



**Pastoral Council Regular Meeting
Teleconference
August 11, 2020**

Present: Fr. Matthew Jacob, Fr. Stephen Buting, Susan Arensmeier, Doug Borys, MaryElise Cervelli, John Clark, James DeGuire, Jim Karolewicz, David Kriete, Monica Misey, Tom Pranica, Joe Russell, Jon VanDrise

Guests: Jane Bartlett, John Shaughnessy

- I. Opening Prayer – the meeting began at 7:01 PM with a prayer led by Fr. Stephen.

- II. Discussion Items
 - a. Approval of July 28 Meeting Minutes – two minor changes were requested to the minutes.
 - Paragraph II, b re Catholic Formation – additional verbiage was added to clarify the options for First through Eighth Grades being Sunday from 10:15 – 11:15 AM or Monday after school from 4:45 – 5:45 PM.
 - Paragraph II g re Annual Report – typo in first bullet was corrected from “them” to “theme”.

With the changes incorporated, a motion to approve the minutes was made by John and seconded by David. The motion passed unanimously.
 - b. Finance – Jane Bartlett reviewed the balance sheet and statement of operations for the fiscal year ending June 30, 2020.
 - Improvements of \$19.2M from the recently completed construction phases are reflected on the balance sheet.
 - The year ended with a small surplus of \$5,121. Envelope and Offertory income was 2% lower than 2019, which is much better than anticipated when the COVID-19 pandemic began. Expenses were below budget.
 - The funds from the Payroll Protection Program loan have not been used as yet. The expectation is that the entire loan will be forgiven. An application for forgiveness of the loan is pending from BMO.
 - c. Human Concerns – earlier today, Fr. Matthew distributed a document outlining a proposed subcommittee of the Human Concerns Commission to address Racial Justice and Inclusivity (see attached). The action to be taken by Pastoral Council is approval or disapproval of the subcommittee as proposed. Please provide feedback to Fr. Matthew by Friday.
 - d. Annual Report – two sections are pending completion:
 - With the review of the fiscal year financial information having been completed during tonight’s meeting, Jane Bartlett will draft the Trustee’s Report.
 - The School report is being completed by Megan DeGuire and is anticipated to be received tomorrow (August 12th).
 - e. Pastoral Update
 - Dispensation from the Sunday Mass obligation has been extended through September 6th.
 - The new mass schedule will begin on September 1st.
 - Daily Mass will be offered Tuesday through Friday at 8:30AM in the church.
 - Weekend Masses will be offered on Saturday at 4:30PM and Sunday at 7:30AM, 9:00AM and 11:00AM. The 9:00AM Mass will be live streamed.
 - Communion Service will be offered Monday through Friday at 7:15AM and Saturday at 8:30AM (all in the church).
 - Adoration will be available on Thursday from 4:00 – 5:15PM in the church.



**Pastoral Council Regular Meeting
Teleconference
August 11, 2020**

- The 106th World Day of Migrants and Refugees will be celebrated on September 27th. The theme selected by Pope Francis is “Forced like Jesus Christ to flee”. Additional information can be found at <https://migrants-refugees.va/>
 - Fr. Stephen indicated the parish has obtained access to FORMED (<https://formed.org>). FORMED provides access to a variety of content for formation and engagement.
- f. The next Pastoral Council Meeting will be held via teleconference on **Tuesday, August 25th @ 7:00 PM.**

III. The meeting closed at 8:05PM with a prayer to St. Clare led by MaryElise.

Respectfully submitted by Jim Karolewicz

Lumen Christi Parish Subcommittee to Promote Racial Justice & Inclusivity

Proposal

Updated August 2, 2020

Parish Mission - Lumen Christi Catholic Parish proclaims the Word, celebrates the liturgy and sacraments, and serves the community.

Parish Vision - one family sharing the love and light of Christ.

Racial Justice Subcommittee Mission - the mission of this subcommittee is to pray, listen, dialogue, and promote actions that foster inclusivity and racial justice in the Lumen Christi parish community, locally, nationally and globally.

I. Objectives

- A. Parishioners identify our Christian moral obligation to promote the human dignity of all people, especially those that are most vulnerable within the United States. This obligation is based on Gospel teachings that all human beings are created in the image and likeness of God, the commandment to love our neighbor, the commandment to care for the stranger (i.e., Good Samaritan), and the commandment to work for righteousness and justice (i.e., Beatitudes).
- B. Parishioners identify what the root causes of racial inequality are, including: disparities in education, housing, employment, access to healthcare, criminal justice system, etc.
- C. Parishioners identify how disparities among different racial and ethnic groups is often based on where a person is born and the color of one's skin.
- D. Because we are united by a common humanity, parishioners identify our moral obligation to assist those individuals who are experiencing violence regardless of where they live, especially when we have a capacity to do so.

