This prompted one councilor to suggest that there be a gathering of SCJs under age 60 to discuss the future of the province and where they would like to serve.

Another suggested that a way to build the SCJ presence at St. Joseph's would be to have elder SCJs who are in good health spend time with the community there. Perhaps an elder SCJ could join the St. Joseph's community for a school year, or a semester.

A councilor noted that this same concern — maintaining the SCJ presence or mission at an institution in light of diminishing numbers — is something that will need to be addressed in other areas of the province. Ministries such as Sacred Heart Southern Missions, Sacred Heart School of Theology and St. Joseph's Indian School are province commitments. The obligations of the community are much different to these entities than they are to diocesan ministries that the province serves. When the SCJs leave a parish, it is simply returned to a bishop. This is not the case with province commitments.

These issues should be discussed at the next Los Jóvenes meeting which will most likely take place before the province gathering in January. The future belongs to the young, stressed Fr. Cassidy, so it is important that the voice of youth be heard.

- C. St. Francis Community (Woods Road) — Fr. Cassidy said that Fr. Russo is recovering well from his second knee surgery. After January 1, he would like to look for ministry in the Milwaukee area. Originally, he was to have a sabbatical this fall at Notre Dame. However, he had the knee replacement surgery instead. Fr. Russo asked if he could go to Notre Dame next fall and Fr. Cassidy said yes.

The meeting with Fr. P.J. McGuire also went well. Fr. Cassidy said that he talked with Fr. Jan de Jong about the possibility of relocating the Dehon Study Center at Sacred Heart School of Theology. Fr. de Jong said that there isn't an appropriate space for it.

- D. Sacred Heart Monastery — Fr. Cassidy did a visitation with the monastery community. The community is in transition. Fr. Paul Grizzelle Reid is completing his term as director of the ESL program and will be leaving on sabbatical at the end of the fall semester. Br. Ray Kozuch will be joining the monastery community at the end of November.

An administrator needs to be named for the community to serve from the time of Fr. Reid's departure until a consultation for superior is done in late spring, 2009. The four current members of the community will meet on November 21st to choose an administrator.

Fr. Cassidy said that Fr. Walters has had a busier semester than usual. He is teaching the Spanish classes while Mary DeSantis is on sabbatical.

IV. Personnel

A. Individuals in Transition

2. Fr. David Jackson — It is anticipated that the province will hear from Rome in April regarding Fr. Jackson's case.
3. Fr. Michael McMillen — Bishop Sartain's decision regarding Fr. McMillen's incardination is due in 2009.
4. Fr. Byron Haaland — The province is waiting for an indult from the Vatican. The paperwork regarding Fr. Haaland's transfer to the Trappists has begun.

C. Available for Ministry — Members of the province who will soon be available for assignment:

1. Fr. Bob Tucker — He is completing a sabbatical
2. Fr. Chuck Wonch — His program will conclude in spring.

3. Fr. Charles Bisgrove — He will complete his program in early 2009 and return to Sacred Heart School of Theology.
4. Fr. Dominic Peluse — Fr. Peluse's assignment ends in June, 2009. If he is not immediately needed in an SCJ ministry the province might renew his assignment with the Diocese of Green Bay on a year-to-year basis.

D. Sabbaticals and Study Programs

1. Fr. Paul Grizzelle Reid — Fr. Reid will begin a sabbatical at the end of the fall semester.
2. Br. Ha Tran — He will soon conclude his program and begin his preparation for a teacher's license. He will most likely teach at St. Joseph's Indian School or in Mississippi.
3. Fr. Stephen Huffstetter — Fr. Huffstetter is looking into sabbatical possibilities. It was suggested that he take summer sabbaticals so that he can continue his work at St. Joseph's Indian School.

E. Fr. Leonard Elder — Fr. Elder is getting close to retirement age. Once he does retire he might move to the Nesbit house and do help-out ministry.

G. Fr. Joseph Dean — The council voted to present Fr. Joe Dean as the pastor of Lower Brule and Crow Creek parishes.

V. Administration

A. New Ministry — There has been talk for some time about developing a new ministry in the Chicago area. It was thought that during this time of diminishment in the province it could be something that would be life-giving and energizing. Chicago was suggested because the formation community is located there.

Input was sought from the formation team. They welcome a new ministry in Chicago but stressed that the students in formation should not be obligated to be a part of it. They should be able to choose from a diverse selection of ministries.

If the formation community is not necessarily going to interact with the project some asked why it was being located in Chicago. The purpose of the project, for some, was to have an SCJ ministry near the formation house. If those in formation are not going to be a part of it, why open a new ministry there?

Others talked about the possibilities for ministry. The province shouldn't simply take on another parish, especially when personnel are stretched so thin in other areas. There should be something particularly Dehonian about a new ministry. In the past there were suggestions for young adult ministry — ministry to those newly married, just out of college and/or beginning their careers.

One councilor voiced his frustration in that there are SCJs available for ministry, but not necessarily for the ministries the province now has. There is not a sense of commitment to current ministries.

Perhaps if the province did begin a new ministry it could do so in an area such as Memphis or Mississippi so that it is close to a strong SCJ community. Related to this suggestion was a realization that, for the most part, the parishes to which the SCJs minister in Mississippi serve primarily middle class Caucasian families. Although Sacred Heart Southern Missions does much to serve the poor in northern Mississippi, perhaps it would be beneficial for the SCJs to seek a parish that works directly with the poor.

It was suggested that SCJs who are interested in developing a new province ministry should get together and discuss possibilities. However, a new ministry cannot be created in a vacuum. The province as a whole needs to plan for its future in the United States. Whatever ministries are in the province's future — either new ones or the continuation of current ministries — they must have the support and interest of the province. There needs to be people willing to serve in the ministries to which the province commits. Also, people need to look beyond their personal desires and look at the needs of the province as a whole.

Again, the idea of talking about ministry with those under 60 was discussed. The province needs direction and those under 60 are the ones who are going to implement the direction. Are they talking among themselves about the direction of the province? Could they call a meeting to do so? Such a meeting needs to be called under the authority of the provincial superior. Do the younger men — those under 40 — discuss the future of the province? Fr. Nguyen — who is under 40 — said that such discussions generally only take place one-on-one.

