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## Minutes of the 806<sup>th</sup> Provincial Council Meeting November 3-4, 2010, Hales Corners, Wis.

PRESENT: Fr. Thomas Cassidy, provincial superior; Fr. Byron Haaland, Fr. Ed Kilianski, and Fr. Jack Kurps, councilors; Dn. David Nagel, treasurer; Fr. Bill Pitcavage, guest of the council; Garrett Stinson, province investment advisor and representatives from Principal Financial Advisors, Inc., for discussion of the Employee Pension Trust; Br. Ray Kozuch for discussion of the Province Vocation Office and the Home Mission Leadership Conference; and Mary Gorski, minutes. Br. Duane Lemke, councilor, had been asked to represent the province at the Sacred Heart Communities in Collaboration gathering so was excused from the meeting.

I. Minutes — Councilors acknowledged that they had voted to approve the minutes of the 805th council meeting during a prior conference call.

II. Personal Sharing — Participants took a few minutes to update each other on themselves and their ministries. Some items of note:

- Fr. Cassidy said that the Major Superiors Meeting in Rome went well. The topic and location of the next General Conference was announced. It will be in Neustadt, Germany, and the focus of the conference will be on the “education of citizens.” He noted that his translation of the topic wasn’t quite specific and that more news about the conference will be made available at a later date. The superiors of Vietnam, India and the Philippines asked Fr. Cassidy to consider visiting them; the U.S. Province is a significant sponsor of ministries in these countries. He hopes to visit two of the locations next year.
- Dn. Nagel was also at the Major Superiors Meeting as a member of the General Finance Commission. He said that he was pleased that there is a better sense at the general level of the financial picture of the U.S. Province and its support of congregational needs.
- Fr. Kilianski said that the SCJs had moved into the new rectory at Our Lady of Guadalupe and that there would be a dedication the following weekend. The recent OLG festival brought in a record \$104,000.

III. Finance

A. Employee Pension Trust — Garrett Stinson, an independent investment advisor who works with the provincial treasurer’s office, and two representatives from Principal Financial Advisors, Inc., gave an overview of the investment services Principal can provide. Currently, Principal manages the portion of the Employee Pension Trust that is used to pay the pensions of retired employees; this portion of the trust has been with Principal for 35 years. The Provincial Treasurer’s Office is considering the possibility of having Principal also manage the portion of the funds that is accumulated for current employees to later finance their pensions. This portion is now managed by the Provincial Treasurer’s Office.

There are several reasons why Dn. Nagel suggests having Principal manage all of the funds. There would be efficiency in having all of the investments in one place. Principal specializes in managing retirement funds. It would have oversight for the funds currently needed for retirees but also forecast the long-term needs of the fund, noting short and long-term funding levels required for upcoming retirees. Principal would assume fiduciary responsibility for asset allocations made on behalf of its plan that would be an added safety measure for the pension funds. Also, an organization that specializes in retirement fund management is better equipped than the Provincial Treasurer's Office to stay current with government regulations.

Dn. Nagel looked at two other fund managers as possibilities and found that Principal could save the province approximately \$80,000 a year.

Garrett Stinson, the province financial advisor, spoke highly of Principal and recommends that the company manage all of the Employee Pension Trust funds. Kathleen Dahlgreen, province attorney, and John Kuxhause, province accountant, are also in favor of Principal managing all of the pension funds.

Mr. Stinson and the Principal representatives were thanked for the presentation. The council will revisit this topic at its December meeting.

- B. Province Finance Commission — The council voted to approve the following as members of the Province Finance Commission: Fr. Mike Burke, Fr. Terry Langley, Fr. Bob Tucker and Fr. Chuck Wonch.
- C. Housing in Milwaukee — A committee met to review the suggestions of the Provincial Council regarding the 37<sup>th</sup> Street property. Members of that community will move into Sacred Heart at Monastery Lake when it is completed. The committee suggests that the property be sold to another religious community and that income from the sale be used to help support low income housing to be offered at SHML.

The council voted to endorse the committee's recommendation to sell 37<sup>th</sup> Street to a religious community with the proceeds of the sale going toward low-income apartments at SHML. If a religious community cannot be found to purchase the building, then it should be put on the market for general sale. The council authorizes the Provincial Treasurer's Office to explore possibilities for a sale. It was suggested that the property be made available after July 1, 2011.

