

VISION 20/20

Bishop Zinkula is in the process of assembling a team of people to assist parishes/entities with their evangelization efforts. More information to follow as it becomes available.



HUMAN RESOURCES

Please note that Daylight Saving Time ends at 2:00 a.m. on November 4 – set your clocks back an hour!

New Overtime Ruling effective 1/1/2020: This is a link to the Department of Labor website concerning the new overtime rule raising the salary cut-off to \$35,568: <https://www.dol.gov/newsroom/releases/whd/whd20190924>

With this new overtime ruling, the earning thresholds have changed.

- The new salary threshold goes from \$455 to \$684 per week (equivalent to the annual amount of \$35,568).
- Highly compensated employees threshold goes from \$100,000 to \$107,432 annually.
- It also allows employers to use nondiscretionary bonuses and incentive payments (including commissions) that are paid at least annually to satisfy up to 10% of the standard salary level.

If an employee's salary is less than \$35,568 **or** does not meet the certain duties test, they must be paid 1½ times their hourly rate for hours worked over 40 in a workweek.

This is a link for the exemptions from overtime criteria https://www.dol.gov/whd/overtime/fs17a_overview.htm

Please review the information in the links and make the adjustments to either the employee's salary or exempt status to non-exempt status. If you have any questions, please contact [Tiara Hatfield](#), 563-888-4366.

LITURGY OFFICE

The November edition of *LiturgyNotes* is available [here](#).

See as Jesus Sees, an Afternoon Reflection with Steve Angrisano: December 1, 1:30-3:00 p.m., St. Thomas More Church, Coralville. Steve Angrisano, composer, musician, and featured speaker at NCYC and many other liturgical and Catholic conferences is returning to the Diocese of Davenport. No tickets are required. A free-will collection will be taken.

MARRIAGE TRIBUNAL

Marriage Annulments Q & A: Tuesday, November 19, St. Patrick Church, Iowa City, 6:30 p.m. Come to an Open Forum on Marriage, Divorce and Annulment presented by our Tribunal Staff. Bring your questions and learn what our Church teaches about marriage, divorce, and the healing ministry of annulment. No reservation required. For questions call Beth Blough, Tribunal Auditor, 563-888-4236.

VOCATIONS OFFICE

Bringing Vocations Home: December 7, 9:00 a.m. – 4:00 p.m., St. Patrick Church, Iowa City. Where do vocations come from? Have you ever talked to the parent of a priest or religious? If a young person asked you about a vocation in the Church, would you know what to say to encourage them? Come explore this inner heart of the Church, guided by the mother of a priest! All are invited to learn how you can create vocations in your family and in your parish. Admission is free, but pre-registration is strongly encouraged. Lunch will be provided. To learn more or sign-up for this unique event, go [here](#).

National Vocations Awareness Week (NVAW) is November 3-9. This is an annual celebration dedicated to the promotion of vocations to the priesthood, diaconate, and consecrated life. Resources are available at the following websites: [Vocation Ministry \(in English and Spanish\)](#) and [USCCB](#).

Project Andrew Dinner: January 13, 2020, 5:30-8:00 p.m., Divine Mercy, Burlington. The Project Andrew dinner is an evening that provides an opportunity for discerners high school aged and older to meet with Fr. Joseph Sia in a casual setting and get to know some of the local clergy and other discerners. In addition to a wonderful meal, there will be a short presentation and sharing of vocation stories with plenty of time for questions and conversation. Please visit [here](#) for more information.

MULTICULTURAL MINISTRY

Dinner with Bishop Zinkula Raffle: The Multicultural Ministry office is sponsoring a raffle whose prize is a dinner with Bishop Thomas in his residence on November 17. Fathers Rudy Juarez, Joseph Sia and Guillermo Treviño will prepare the food. Fr. Ross Epping will accompany with music. All income will be used to organize an Encuentro (Conference) with young people. To purchase a ticket contact [Miguel Moreno](#), 563-324-1911.

SOCIAL ACTION OFFICE

[The Catholic Campaign for Human Development](#) collection is November 23 - 24. Please insert your parish bulletin and display the poster the weekend of November 16-17. If you have any questions about the collection please contact [Loxi Hopkins](#), 563-888-4210. Remittances are due as soon as possible after the collection.

[Religious Liberty](#) is recognized on November 24, the Solemnity of Christ the King. Materials are available [here](#).

[CRS Ethical Trade:](#) This holiday season Share the Journey with your brothers and sisters around the world by choosing to purchase ethical items this holiday season. Go to [CRS](#) or [Serrv](#). If your parish is interested in hosting a CRS Fair Trade Consignment Sale during the holidays please contact Lori and Clare Ferris, Fair Trade Ambassadors at 563-888-4211 or guerrero@davenportdiocese.org.

[New...Must Respond 2020 CRS Rice Bowl Materials:](#) Every few years, CRS goes through a “clean-up process” in order to be better stewards of CRS Rice Bowl resources. **For this coming year only** (Rice Bowl 2020), parishes/institutions are asked to make a proactive order. Most years, if parishes do not change their order, they are defaulted to receive the same quantity as the previous year. This year parishes must contact CRS to place their order, otherwise the parish will be dropped from the order list. Parishes have already been notified twice about this change with a third reminder (letter and response card) coming in the Winter Mailing in January. To order go [online](#), call 800-222-0025, or mail the pre-paid [postcard](#) to update your information.