In looking at ministry and the men under 60 available for it, the needs of internal ministry also need to be realized. Men will be needed for administration, vocations and formation. However, there also needs to be an openness to totally re-thinking ministry. Leaving current province commitments such as Sacred Heart Southern Missions, Sacred Heart School of Theology and

St. Joseph's Indian School all have to be open to discussion.

There needs to be a discussion of this on a province level. The community needs to think together as a province, not just as individuals. It was suggested that during the January assembly the council and Fr. Cassidy repeat this discussion in a "fish-bowl" setting, as was done regarding aging and retirement at the chapter. Fr. Kurps will ask Sr. Barbara Stanbridge to include this in the January gathering.

- B. General Chapter — Several communities have responded to the questions submitted by Rome as preparation for the General Chapter. The council also has to respond to a set of questions. Fr. Cassidy suggested that he write a response that can be reviewed by the council. The council was in favor of this.
- C. Director of Elder Care Report — Fr. Brackin noted that there are 17 elders living outside of the Pinellas Park and Villa Maria communities. There should be conversations with these men to get a sense of what their expectations are of the province in regards to health care and other assistance. An assessment needs to be made as to whether individual expectations are realistic. It is more difficult to attend to an elder who lives outside of one of the retirement communities. Fr. Brackin will talk with these men individually next year.
- D. SCJ Pastoral Convention 2008 — The report from the SCJ Pastoral Convention in Manila should be made available to members of the U.S. Province. Mary Gorski will take care of this. Also, a DVD from the conference will be duplicated and sent to each member. Councilors noted the need to make SCJ parishes more Dehonian.
- E. January Gathering — Br. Presto said that approximately 30 SCJs have said that they will be at the January gathering. The deadline for response is November 15. Fr. Cassidy will personally contact several of those who have not responded. He would especially like to ensure that younger members of the province attend. Br. Presto will send the list of participants to the council.

The planning committee for the gathering will meet November 24. Some will be on-site at Our Lady of the Snows. The whole group will meet by conference call.

Br. Presto will attend to lodging arrangements. Room reservations will be extended after the gathering to allow for a council meeting on January 16. Unneeded rooms will be released in December.

It was suggested that those age 60 and under have time together. This could either be done outside of the larger group meetings, or they could be placed together in small groups to dialogue during the process.

F. Formation

1. Ministries — At the 780th Provincial Council meeting, petitions were received to install Brs. Long Nguyen and Clay Diaz into the ministry of reader. It was suggested that the ministries of lector and acolyte be conferred on a brother in conjunction with his first assignment. The formation team was asked to write a policy that reflects this and send the policy back to the council for review and approval. The team discussed the council's decision and has questions about it. Men in temporary vows often are allowed to serve as readers and acolytes. Why should they not receive the ministries of lector and acolyte? Councilors agreed that men in temporary vows did and should serve in these roles but that such activity is different than receiving the ministries of acolyte or lector. The council is not denying the ministry itself but when the ministries of acolyte and lector can be received.

It was noted at the 780th meeting that in an informal survey of other religious communities about half allow their temporarily professed to receive the ministries of acolyte and lector and rest prefer to wait until final vows.

The council suggests that the formation team review the council's decision and attempt to draft a policy.

2. Student Loans — At the 780th meeting the council stated that, "It should be expected that after two years the candidate will apply for novitiate unless he is not yet 21. Only after review and approval of an independent board should a student be allowed to continue in candidacy beyond two years if he is 21 or older."

The formation team was concerned that this statement was in the financial section of the minutes (it was related to a discussion of student loans). By such placement, it may appear that finances play too large a role in what should be voca-

tional discernment. Also, the use of a board adds another entity overseeing the formation team's decision about a candidate's readiness for novitiate.

The council agreed that finances shouldn't be a determining factor in the discernment process. Also, they clarified that the "board" they referred to is simply the formation team with the addition of the provincial treasurer.

Dn. Nagel will draft a response to the formation team.

G. Future Concerns

1. International Vocation Program (IVP) — In his role as director of ESL and IVP he will be asked to evaluate IVP. The council needs to provide Br. Kozuch with guidelines specifying what type of information they are seeking. Dn. Nagel said that he has a file on the program, as does Fr. Jan de Jong. These can be shared with Br. Kozuch.
2. January Council Meeting — The January council meeting has been rescheduled to the afternoon of January 15th through January 16th. It will be held following the gathering at Our Lady of the Snows.
3. July Council Meeting — As in January, the council will hold a meeting in July following the province gathering. The meeting will begin the afternoon of July 23 and run through July 24.
4. Conference Call — A conference call will be scheduled on June 30 to review requests for advancement in formation.
5. North American Meeting — Originally, the date of the next meeting of the North American administrations was to be held March 15th-16th in Mississippi. There is a conflict with that date. The council suggested the following week, meeting March 22th-23th. Fr. Cassidy was to confirm the availability of the date with the Canadian administration.

VII. Conference Call — The council will meet at 1:30 p.m., November 19th, by conference call to review these minutes. The new conference call system will be utilized.

Minutes of the 788th Provincial Council Meeting December 15-16, 2008, Hales Corners, Wisconsin

PRESENT: Fr. Thomas Cassidy, provincial superior; Fr. Yvon Sheehy, Fr. Vien Nguyen, Fr. Jack Kurps, Fr. Jim Brackin and Dn. David Nagel, councilors; Br. Frank Presto, provincial secretary, and Mary Gorski, minutes. The council was joined by Mark Carstensen and Patrick Shanhan from Mark Carstensen Construction and Development Companies, Inc., for a presentation on the proposed elder housing development on Highway 100, as well as John Kuxhause and Kathleen Dahlgren.

- I. Minutes — The council acknowledged that it had approved, with minor corrections, the minutes of the 787th meeting during a November 26 conference call.
- II. Provincial superior's updates and council sharing — Fr. Cassidy and councilors briefly updated each other on themselves, their local communities and ministries.