It was noted that employees at 37<sup>th</sup> Street will work in the SCJ area of the new development.

- D. Sacred Heart at Monastery Lake — Dn. Nagel updated the council on the building project. There have been efforts at resolving disagreements with the contractor. The contractor states that details being made by the architect are changes to the original rendering of the project. These changes, says the contractor, have increased costs. The province and its representatives believe that the "changes" are instead details that were to be expected. The contractor bid on a general rendering of the project. That general rendering has not changed.

There are concerns that the contractor assigned bids for the project that exceeded the maximum guaranteed price. Also, the contractor has not been forthright with information concerning the project. There is a dispute regarding the fireproofing of materials. The architect has suggested a way to resolve the concern but the contractor has not followed through on the suggestion.

The day before the council meeting there was a meeting with the sub-contractors to try to address concerns.

The original finish date was October 15. This was changed to November 23; then the contractor requested a change to December 30. Now, because there is not agreement regarding the fireproofing, no end date is set. This is problematic on a variety of levels. The ordering and installation of carpeting, furniture, appliances and other internal components need to be coordinated with the completion date. Some items have been ordered and the province may need to pay storage costs until they are able to be utilized.

A change directive has been given to the contractor and it is hoped that items in the document can be resolved through arbitration and mediation. During the process the owner's representative has been very helpful.

Although there are significant disputes, work on the project continues. Councilors were taken on a tour of the building in progress.

- E. Investments — There will be an investment meeting on November 10.
- F. Employee Medical Plan — Preparations are underway for the renewal of the employee medical plan. The same plan is utilized by province employees, employees of Sacred Heart School of Theology and employees associated with the Province Development Office, Sacred Heart Southern Missions and St Joseph's Indian School. Dn. Nagel has suggested that the employees of Sacred Heart School of Theology be grouped with the Province Development Office.
- G. ESL Director's Competency — The council voted to approve a \$15,000 competency for the ESL director. In reviewing the competency policy it was noted that outdated positions should be removed from the policy.
- H. Treasurer, South Dakota — The council voted to approve Fr. Stephen Huffstetter as the treasurer of the South Dakota community.
- I. C-POSH of South Dakota — The council voted to approve Terry Johnson to another three-year term on the C-POSH of South Dakota board of directors. It was noted that the C-POSH board would like to expand to include more SCJs.
- J. Baileys Harbor Property — There have been concerns about the group that is leasing the Baileys Harbor property from the Diocese of Green Bay. The province gave the property to Green Bay to utilize though the province still owns it. Green Bay leased the property to a youth group. There have been a number of significant maintenance concerns since the youth group began to use the property. Dn. Nagel will look into the concerns.

#### IV. Administration

- A. Follow-up, North American Councils Meeting — The council reviewed its October 8 meeting with the Canadian administration in Montréal.
  - 1. Joint Assembly — At the Montréal meeting it was suggested that there be a joint North American assembly. Following Fr. General's visitation of the U.S. Province and Canadian Region, most likely in 2013, there will be a "continental meeting" of North America. Fr. Cassidy noted that the U.S. Province will elect a new administration in 2013. Fr. General will have the option of doing his visitation at the end of the current administration's term or at the beginning of the term of the new administration.
 

Fr. John van den Hengel will most likely review the Six Year Plan at the continental gathering. Councilors suggested that Fr. van den Hengel present the plan to the membership in the U.S Province before that, perhaps at the next assembly or gathering.
  - 2. Collaborative Ministry — Fr. Cassidy said that most new mission ventures in the congregation are being done collaboratively with shared responsibility among several provinces. He would like to explore the possibility of developing a mission in Mexico in collaboration with Canada, and perhaps Spain and Venezuela. He realizes that such a venture would have significant impact on all involved but that it could also be a new, life-giving activity for the entities involved.
  - 3. Dehonian Presence at SCJ Parishes — Councilors liked the idea of a joint effort with the Canadians to work on making SCJ parishes "more Dehonian." Perhaps the parishes could focus on a Justice and Peace issue together.
  - 4. Retreats — Fr. Haaland spoke with Fr. Paul Tennyson and Fr. Claude Bédard about developing a retreat that could be given to SCJs in both Canada and the United States. Prior to the Montréal meeting Fr. Haaland had proposed developing a retreat that could be given in various province locations.
  - 5. Local Coordinator/Superiors Meeting — It was suggested that local superiors in Canada be invited to the province's local superiors/coordinators' meeting March 1-2.
  - 6. Canadian Fellowship — Councilors appreciated the fellowship they experienced among SCJs in Montréal. It was enjoyable to be with them.
- B. Sharing and Visioning — Much of each council meeting is taken up with the "business" of the province. The council often has to react to crisis and concerns. However, the council would also like to take time to discuss hopes and vision for the