[Faithful Citizenship:](#) The 2020 elections are coming. This is an excellent opportunity to help parishioners understand the importance of acting in the political arena with a properly formed conscience. ([Forming Conscience for Faithful Citizenship](#)). Please use the [“Faithful Citizenship for Iowa Catholics” from the Iowa Catholic Conference](#).

[National Migration Week](#) will be held January 5 –11. The theme this year is *“Promoting a Church and a World for All,”* which reflects the need for Catholics to be inclusive and welcoming to all our brothers and sisters. It is a call for unity to stand in solidarity with and care for those who are excluded and marginalized. [Resource available soon](#).

Catholic Social Ministry Gathering 2020 will be held in Washington, D.C. on January 25-28. The theme this year is *Bearing Witness: Life and Justice for All*. [Learn more here](#).

Social Action Two Feet Newsletter: To view past issues or to subscribe please go [here](#).

[Project Rachel](#) is a confidential, post-abortion healing ministry of the Catholic Church offering hope and healing to women and men hurting from past abortions. Project Rachel staff understand the emotional pain that follows an

abortion. Brochures are available by contacting [Esmeralda Guerrero](mailto:Esmeralda.Guerrero@diodav.org). Local Helpline: 563-333-4107 or projectrachel@diodav.org

How to support Project Rachel: 1) Make a financial contribution, payable to the Diocese of Davenport and mail to Diocese of Davenport, Project Rachel, 780 W. Central Park Ave., Davenport, IA 52804-1901. 2) The Office has three banners for parishes to use to help promote Project Rachel Ministry. If you would like to reserve banners for your parish please contact [Esmeralda Guerrero](mailto:Esmeralda.Guerrero@diodav.org), 563-888-4210. [Click here](#) to view them.

FAITH FORMATION OFFICE

Adult Formation

Justice and Service: December 7-8, Chancery in Davenport. Join the Office of Faith Formation for a 2-day course exploring the foundations for fostering a justice and service consciousness. Through a combination of theory, experience and practice, participants will develop skills for creating integrated, action-learning models for catechesis and comprehensive ministry. Cost is \$150 for those active in ministry in the diocese. [Register online](#). For more information, visit our [website](#) or contact [Rosina Hendrickson](mailto:Rosina.Hendrickson@diodav.org), 563-888-4244.

Marriage and Family

Covenant of Love Marriage Mentor Ministry: Trained *Covenant of Love* Marriage Mentors are now available throughout eastern Iowa. Mentors provide support, information, and guidance for restoring and strengthening Christian marriages. More information and registration for couples interested in being paired with a mentor couple is available on the diocesan [Covenant of Love webpage](#). Please consider periodically including the attached information in your parish bulletin.

New! Remarriage Preparation Workshop: Saturday, January, 25, 2020, Chancery, Davenport. This marriage preparation workshop is designed to meet the unique needs of couples in which one or both of the individuals have been previously married. Registration is available on the [Marriage Preparation webpage](#).

Natural Family Planning: Participation in an Introduction to Natural Family Planning or a method-specific instruction is required of all couples of childbearing age preparing for marriage in the diocese. Contact [Marianne Agnoli](mailto:Marianne.Agnoli@diodav.org), 563-888-4242 if you would like to register or schedule an NFP instruction in English or Spanish in your parish or deanery.

PROTECTING GOD'S CHILDREN

To report child abuse call the Iowa Attorney General Clergy Abuse hotline at 855-620-7000 (M-F, 8 a.m.-4:30 p.m.) to speak with a trained advocate or the Iowa Department of Human Services Child Abuse Hotline: 800-362-2178. If it involves clergy or church personnel also notify Alicia Owens, Victim Assistance Coordinator: 563-349-5002, vac@diodav.org or PO Box 232, Bettendorf, IA 52722-0004.

OUR LADY OF THE PRAIRIE RETREAT, WHEATLAND

To register contact: 563-336-8414 or olpretreat@gmail.com. To learn more about these programs and Our Lady of the Prairie Retreat visit www.chmiowa.org. All programs include a delicious homemade meal prepared with local and organic ingredients.

Retreats for November

- *Retreat: Sanctuary of Song: Listening, Remembering, and Renewing with Women & Girls:* Nov. 1, 5pm-3 11am
- *Building Intuition:* Sat, Nov. 9, 9:30am-3:30pm
- *Come to the Quiet: The Way of Holy Desire:* Wed, Nov. 13, 9:30am-3:30pm

To support the ministry of your parish, school and the diocese these groups automatically receive the *Mini-Messenger*:

Deacons	Diocesan Corporate Board	Youth Ministers	Pastoral Associates	Directors/Coordinators of Faith Formation
Parishes	Catholic Foundation Board	Sisters	RCIA Parish Contacts	Diocesan Liturgical Commission
Priests	Parish Lay Directors	Bookkeepers	Diocesan Board of Education	
Seminarians	Diocesan Pastoral Council	Principals	Parish Life Coordinators	

Other interested persons are welcome to subscribe. If you have questions regarding your subscription contact Laurie Hoefling, hoefling@davenportdiocese.org.

Please include the following announcement in your parish bulletin as space permits.



Now Available!
Covenant of Love Marriage Mentors

Whether newlyweds or married for fifty years, whether on the brink of divorce or just wanting to grow deeper in a relatively good relationship, this mentoring process can provide couples with guidance for strengthening and sustaining their marriage. More information and registration for couples interested in being paired with a mentor couple is available at <https://www.davenportdiocese.org/ff-covenant-of-love> .