Fr. Cassidy said that his visit to Texas was good; the local communities seem to be doing well. Fr. Kilianski is doing an excellent job as pastor of Our Lady of Guadalupe in Houston. Fr. Rick DiLeo continues to spend time attending to his mother's needs; the local community has been very supportive of his situation. Fr. Peter Mastrobuono is looking forward to retirement in 2009. Fr. Joseph Dinh has been accepted into a doctorate program in Houston but he is waiting to see if there will be enough people to have the program in the fall semester.

In the Raymondville community Br. Long Nguyen enjoys his ministry; however, he is finding that he may need to go back to school for a master's in social work. Fr. Frank Wittouck is doing well as pastor and Fr. Richard MacDonald enjoys being associate pastor. Fr. Frank Clancy is retired but assists with ministry. An issue of note, though not necessarily a problem, is the age gap between the youngest member of the community and the rest. This is an issue to be aware of not only in Raymondville but in other communities. How do large gaps in the age of community members affect community dynamics? How do the younger members of a community find appropriate peer support?

In San Antonio the SCJs are well. Br. Frank Snider and Fr. Nick Brown get together once a week, although they do not regularly interact with other SCJs in Texas.

Finally, Fr. Cassidy said that he was glad to be able to attend the funerals for the mothers of Frs. Greg Speck and Bernie Rosinski.

Fr. Kurps said that he has been traveling a lot but is basically good. The Mississippi community and the Sacred Heart Southern Missions offices are doing well. There has been a slight drop in donations at SHSM but donor volume has been increasing as the year goes on. Fr. Tom Burns visited Pinellas Park and is looking forward to retiring there in early March. Frater Greg Schill is a good asset to the community; he seems to be a self-starter and is good in ministry.

Fr. Sheehy said that things are busy at St. Martin of Tours, as at all parishes during Advent-Christmas. Fr. Nguyen said that he is doing well, as is the formation community. Octavio Trejo Flores' departure was announced to the students and processed with the community. Fr. Brackin said that he has been mindful of the need to take care of himself so that he can be a good minister in elder care. A priority is helping the retired SCJs live as fully as possible. The addition of two lay staff members has been very helpful in getting the men out for social/personal activities. Fr. Brackin noted that the men at the Congregational Home are receiving excellent care.

Dn. Nagel said that he is feeling good. As he previously reported, he has stage one non-Hodgkins Lymphoma. He just finished an antibiotic therapy. Eighty percent of the time this protocol is the only treatment needed.

III. Finance

A. Woods Road Property — Bill Rondeau, director of the Hales Corners Development Office, is interested in purchasing non-developed property that the SCJs own on Woods Road in Franklin. The full property has been assessed at \$250,000. However, the appraiser noted that there is a natural break in the property that would allow it to easily be divided into two lots, one with access from Woodcrest Circle and one with access from Woods Road. Dn. Nagel shared the appraisal with Mr. Rondeau but has not heard from him as to whether he is still interested in the property — either the whole piece or half. It was noted that there is a cost for dividing the property (approximately \$30,000).

If just half of the property is sold, the council prefers that it be the half with the Woods Road access. The council is open to the sale of the property but Dn. Nagel will come back to the council with more information if a sale is pursued.

B. St. Joseph's Retreat Center — The province is working with the Diocese of Green Bay to finalize the lease for use of the retreat center property by the diocese. Tentatively, the lease will be for 20 years. The diocese wants to ensure that it has the possibility of withdrawing from the lease if its future needs change. Dn. Nagel said that the diocese looks forward to utilizing the center.

Fr. Mark Fortner is temporarily serving as caretaker of the property. He will soon be moving to a house in Sturgeon Bay that is on the grounds of a nursing home. He will be able to live and work at the house, rent-free. However, the house will need maintenance work.

The lease on the farm house has been extended to January 10 to give Brs. Andy Lewandowski and John Monek time to find a different living situation. An apartment may be available in Jacksonport.

The center officially ceased activity on November 26, 2008. Artwork and files from the center are being stored at Sacred Heart School of Theology, mail is being forwarded to the Provincialate.

Dn. Nagel reminded the council that the province also owns 40 acres near Lake Michigan that a nature conservancy has expressed interest in buying.

Br. Presto said that approval for the sale of the farm, lease of the retreat center, and suppression of the community is still in process with the Generalate.

- C. Support and Maintenance Trust — The council voted to approve the re-appointment of Fr. P.J. McGuire to a three-year term on the Support and Maintenance Trust Board.
- D. Investments — Dn. Nagel said that the stock market continues to be volatile. The province suffered a 28.3% loss in its investments. However, this is less of a loss than what has been experienced by many other investors. Dn. Nagel is hiring a financial advisor to review investment strategy with the consultant from Merrill Lynch.
- E. Province Development Office — Dn. Nagel updated the council on the development office. The director of Information Technology has left the office, as has a member of the fund raising staff.

Significant changes are taking place with the office's computer operations. The donor system will be PC-based and the finances are going to be done with Great Plains software, the same software used by the Province Treasurer's Office. John Kuxhause, province accountant, has been working with the office during the software change.

Mail replies at the office are very strong. Income for the end of the year looks like it will be good. Fund raising consultants are working more closely with the office and this has been beneficial.

- G. Houston Housing — Fr. Cassidy said that the housing situation for SCJs in Houston is not good. Because the rectory at Our Lady of Guadalupe is in disrepair, SCJs live at apartments near the parish. Fr. Cassidy suggested that the province loan to Our Lady of Guadalupe parish the money needed to repair the rectory, which is a diocesan building.

Fr. Kilianski will be asked to develop a plan to proceed with the repairs with the loan. Once they are done, the SCJs would then move back to the rectory.

Fr. Richard Johnston is the only SCJ living at the Gold Cup Way residence, although Frs. Quang Nguyen and Robert Tucker have Gold Cup as their official residence while on sabbatical. Fr. Cassidy suggested to Fr. Johnston that he look at a more economical living arrangement for himself.