province, to talk about topics in a broader sense. Suggested topics for discussion: 1) SCJs living life in common, 2) collaboration and co-responsibility; what does it mean and how can SCJs better live it? 3) disengagement of individuals, and 4) community living, both the mechanics of living in community and creating enthusiasm for a shared life among SCJs.

Concerning community living, several councilors noted the need to be proactive. If an SCJ wants community experiences he needs to take the initiative to help create them. Often, if a person organizes a community event — something as simple as a dinner or a show together — others in the community will take part. Instead of waiting for “better community” to happen, SCJs need to take the steps that encourage better interaction.

It was noted that it can be easier to have a better sense of community when there are more members in a house. It’s not the size of the group that makes for good community, rather, in a larger group there is room for those who don’t care to participate in community activities without taking away from the community experience of the whole.

For the December meeting Fr. Kurps will prepare a topic for discussion.

- C. Major Superiors Meeting — Fr. Cassidy reported on the recent Major Superiors Meeting in Rome. He noted that he wrote several letters to the province during the meetings which have been posted on the province website.

After a presentation by Fr. Joseph Abella, superior general of the Claretians, the meeting focused on the Six Year Plan. Fr. Cassidy again noted that Fr. John van den Hengel gave an excellent introduction to the plan, explaining how it is rooted in spirituality. He hopes that Fr. van den Hengel can give his presentation to the province membership.

After discussion of the plan, much time was spent in continental groups. Although the general administration initially grouped North and South America together, it was decided that the two Americas would be treated as separate continental groups.

Fr. Cassidy said that he was able to meet with the superiors of the Asian entities that the U.S. Province supports: India, Vietnam and the Philippines. All expressed appreciation for the efforts of the United States; each superior invited Fr. Cassidy to visit his district. Fr. Cassidy said that Fr. Frank Wittouck’s time in the Philippines was appreciated; several other SCJs would like to spend time with the formation community. The SCJ presence in Vietnam is just beginning but already two Vietnamese SCJs are ready for ordination. Because of Vietnamese law they are unable to initially minister in the country. Fr. Cassidy suggested that they come to Milwaukee to get initial parish experience with the Vietnamese community at St. Martin of Tours Parish in Franklin.

The SCJs have opened a parish school in Vietnam; it is the only private school in the country. The U.S. Province has been asked to fund the school at \$13,700 per year for three years. Fr. Cassidy approved the funding.

A third community is being established in Mozambique. This is a joint project of several SCJ entities. In Africa the SCJs also recently established a presence in Angola and Chad. Fr. Cassidy said that there is a good mission spirit among SCJs in Africa and India. India is sending several SCJs to study and minister in South Africa. The Indian District will ordain 12 SCJs to the priesthood next July.

Other new mission ventures include Paraguay.

Fr. Cassidy noted that European SCJs will have a conference next October concerning secularization in Europe. He and Fr. Marvee of Canada have been invited.

Dn. Nagel, who attended the superiors meeting as a member of the General Finance Commission, noted financial concerns and proposals discussed. When Fr. Aquilino Mielgo Dominguez, general treasurer, was in the United States for ESL, he met with representatives from Quadriga and discussed possibilities for fund raising in South Africa and India. This was noted at the superiors meeting.

The general treasurer also introduced a training course that his office will offer in 2012 designed for SCJs new to financial ministry. Although aimed at SCJs representing newer entities, any SCJ would be welcome to attend. Fr. Cassidy suggested that a member of the U.S. Province take part. The course will be in Italian.

