**Parish Council Minutes Date: 2/18/2025**

Anne Marie Gavel, Chair

Beth Coleman

Maureen Mahowald

Casey Martin

Angeles Martinez

Jean Mielke

Angela Piram

Roma Lee Rasmussen

John Rimstad

“The parish is not an outdated institution; precisely because it possesses great flexibility, it can assume quite different contours depending on the openness and missionary creativity of the pastor and the community.”

― **Pope Francis, The Joy of the Gospel: Evangelii Gaudium**

Parish Council

**In Attendance:** Anne Marie Gavel (Chair), Maureen Mahowald, Roma Lee Rasmussen, John Rimstad, Angela Piram, Jeanne Mielke, Casey Martin, Beth Coleman, Fr. Jim Liekhus, Fr. David Shaw, Beth Schorle.

**Absent:** Angeles Martinez

**Opening Prayer:** Parish prayer

The parish council approved the January 2025 meeting minutes.

**Parish Council discussion**

**Recruitment process**

* The recruitment process will utilize materials from the previous year, including a timeline and nomination form.
* Council members were asked to articulate the purpose of the Parish Council and how it supports the parish mission in two sentences.
* Members discussed the council’s role in advising the pastor and supporting commissions, emphasizing the need for effective communication.
* The council aims to ensure activities align with the parish mission and to be aware of external influences affecting the parish.

**Diversity in Council Representation**

* There is a recognized need to increase Hispanic and overall diversity within the Parish Council to enhance representation.
* The council aims to fill three to four positions, with a goal of ensuring diverse voices are included in future discussions and decisions.

**Parish Council Nominations**

* There are no longer limitations on the number of candidates from each parish for council nominations.
* It was suggested to communicate a broader search for candidates in publications to encourage participation from all parishes.

**Nomination Process Challenges**

* Past nomination forms were submitted on paper, with only one electronic submission, indicating a preference for traditional methods.
* There were difficulties in reading contact information on nomination forms, leading to miscommunication and errors in reaching out to nominees.
* The discussion highlighted the need for both self-nominations and nominations by others to increase candidate interest.

**Community and Stewardship**

* The concept of community was explored, emphasizing its importance in the Catholic faith compared to secular denominations.
* Stewardship was discussed as a collective responsibility of church members to support the church’s mission and build a strong community.
* Participants reflected on their experiences in different parishes, noting the shared values and welcoming nature of the Catholic community.

**Balancing Change and Tradition**

* The role of a steward was defined as maintaining the best aspects of the church while also being agents of change.
* There was a discussion about the importance of “building up the church” and how this concept should be reflected in their actions and decisions moving forward.

**Importance of Core Values**

* The group discussed the significance of holding core values as ideals to remind parish members of their importance.
* Suggestions were made to display these values prominently within the parish to encourage compassion and community.

**Reflection on Values**

* Participants emphasized the need for individuals to reflect on how they embody the parishes’ values in their roles.
* It was suggested that sharing personal experiences of compassion could foster deeper connections among members.

**Expectations for Ministries**

* The discussion highlighted the need to clarify expectations regarding the application of core values within various ministries.
* It was noted that leaders should model these values and incorporate them into training for their teams.

**Training and Articulation of Values**

* The need for clear articulation of values was emphasized to help individuals identify their strengths and areas for growth.
* Participants agreed that modeling these values is essential for effective leadership and community building.

**Learning from other organizations**

* A comparison was made to United Health Group’s cultural training, which successfully shifted organizational culture through leadership engagement.
* The group discussed the potential for a similar approach to instill core values within the parish community.

**Welcoming New Volunteers**

* The importance of discussing values openly to ensure new volunteers feel welcomed and valued was highlighted.
* Participants acknowledged that past experiences of unwelcoming environments could deter volunteers from returning.

**Creating Space for New Volunteers**

* The need to “make room” for new volunteers was discussed, emphasizing the importance of allowing them to contribute without being overshadowed.
* Trusting new volunteers to perform their roles in their own way was identified as crucial for fostering a positive environment.