- H. Province Audit — Dn. Nagel distributed the province audit, which he had just received. A new firm is being used — Schenck Business Solutions. Dn. Nagel said that he has been disappointed with the pace of the work. He had anticipated that the audit would be done much earlier.

Although the management letter is still being developed, Dn. Nagel thought that the audit itself looked good. As has been mentioned previously, there have been investment losses, but the province has not seen losses as significant as have been found in other organizations. He believes that if the province remains close to its budget it should have adequate income to meet its needs in the coming fiscal year. In previous years, money had been removed from the Ministries Fund to meet budget needs.

The council voted to approve the audit as presented.

- J. Proposed Development at Monastery Lake Site — Mark Carstensen and Patrick Shanhan from Mark Carstensen Construction and Development Companies, Inc., gave a presentation to the council on a proposed elder housing project. The facility would be built across the road from Sacred Heart Monastery on the current Villa Maria property. It would have a private wing for SCJs and other sections for rental by non-SCJ elders. The benefit of allowing space for non-SCJ rentals is that it would provide an income to the property and would allow for more activities and interaction with a larger population. There would be shared areas, but also areas open only to the SCJ community. It is hoped that there can be times of prayer and liturgy open to all the residents but also a space and time for prayer just within the SCJ community. These issues need to be processed with elder SCJs.

The builder will implement "green" technologies as much as possible.

It has been suggested that the developer would be a partner in the project with the Priests of the Sacred Heart. Carstensen said that he anticipates that his partnership would run for approximately ten years. He would then assess his role. There is the possibility that that developer would gift his share of the project to the province. Carstensen has done many developments, especially in the Franklin area. He is well-versed in the concerns of local government and other leaders. He has also developed a

senior apartment community approximately a mile from Sacred Heart Monastery. Councilors will tour this facility at a later date.

Carstensen has been working with Dn. Nagel to do the preparatory work required before specifics of the project are addressed. As a part of this work, Carstensen is reviewing all of the province's land in the area in regards to environmental issues and easements. This will assist with permits and approvals by the City of Franklin.

Following the presentation, councilors, along with Kathleen Dahlgren, discussed the project. Dahlgren said that she is seeking knowledgeable resources to help determine what the value of the SCJs' "halo effect" is on the project.

It was suggested that once the project is fully approved that news about it be shared in publications that go to benefactors, such as *Reign*. Direct advertising might not be appropriate but information sharing would be.

There is a need to more fully communicate the project to the province membership. There is also a need to keep the elder SCJs updated. The administration needs to have a good sense of what type of interaction they are open to with the non-SCJ residents. What type of private space do they need? Interaction with non-SCJ residents would be very enjoyable for some members of the community while others might prefer more privacy. How can there be space for both lifestyles? There does need to be some public space set aside for SCJs and non-SCJs to meet outside of large community areas.

Councilors and Dahlgren thought that Carstensen's timelines were optimistic. He anticipates SCJ move-in in spring, 2010. Fr. Cassidy noted that the Generalate's approval of the project needs to be included in the timeline.

Dahlgren said that she needs to have a name for the corporate entity that owns the project for the purpose of legal concerns. The council agreed that the name of the corporate entity would be "Sacred Heart Monastery Development Corporation."

Finally, Dahlgren asked the council to clarify whether it thought that there would be mixed areas for SCJs and non-SCJs to have residences. The council said that the SCJ area would be for SCJs only. Non-SCJs would live in a separate area. Kathleen will communicate this to Carstensen.

The council voted to continue to proceed with the directions presented in regards to the elder housing project.

IV. Administration

- A. Sacred Heart Monastery — The council voted to appoint Br. Ray Kozuch as administrator of Sacred Heart Monastery until July 31. In July the full monastery community should be in residence and a consultation will be done for the local superior and house council.
- B. St. Michael's Community, Nesbit — The council voted to re-appoint Fr. Leonard Elder as local superior of the Nesbit community. The council also voted to appoint Fr. Jack Kurps as first councilor and Fr. Tim Gray as second councilor. Fr. Kurps will continue to serve as treasurer. The three-year terms begin January 1, 2009.
- C. 37th Street Visitation — Fr. Cassidy prefers that a councilor do the visitation at 37th Street since he lives in the community. Fr. Nguyen agreed to do it, but asked to be assisted by Fr. Brackin since it will be his first visitation. Fr. Brackin agreed to join him.
- D. Review of St. Joseph's Director — Fr. Stephen Huffstetter is coming to the end of his term as director of St. Joseph's Indian School. This is an appropriate time to review his ministry, as is done with the directors of other major institutions. As a matter of course, the president-rector of Sacred Heart School of Theology is reviewed. Fr. Cassidy said that he found his review to be very helpful when he was rector.

Fr. Brackin will lead the review process. He will be joined by Sally Smits, vice president of finance for Sacred Heart School of Theology, and Linda Church, human resources director for the province.

- E. Long-term viability of province commitments — Fr. Cassidy reminded the council that the long-term viability of province commitments, such as St. Joseph's Indian School, Sacred Heart School of Theology and Sacred Heart Southern Missions, needs to be a part of the province planning discussions. These are ministries that belong to the province and their viability needs to be ensured even if the SCJs' direct role with the ministries is reduced.

- F. Council meetings outside of Hales Corners — Periodically, the council holds its meetings at locations away from the Provincialate. In September, the council met in Mississippi and will do so again when it holds its combined North American meeting there in March. The South Dakota community has asked that a future meeting be held in South Dakota. The council will consider holding a fall meeting there.

These meetings are an opportunity for the council to interact with a local community. However, there is a question as to how that interaction should take place. How can the opportunity be best used to serve both the local community and the council? It was suggested that local host communities be asked for input regarding such council visits. Before the council meets in South Dakota the local community will be asked for its expectations.

- G. Elder life — Fr. Brackin distributed a sheet listing province membership ages as of 2009 birth dates. The median age of the membership is 67, the average age is 63.88 years. The largest concentration is in the 70s, followed by the 60s. The report is attached as Addendum A.