As he stated earlier, Dn. Nagel was pleased that there is a better sense at the general level of the financial picture of the U.S. Province and its support of congregational needs.

Finally, he noted that the finances of the congregation will now be listed in Euros, not U.S. dollars.

Fr. Cassidy said that he preferred a different topic for the General Conference. He was asked to state his suggestion. He said he would have preferred that it be on aging, in particular, how to address the impact of the aging of provinces on the congregation. He said that a committee will be put together to explore this.

D. Three Year Province Program — Councilors and the mission procurator updated each other on the sectors of responsibility they are developing in regards to the Three Year Province Program.

1. Fr. Kurps — He has met with Fr. David Szatkowski and Fr Bob Tucker to address Ministries, Missions and International Collaboration, and Province Gatherings. Fr. Kurps presented the action plans that were developed for each area. He also noted that he met with Mike Tyrell when he was in South Dakota for board meetings. The two agreed that the Mission Animation Committee needs to be revitalized and that more could be done to share the SCJ mission with employees as well as with parishes.
2. Dn. Nagel — As Mission Procurator Dn. David has been involved with funding for a new school in Vietnam and fund raising proposals for the South Africa Province. He has been asked to visit several of the missions and is considering trips to Vietnam and the Philippines in 2011. He noted that Br Leonard Zaworski is returning from India in November and will be residing at Sacred Heart Monastery until Sacred Heart at Monastery Lake is completed.
3. Fr. Byron Haaland — Fr. Haaland has contacted Frs. Jim Schroeder and Bob Tucker to work with him in developing an action plan for Spirituality. They hope to meet soon.
4. Fr. Ed Kilianski — Fr. Kilianski contacted seven SCJs to serve on the Justice, Peace and Reconciliation Commission. He was pleasantly surprised that all seven agreed to serve. The group met by conference call and had a very animated conversation. He was pleased with the discussion. The group chose the topic of immigration as its focus and developed several actions to address the topic. These were shared with the council. Fr. Kilianski had hoped to discuss with the group the two other areas for which he is responsible — Our Life in Common and Collaboration and Co-Responsibility — but did not have time during the meeting to fully address either. However, they did suggest that the local coordinators/superiors discuss “Our Life in Common” at their March meeting and that discussion of “Collaboration and Co-Responsibility” take place on the local and provincial level of administration.

The group hopes to have another conference call in November and a meeting in early 2011.

5. General Discussion The councils discussed — in general – some of their hopes in implementing the Province Program.

There is a need to create a better Dehonian awareness in parishes. Fr. Kilianski noted that Our Lady of Guadalupe has begun sharing information about the congregation in its bulletin. The parish has gathered the information from the congregational and province websites ([www.dehon.it](http://www.dehon.it) and [www.sacredheartusa.org](http://www.sacredheartusa.org)). If materials about the Priests of the Sacred Heart are prepared for parish use, it is thought that most pastors would be very willing to utilize them. Perhaps SCJs could take turns writing reflections for parish bulletins. Mary Gorski will contact SCJ parishes and ask them to send to her their bulletins each week. From these she can gather information about the parishes to share with others and perhaps look at ways in which SCJ materials can be prepared for parish use.

It was suggested that SCJ parishes host parish missions with a focus on SCJ spirituality. St. Martin of Tours did this and it was well received. Sacred Heart School of Theology is planning to invite more SCJs of other provinces to interact with the seminary. Perhaps these international SCJs can also bring their experiences of the Priests of the Sacred Heart to the SCJ parishes.

In discussing specific action plans for the sectors it was noted that some items may overlap and that such overlap is fine.

Regarding province gatherings, Fr. Kurps’ discussion group suggests two province gatherings a year. However, councilors thought that one of those gatherings could be something like the local superiors/coordinators meeting, a gathering of pastors, or a workshop on a specific topic, such as vocations. At least one of the province gatherings would be an assembly at which the whole province would be expected to attend.

The council would also like to see retreats offered to the membership beyond these gatherings. As noted in the follow-up on the Montréal meeting, Fr Haaland is developing a retreat that can be given regionally in North America. He suggested that from the retreat experience it might be possible to later develop a renewal program for the U.S. Province.