The report suggests many things for consideration. Not only will elder needs increase in coming years but there must be a strong effort to ensure that the concerns of the younger members of the province are heard and responded to. The realities of the majority cannot drown out the needs of the younger minority, especially in light of the fact that this young minority is the future of the province.

Fr. Brackin said that the province has been very satisfied with the care its members have received at the Congregational Home. The province gave the facility \$10,000 toward its recent fund drive. While the care at Congregational is excellent, there is a need to make sure that SCJ residents have a Catholic component to their daily life. Perhaps a member of the Villa Maria community might consider serving as a chaplain to the residents at the Congregation Home. If more SCJs were living in the facility an extra apartment could be rented to serve as a sacred space for the men, allowing them a chapel-like area for prayer and meditation.

Finally, Fr. Brackin noted that the Committee on Elder Life is working on the ten topical areas to put forth in its province document. This list will be sent to the membership for review before the document is finalized.

Fr. Cassidy asked that Fr. Brackin keep in mind the idea of having a meeting with those over 70 who do not reside in one of the two province retirement communities.

- H. January gathering — Br. Presto shared the names of those who will be attending the January gathering at Our Lady of Snows. He said that he will be finalizing the rooms, meals and travel arrangements before he leaves for Christmas holidays. Forty-three SCJs are registered. This is slightly less than the delegate total at the chapter. Some of those attending did not attend the chapter.
- I. Candidacy requirements — Section III-C of the province handbook regarding candidacy has been changed to reflect the requirements of Praesidium. Br. Presto, Fr. Joe Dean and Kathleen Dahlgren (province attorney) were involved in the revisions. Frs. Mark Mastin and Thi Pham (vocation office) were also consulted. It was noted that some requirements for candidacy appear in the admission documents but not in the directory. These revisions not only address the needs of Praesidium, but also try to bring all significant requirements into the directory.

The revised sections:

2.a.3.: A minimum of five recommendations must be presented, including one (1) from the applicant's immediate family, and at least two (2) professional recommendations, one (1) of which must come from either the pastor or the administrator of the applicant's parish.

2.d.7.: The psychologist will provide a written statement, to be included in the applicant's file, that s/he has conducted the necessary assessments, has interviewed the applicant, and that the interview addressed the applicant's psychosexual history. Should the psychologist have reservations concerning the applicant's ability to live a chaste, celibate lifestyle, the statement should so indicate. It must also indicate that s/he informed the Vocation Director, the date on which s/he communicated her/his concerns and that the Board of Admissions was notified (if applicable).

2.e.: Background Checks:

1. The Vocation Director will seek and obtain the following background checks for each applicant who is a citizen of the

US: 1) Criminal; 2) Civil; 3) Credit; 4) Social Security Number; and 5) Motor Vehicle. The results of these checks are to be forwarded to the Province Attorney. The Province Attorney will communicate the results to the Vocation Director together with any concerns that are discovered by her/his review of the material. Such concerns are to be shared with the Preliminary Review Board, and the Board of Admissions, should it meet. If the Province Attorney has concerns of a legal nature, s/he shall appraise the Provincial Secretary in addition to the Vocation Director.

2. The Vocation Director shall endeavor to obtain similar background checks for those applicants of foreign countries. He will communicate these results to the Province Attorney for her/his review. If the foreign country is unable or unwilling to provide these checks, the Vocation Director will so inform the Preliminary Review Board and the Board of Admissions. If the Province Attorney has concerns of a legal nature, s/he shall appraise the Provincial Secretary in addition to the Vocation Director.
3. No applicant shall be presented unless he is a US citizen or has legal status in the USA.

3. The Preliminary Review Board.

- a. Purpose. At least two weeks prior to the scheduled Admission Weekend, the Preliminary Review Board will meet to review each applicant's file for completeness and suitability for presentation at the Admission Weekend. The Applicant may not be presented to the Preliminary Board until the required Background Checks specified above (3.e.1-3) have been completed. Applicants cannot be presented to the Board during an Admissions Week-end if any of the application documents are incomplete or missing at the time of the Admissions Weekend.

The council voted to approve the revisions to III-C of the province handbook. A complete copy of the policy is attached as Addendum B.

Following discussions of the revisions the council briefly spoke about the concept of an applicant appealing a decision of the Admissions Board. Councilors agreed that if an SCJ felt that the admissions process had been violated in some way that an appeal could be considered. However, a person applying for candidacy does not have a "right" to appeal, just as a person does not have a "right" to be a candidate. The decision of admission to candidacy rests totally with the Priests of the Sacred Heart. Formation and vocation personnel will be informed of this discussion and asked to review the policy (in particular, the section regarding the appeals process) in light of the council's concerns.

- J. *Elenchus and Index Domorum* — Information regarding province communities needs to be sent to the Generalate by the end of 2008 so that it can be included in the next editions of the *Elenchus* and *Index Domorum*. The council discussed the following communities:

1. Houston — The council voted to advise the general administration to remove from the *Elenchus* St. Elizabeth Ann Seton. The province no longer serves the parish. The council voted to make Our Lady of Guadalupe a territorial community. All SCJs attached to Houston are now attached to the territorial community of OLG. The SCJs in San Antonio will be attached to the territorial community of OLG, Houston.
2. Mississippi — The council voted to make Nesbit the territorial community in Mississippi instead of Walls. Olive Branch will be attached to Nesbit as a filial house. The council voted to advise the general administration to remove from the *Elenchus* the parish in Corinth. The province will no longer serve the parish.
3. Milwaukee — It was suggested that the Woods Road community (Hales Corners III – 1) be suppressed since only one person lives at the residence. However, the community is used as a place of attachment for those SCJs not attached anywhere else and men on leave from the community. Fr. Cassidy offered to become a member of the community with residence at 37th Street. The provincial superior automatically becomes the local superior of the community to which he is attached. The council voted to appoint Fr. Cassidy as superior of St. Francis Residence on Woods Road. Dehon House, Franklin (Hales Corners III-2), will be listed as a filial community under the territorial community of St. Francis. The council voted to suppress Hales Corners III-3 (St. Martin of Tours).

Related to this, the Treasurer's Office was asked to work out arrangements for Fr. Tony Russo's financial matters. Fr. Russo is the only member of St. Francis Residence residing at the Woods Road property.

- K. Fr. Byron Haaland — The council voted to ask the general administration to grant Fr. Haaland a fourth year of exclaustation as he waits to enter a Trappist community.

- L. General Chapter

1. General councilor — As was discussed at the combined North American meeting in Ottawa, both Frs. Tom Cassidy and John van den Hengel will send a letter to members of their respective province and region inviting them to consider service on the General Council. North Americans who have interest in being a general councilor should speak with either Frs. Cassidy or van den Hengel, or one of the General Chapter delegates so that their names can be put into consideration at the chapter. The letters were to go to SCJs on or about December 20, 2008.
 2. North American meeting — The General Chapter will be a significant topic of discussion at the March 22-23 combined councils meeting in Mississippi. Delegates to the General Chapter should be present at the meeting. Fr. Charles Brown will be in South Africa but will return to the United States to take part in the meeting.
 3. Responses — The province's responses to the General Chapter preparatory committee have been sent to Rome by Br. Presto.
- M. 2008 Pastoral Workshop in the Philippines — Councilors received DVDs of the summer pastoral workshop in the Philippines. They will each review them prior to their January meeting and discuss possible use of the DVDs in the province.
- V. Upcoming agenda — Councilors submitted the following items for future meeting agendas: 1) evaluation of the IVP program (a strategy to do this evaluation will be developed at the January meeting; the council's evaluation is to be done in conjunction with Br. Ray Kozuch's review of the program); and continued updates on the proposed elder development project on Highway 100.
- VI. Conference call — The council will meet by conference call on December 22, at 11 a.m. to review these minutes.

Whistleblower Policy

General

Priests of the Sacred Heart requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the Organization, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

It is the responsibility of all directors, officers and employees to comply with the policies of the organization and to report violations or suspected violations in accordance with this Whistleblower Policy.

No Retaliation

No director, officer or employee who in good faith reports a violation shall suffer harassment, retaliation or adverse employment consequence. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment. This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns within the Organization prior to seeking resolution outside the Organization.

Reporting Violations

The Employee Handbook addresses the Organization's open door policy and suggests that employees share their questions, concerns, suggestions or complaints with someone who can address them properly. In most cases, an employee's supervisor is in the best position to address an area of concern. However, if you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak with someone in the Human Resources Department or anyone in management whom you are comfortable in approaching. Supervisors and managers are required to report suspected violations of the Handbook to the Organization's Executive Director (HR Director?), who has specific and exclusive responsibility to investigate all reported violations. For suspected fraud, or when you are not satisfied or uncomfortable with following the Organization's open door policy, individuals should contact the Organization's Executive Director directly.

Executive Director

The Organization's Executive Director is responsible for investigating and resolving all reported complaints and allegations concerning violations of the Handbook and, at his discretion, shall advise the Executive Board and/or the audit committee. The Executive Director has direct access to the audit committee and/or the board of directors and is required to report to the audit committee at least annually on compliance activity.

Accounting and Auditing Matters

The audit committee of the board of directors shall address all reported concerns or complaints regarding corporate accounting practices, internal controls or auditing. The Executive Director shall immediately notify the audit committee of any such complaint and work with the committee until the matter is resolved.

Acting in Good Faith

Anyone filing a complaint concerning a violation or suspected violation of the Handbook must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation of the Handbook. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Handling of Reported Violations

The Executive Director will notify the sender and acknowledge receipt of the reported violation or suspected violation within five business days. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

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US Province Membership by Age
(2009 Birth Dates)

Numbers per Age:

88: 1 (E. Baay)
87: 4 (D. Barnd; G. Kersting; L. Tadyszak; J. Willis)
85: 2 (M. van der Peet; R. Vega)
83: 1 (L. Gauthier)
82: 1 (J. Guiltane)
81: 1 (R. Zelonis)
80: 2 (P. Mankins; J. Monek)
79: 3 (P. Casper; E. Griesemer; H. Melzer)
78: 1 (V. McDonald;)
77: 5 (F. Clancy; R. Johnston; T. Lind; B. Taube; C. Yost)
76: 3 (J. Clifford; J. Doscher; L. Rucker)
75: 3 (A. Lewandowski; B. Rosinski; S. Wiese)
74: 2 (J. Klingler; G. Lantz)
72: 7 (R. Bossie; M. Burke; F. Burshnick; J. Czyzynski; J. de Jong; R. Intranuovo;
T. Murphy)
71: 4 (T. Burns; **D. Jackson***; A. Russo; F. Wittouck)
70: 3 (R. MacDonald; P. Mastrobuono; M. Miles)
69: 1 (M. Fortner)
68: 2 (L. Elder; T. Westhoven)

This marks 46 of 100 members. A medium number is the middle point with equal quantities above and below. The medium age of the membership of the US Province is 67 plus years.

67: 6 (N. Brown; T. Cassidy; P. Lloyd; P. McGuire; **M. McMillen***; W. Pitcavage)
66: 2 (P. Grizzelle-Reid; S. Pujdak)
65: 2 (B. Humpfer; J. Schroeder)
64: 2 (R. Kozuch; J. Schifano)
63: 5 (J. Brackin; **B. McCullough**; D. Peluse; F. Snider; C. Wonch)
62: 4 (J. Dean; W. Jenkins; A. Kluckman; G. Speck)
61: 1 (T. Gray)
60: 1 (**B. Haaland***)
59: 4 (P. Kelly; T. Langley; Y. Sheehy; J. Walters)
58: 4 (G. Blair; M. Fette; J. Kurps; D. Nagel)
57: 3 (C. Bisgrove; R. DiLeo; R. Tucker)
55: 2 (C. Brown; E. Kilianski)
54: 2 (R. Naglich; F. Presto)
52: 2 (M. Mastin; E. Zemlik)
50: 1 (S. Huffstetter)

**US Province Membership by Age
(2009 Birth Dates)**

47: 1 (B. Beniot)
45: 1 (C. Diaz)
44: 1 (Q. Nguyen)
41: 1 (H. Tran)
40: 1 (J. Dinh)
37: 1 (D. Lemke)
36: 2 (V. Nguyen; D. Szatkowski)
35: 1 (T. Pham)
34: 1 (G. Shill)
33: 1 (F-V. Tran)
31: 1 (D. Nguyen)
30: 1 (L. Nguyen)

This marks 100 of 100 members. The average age is calculated by adding together the individual ages of all the members and then dividing that amount by the total number of members. The average age of the membership of the US Province is 63.88 years.