Councilors clarified how they hoped to present the action statements for each of the sectors. The statements should be broad, such as “We will deepen province knowledge of immigration issues.” The “We” refers to the council and the specifics of how that is done would be up to the councilor with responsibility for the sector.

Fr. Cassidy will write an introduction to the Province Program. Action statements, in a format similar to what Fr. Kurps developed, will be done for each of the sectors assigned to the councilors. Fr. Kurps will assemble the components of the plan into one document. This will then be shared, as a draft, for the province membership to review. The council hopes to complete this draft in December.

It was suggested that the draft be shared with the membership as was the question regarding the possible name change for SHST: sent as an email with a specific request and timeline for feedback.

- E. Justice, Peace and Reconciliation Commission — Councilors voted to approve the following as members of the Justice, Peace and Reconciliation (formerly known as Justice, Peace and the Integrity of Creation) Commission: Fr. Ed Kilianski (chairperson), Fr. Bob Bossie, Br. Clay Diaz Vlada, Fr. Wayne Jenkins, Fr. John Klingler, Dr. Duy Nguyen, Frater Greg Schill, and Br. Lenny Zaworski.
- F. Local Coordinators/Superiors Conference — Fr. Pitcavage is organizing the March 1-2 local coordinators/superiors meeting. He asked for the council’s input. It was suggested that coordinators voice their expectations of province administration and that province administration express its expectations of coordinators. In preparation, coordinators should explore what their local communities expect of them and reflect on what they expect of their communities.

It is hoped that the titles “coordinator” and “superior” can be discussed. Which of these titles is most appropriate? Is there a third option that might work better?

Councilors suggested that there be a presentation on the role of the local superior and the stresses and challenges of the role. Fr. Jim Schroeder’s name was suggested. He has been a local superior and the challenges of religious life are a part of his field of expertise.

Fr. Cassidy will contact Sacred Heart School of Theology to ensure the rooms are available for coordinators.

- G. Sacred Heart School of Theology — The council reviewed SHST’s Strategic Plan and was in favor of its proposals and goals. The seminary will be held accountable to the plan by the two agencies that accredit the school.

The council voted to approve Sacred Heart School of Theology’s Strategic Plan with the stipulation that the council will be informed by SHST when action items have been addressed. It was also noted that there is no longer a request for a name change as was suggested when the plan first came to the council for review.

- H. Province Retreats — The council agreed that regional province retreats, organized by Fr. Byron Haaland, will start in fall, 2011. It was suggested that the retreats follow the schedule used for the province “conversations.” They will start on a Monday evening and run through mid-day on Thursday. The retreats will be held in various areas of the province and open to all SCJs though it is assumed that SCJs will generally attend retreats closest to their local community.
- I. Province Gatherings — The next province gathering will be the week of July 11, 2011. Having the gathering in July at SHST will allow the membership to interact with ESL students in the summer session. Fr. Kurps will discuss possibilities for the gathering with the committee that prepared the “Continuing the Conversations” materials. This includes some of the members who were on the committee that prepared the three gatherings but also may include some new faces as the committee prepares for the July gathering.

It was noted that local communities will soon receive a new set of discussion questions for “Continuing the Conversation.”

- J. Home Missions Leadership Conference — Br. Ray Kozuch updated the council on his involvement, representing province leadership, in the Home Missions Leadership Conference. Br. Kozuch gave the council a history of the conference whose pur-

pose is to develop collaboration among those who minister in the home missions. The province has supported the conference financially, as well as with personnel. Br. Kozuch's term has come to an end. He is very much in favor of the conference's work but said that this would be an appropriate time for the province to end its commitment. Br. Kozuch suggests that the province give a final financial gift to the Home Mission Leadership Conference and let the conference know that its commitment has come to an end.

- K. Vocation Office — Br. Kozuch updated the council on the activities of the Province Vocation Office. He noted that Keith Burdick has been hired and is doing well in the newly created role of office manager/vocation coordinator. Fr. Mike Burke has been an excellent asset in the office.