Numbers per Decade:

80s: 12
70s: 31
60s: 26
50s: 18
40s: 5
30s: 8

Total years of the 100 members is 6388

***Discerning his relationship with the SCJs**

III-C Admission to Candidacy

1. *The Applicant.*

- a. An applicant for candidacy with the United States Province of the Priests of the Sacred Heart usually will be in contact with the community through one of the vocation directors for some period of time.
- b. This vocation director shall formally present the applicant to the Board during the Admission Weekend and shall have verbal input during the admission process.

2. *The Application.*

- a. Written Material. The following material shall be made available by the Director of Vocations to the Chairman of the Board of Admissions, or his delegate, at least two weeks prior to an Admission Weekend:
 1. A baptismal certificate, dated within six months before the date of the written application, contain-~~ing~~ all annotations;
 2. Material from outside agencies;
 3. A minimum of five recommendations must be presented, including one (1) from the applicant's immediate family, and at least two (2) professional recommendations, one (1) of which must come from either the pastor or the administrator of the applicant's parish.
 4. Material from members of the Province community.

Written material presented in a language other than English must be translated for the Director of Vocations by a translator who is neither related to the applicant nor the director of any program of which the applicant is a participant; the Director of Vocations shall provide both original text(s) and translation(s) to the Board of Admissions.

The applicant must sign a form permitting employers and other persons recommending him to discuss his qualifications with the vocation director. The applicant must also agree to release the entire content of his file to Vocation Central, the Board of Admissions, the Formation Directors, and our Psychological, Medical and Legal Consultants.

- b. Medical Examination.
 1. An applicant must be in good physical and mental health to be accepted by the Province. A thorough health review is required of each applicant to assure his ability to live a life of religious dedication and to contribute fully to the ministry of the Province.
 2. The health review required of each applicant will examine in detail the applicant's dental, physical and mental health.

These assessments will be done by professionals approved by the vocation director and will be paid for by the applicant.

Forms to guide the dental and physical assessments are provided by the Province. The attendant professional will release the results of each assessment first to the applicant, and then, with the informed consent of the applicant, to the vocation director for the purposes of the admission process. All results will be kept strictly confidential.

3. The dental and physical examinations will be complete and thorough. The physical examination will include complete blood testing, urinalysis, electrocardiogram, chest x-ray, drug screen, and provide a comprehensive medical history.

Applicants will undergo tests for any lethal or life-threatening disease, including but not limited to cancer,

diabetes, HIV, heart disease and liver disease. Such extensive and thorough testing is meant to ensure healthy candidates to the Province.

c. Interview Data.

1. Three trained members of the community shall interview the applicant individually, with the interviews based on the application documents..
2. When possible, one of the interviewers for each applicant shall be a formation director.
3. The interviewers shall make an oral report to the Board, based on their interview form and scales.
4. The Chairman of the Board selects, approves and schedules interviewers.
5. The Board shall draw up a series of questions for the interviewers to help them understand the suitability of the applicant for SCJ Religious Life.

d. Psychological Assessment.

1. The purpose of this assessment is to assure the good mental health of an SCJ applicant and the probability of enjoying good mental health in the future, in the judgement of the consultant retained by the Province. This assessment, which must include the applicant's psycho-sexual history, is intended to highlight clinically indicated conditions which would preclude or facilitate positive living of religious life as a member of the Congregation.
2. The psychological assessment should occur in close time sequence with the interviews.
3. The Province pays for this assessment and, through the Board of Admissions, hires the psychologists involved.
4. The applicant must authorize, in writing, the release of the information from the psychological assessment to the vocation directors and to the members of the Board. Strict confidentiality is to be observed.
5. The assessment is based on questions corresponding to the Province criteria for admissions.
6. The psychologist is responsible to see to it that all areas indicated by these questions are adequately covered during the admission process.
7. The psychologist will provide a written statement, to be included in the applicant's file, that s/he has conducted the necessary assessments, has interviewed the applicant, and that the interview addressed the applicant's psychosexual history. Should the psychologist have reservations concerning the applicant's ability to live a chaste, celibate lifestyle, the statement should so indicate. It must also indicate that s/he informed the Vocation Director, the date on which s/he communicated her/his concerns and that the Board of Admissions was notified (if applicable).

e. Background Checks:

1. The Vocation Director will seek and obtain the following background checks for each applicant who is a citizen of the US: 1) Criminal; 2) Civil; 3) Credit; 4) Social Security Number; and 5) Motor Vehicle. The results of these checks are to be forwarded to the Province Attorney. The Province Attorney will communicate the results to the Vocation Director together with any concerns that are discovered by her/his review of the material. Such concerns are to be shared with the Preliminary Review Board, and the Board of Admissions, should it meet. If the Province Attorney has concerns of a legal nature, s/he shall appraise the Provincial Secretary in addition to the Vocation Director.
2. The Vocation Director shall endeavor to obtain similar background checks for those applicants of foreign countries. He will communicate these results to the Province Attorney for her/his review. If the foreign country is unable or unwilling to provide these checks, the Vocation Director will so inform the Preliminary Review Board and the Board of Admissions. If the Province Attorney has concerns of a legal nature, s/he shall appraise the Provincial Secretary in addition to the Vocation Director.
3. No applicant shall be presented unless he is a US citizen or has legal status in the USA.

3. *The Preliminary Review Board.*

- a. Purpose. At least two weeks prior to the scheduled Admission Weekend, the Preliminary Review Board will meet to review each applicant's file for completeness and suitability for presentation at the Admission Weekend. The Applicant may not be presented to the Preliminary Board until the required Background Checks specified above (3.e.1-3) have been completed. Applicants cannot be presented to the Board during an Admissions Week-end if any of the application documents are incomplete or missing at the time of the

Admissions Weekend.

- b. Membership. The Preliminary Review Board is composed of the vocation directors, the Chairman of the Board of Admissions or a member of the Board whom he delegates, and the psychological consultant. If a negative recommendation has been given by the medical and/or legal consultant, the consultant(s) will meet with the Preliminary Review Board in person or by telephone. The decision to approve someone for presentation to the Board at the Admission Weekend is made by the Chairman of the Board of Admissions or the member of the Board whom he delegates, the vocation directors, and the psychological consultant.

4. *The Admission Weekend.*

- a. Only three members of the Board of Admissions shall meet together to decide whether to accept or reject an application. No board member shall take part in this meeting if he served on the Preliminary board of Review that agreed to present that application. The schedule is established by the Chairman.
- b. The vocation directors, consulting psychologist and the three interviewers shall be present at the Board meeting during the Admission Weekend when the applicant is presented. Other consultants are expected to be available by telephone.
- c. Upon acceptance or rejection of the applicant by the Board, the interview forms and scales are destroyed. The psychological data remain with the psychologist only. In addition, the psychologist should retain on file a written report on each applicant.
- d. The Board will orally communicate its decision to the applicant immediately following its debriefing with the interviewers.
- e. The Board will compose and agree upon the content of each letter of acceptance or rejection. Within one week, these will be sent to the applicant, the Director of Formation, the Director of Vocations, and the Chairman of the Board of Admissions.
- f. The Board will write a report on each accepted candidate immediately following the Admission Weekend. This report is to be sent to the Director of Formation and the Director of Vocations. Respecting confidentiality, this report should include the Board's observations and perceptions of the candidate. It shall also include any new, relevant information. The Director of Formation will forward a copy of the report to the candidate's formation director. The chair for the Board of the Admission Weekend may be asked to meet with formation personnel to explain or clarify any particular concerns.
- g. The Board will write a brief report on each candidate not accepted, stating the reasons. This report will be sent to the Director of Vocations and placed in the applicant's file.

5. *Follow-up.*

In consideration of the decision of the Board of Admissions, the following are applicable:

- a. If the Chairman of the Board of Admissions becomes aware of new data that might alter the Board's decision, he will reconvene the Board.
- b. If there is any allegation that the admission process itself was violated, the Appeal Process (#6 below) should be followed.
- c. In no other case, however, is the decision of the Board open to review.

6. *Appeal Process.*

- a. An Appeal process can be begun only upon an allegation that the admission process has been violated.
- b. Such an allegation can only be raised by an applicant who has been refused admission to candidacy. He should do this within one month. It should be brought to the attention of the Provincial Superior by the vocation director after he has discussed the issue with the applicant and with any SCJs who may have been involved in the application.
- c. After the Provincial Superior has exhausted all other available means of resolution, he will appoint an Appeal Board to decide whether or not the alleged violation of process really took place.
- d. The Provincial Superior will appoint to the Appeal Board three members of the Board of Admissions who were not part of the Board for the Admission Weekend, and shall appoint one of them as chair.
- e. The chair shall convoke the Appeal Board within two weeks.
- f. The Appeal Board is free to choose its own method of operation, to hear from anyone involved in the application and decision, and to make use of whatever parts of the admission process are related to the alleged violation of criteria or process.

- g. All material connected with the original application and decision shall be made available to the Appeal Board. Care should be taken that a signed release is secured from the applicant himself for any confidential material.
- h. The Appeal Board's decision concerning the alleged violation will be presented to the Provincial Superior. A written copy of the decision should be retained in the applicant's file.
- i. The decision of the Appeal Board is final.

Approved during the 788th Meeting of the Provincial Council, December 2008

CALENDAR

2009

January 12-15	Province Gathering (Belleville, Il.)
January 15-16	Provincial Council meeting
March 22-23	North American Councils Meeting, Mississippi
March 24-25	Provincial Council meeting, Mississippi
May 4-5	Provincial Council meeting
May 17 - June 12	General Chapter (Rome)
July 20-23	Province Gathering
July 23-24	Provincial Council meeting

UPDATES

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BR. ANDY LEWANDOWSKI
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Baileys Harbor, WI 54202
Cell: 920-839-2393

BR. JOHN MONEK
Same as Br. Lewandowski

NECROLOGY

FR. PEDRO PALOSCHI of the North Brazilian Province who died October 12. He was born in 1943, professed in 1965 and ordained in 1970.

FR. BRUNO TESTACCI of the North Italian Province who died October 16. He was born in 1927, professed in 1947 and ordained in 1956.

BR. JOANNES A. HUYBERS of the Dutch-Flemish Province, who died October 20. He was born in 1914 and professed in 1939.

FR. HENRICUS DUIDNAM of the Dutch-Flemish Province who died on October 31. He was born in 1925, professed in 1944 and ordained in 1950.

FR. LUCIEN KOHNEN of the Francophone Province, who died November 1. He was born in 1918, professed in 1938 and ordained in 1944.

FR. GINO MARTINI of the Argentine Province who died November 17 in Italy. He was born in 1929, professed in 1947 and ordained in 1956.

FR. GIUSEPPE CARLESSI of the Mozambique Province who died November 12 in Italy. He was born in 1924, professed in 1943 and ordained in 1952.

FR. GUILLAUME MUERMANS, a member of the Dutch-Flemish Province, who died November 27. He was born in 1912, professed in 1932 and ordained in 1937.

FR. JÉSUS MARÍA VICENTE OLLOBARREN of the Venezuelan Region who died December 4. He was born in 1925, professed in 1943 and ordained in 1950.

FR. ANDREAS G. VOGELERS, a member of the Dutch-Flemish Province, who died December 5. He was born in 1922, professed in 1943 and ordained in 1949.

FR. RENÉ BRENOT, a member of the Francophone Province who died on December 7. He was born in 1924, professed in 1943 and ordained in 1949.