The office has reviewed Come and See Weekends with the formation community. This was a good discussion. One Come and See Weekend has been held with the new vocation staff. Two potential candidates attended. Another prospective candidate is going to visit Chicago in December.

Br. Kozuch shared several ideas that the office has, including having high school retreats organized by a retreat center sponsored by the vocation office. The office would like to have a presence in grade schools, being a part of vocation fairs and other vocation activities to begin to build an awareness in children about vocations. Br. Kozuch also suggested developing a program to help SHST students learn how to encourage vocations when they are in ministry.

The office is developing a plan to help SCJs on the local level be more involved in vocation development, including the possibility of annual training sessions. Br. Kozuch is also looking at ways in which a vocation component can be a part of development materials. It was suggested that the office also look at ways in which younger members of the province can be prepared for future work with the vocation office. Though it was noted that an SCJ student is limited in what he can do in the vocation office.

The office has evaluated its presence in a number of vocation organizations and updated its membership in several. The office is revisiting people who contacted the office in recent years but who may not have had recent follow-up.

The vocation poster is in the process of being sent, and the calendar is just about ready to go to the printer. A councilor suggested that each SCJ parish get more than one copy of the poster.

The office is working with Mary Gorski to revise the vocation component of the province website.

Councilors suggested that the office ensure that it is present in all significant vocation materials, such as *Vision Magazine*. Vocation awareness packets might be useful for parishes.

- V. Evaluations — Councilors took a few minutes to evaluate their meeting. There was a sense that a lot of topics were covered. The tour of SHML was appreciated. Dn. Nagel was thanked for his extensive work with the development, as well the other duties he attends to as provincial treasurer.
- VI. Conference Call — The council will meet by conference call on Wednesday, November 10, at 1 p.m. to review these minutes. At that time it is hoped that the council can confirm the dates of the July province assembly.

# COMPETENCIES FOR EXTRAORDINARY EXPENDITURES

## 1. Provincial Administrators:

### Amount:

Provincial Council (set by Generalate)	\$2,500,000
Provincial Superior	100,000
Provincial Treasure	60,000
Vice-Provincial	30,000
Provincial Secretary	30,000
Directors of Fund-Raising Offices	50,000
Director of Formation/Vocations	15,000
Director of ESL Program	15,000
Director of Senior Personnel	15,000
Director of Justice & Peace	15,000
Foreign Mission Secretary	15,000
Foreign Mission Procurator	30,000

## 2. Local Administrators:

Local Council	25,000
Local Coordinator	10,000
Priests of the Sacred Heart Board of Directors (MS)	70,000
Sacred Heart School of Theology Board of Directors	70,000
Cong. of Priests of the Sacred Heart Board of Directors [SD]	70,000

## 3. Special Cases:

- a. Purchase of cars: The normal trading of a car for a new one is within the competency of the local administrators. Any purchase of an additional vehicle—new or used, and regardless of price—must be approved by the Provincial Superior in consultation with the Provincial Treasurer.
- b. Equipment for fund-raising offices. The above limits apply to the purchase of equipment for the offices, regardless of whether the machine is to replace an old machine or not. For the rental of equipment, its purchase price must be considered; the same approvals are needed as would be needed for its purchase.

Note 1: Each of the above-named administrative bodies may delegate lower competency levels to groups and/or other individuals within the corresponding entities.

Note 2: The administrators of entities receiving subsidy from the Province or from some other body are also limited by the amount of subsidy approved in their budget. If an expenditure approved by an entity cannot be made without exceeding its budgeted subsidy, it cannot be made unless an increase in subsidy is first approved.

Approved by PC August 2, 2007 (Updated by PC November 4, 2010)



## CALENDAR

2010

November 20            Diaconate ordination of Frater Greg Schill  
December 14-15        Provincial Council meeting

2011

January 11-12          Provincial Council meeting  
February 17-18        Provincial Council meeting  
March 29-30            Provincial Council meeting  
May 9-11                Provincial Council meeting (budgets)  
May 23-24              North American councils meeting (Chicago)  
Week of July 11        Province Assembly, Hales Corners, Wis.

## NECROLOGY

FR. AUGUSTIN IHWA LITINDI, a member of the Congolese Province, died November 5. He was born in 1967, professed in 1991 and ordained in 1999.