II. Goals

A. Pray

1. Personal conversion: "Repent, for the Kingdom of God is at hand" (Mk. 1:15). Prayer proceeds from the heart and spills over into action. We pray to have hearts converted to love of all persons so we can be reconciled with God and with others.

2. Communal prayer: We will commit to praying for racial justice throughout the liturgical year.

B. Listen

1. To stories of people of color who have experienced discrimination by offering witness talks, speaker series, etc.
2. To understand, not listen to respond.
3. To one another's differing viewpoints/perspectives on racial justice within our own community utilizing a non-violent communication framework.
4. the ability to focus completely on a speaker, understand their message, comprehend the information and respond thoughtfully.

C. Dialogue/Educate

1. Embrace active/sacred listening as a skill set for all parish staff through the use of:
 - a) presentations by Nicole Scholz & Amy Kroll.
 - b) the [Civilize It](#) campaign from the USCCB.
2. Under the guidance of the Human Concerns Commission, utilize the commission as a resource and tool to promote racial justice, inclusivity and welcoming to the entire parish community.
3. Promote on-going opportunities for structured conversation, discussion and learning around racial inequality for parish leaders, staff and the parish community.

D. Promote

1. Advocacy opportunities organized by the Archdiocese of Milwaukee's Black Catholic Commission and other vetted lay movements of good will.

III. Strategy (See, Judge, Act)

A. Identify (*see*) existing programmatic opportunities and curriculum to ensure inclusivity and diversity in:

1. School curriculum
2. Formation curriculum
3. Adult formation opportunities like:
 - a) Soup and Substance
 - b) Book studies
 - c) Age of Wisdom
4. Respect Life month
5. Other inter-parish opportunities that foster on-going relationship development.

B. Determine (*judge*) how best to include diverse voices through witness talks without putting the onus on people of color (POC) to explain racism to a predominantly white audience. Previous examples include:

1. Lincoln Ryce
2. Derek Mosley
3. Janan Najeeb- Milwaukee Muslim Women's Coalition

- C. Provide (acf) a multifaceted approach that will allow for one-time events and on-going formation for parishioners. All events will emphasize the three-fold approach of prayer, education and action.

IV. Prayer

- A. Identify key liturgical feast [days](#) and other dates that would allow for opportunities to highlight the evangelical dimension of racial justice.
 - 1. September 9 - St. Peter Claver
 - 2. October - Respect Life month
 - 3. November 3 - St. Martin de Porres
 - 4. November 29 - Blessed Dorothy Day
 - 5. December 12 - Our Lady of Guadalupe
 - 6. January 18, 2021 - Martin Luther King, Jr.
 - 7. February - Black History Month
 - 8. February 8 - St. Josephine Bakhita
 - 9. March 3 - St. Katherine Drexel
 - 10. March 21 - International Day for the Elimination of Racial Discrimination
 - 11. Fr. Augustos Tolton (July 9) - anniversary of his death
- B. Host quarterly prayer services for healing.
 - 1. June
 - 2. September - outdoor prayer service with All Saints Parish on September 9, the feast of St. Peter Claver. Margaret Caldwell coordinating.
- C. Include into the prayers of the faithful intercessions for racial healing on a monthly basis.

V. Education

- A. Goals are to educate parish leaders and staff on the issues of inequality pertaining to race
 - 1. Offer a book study that begins with the following bishops' documents
 - a) [Brothers and Sister to Us](#) (1979)
 - b) [Open Wide Our Hearts: The Enduring Call to Love](#) (2018)
 - c) [Night Will Be No More](#) (2019)
 - d) *Archbishop Lori/Bishop Braxton's letters*
 - 2. Research, develop and publicize a toolkit of vetted resources that would highlight key church resources on racial equality as highlighted by Church teaching. Additional resources will be added on a continual basis.
 - a) Saint Pope John Paul II (1999): unconditionally pro-life means that there is a responsibility to "eradicate every form of racism, which is one of the most persistent and destructive evils of the nation."
 - b) Pope Francis (2020): "We cannot tolerate or turn a blind eye to racism and exclusion in any form and yet claim to defend the sacredness of every human life."
 - 3. Offer JustFaith programming - [Faith and Racial Equity: Exploring Power and Privilege](#) (research Stand Up to Racism Now-Marge S)

4. Coordinate middle and high school outreach preparation to be relational based seeking to foster an encounter and accompaniment.
5. Continue to provide opportunities to listen to people of color and hear their stories utilizing:
 - a) 5 Questions with Judge Derek Mosely, and
 - b) Invite people of color to speak at the Lenten Soup and Substance series.
6. Include a film on racial justice into the 2020 Respect Life movie series.
Possibilities include:
 - a) "Just Mercy"
 - b) "13th"
 - c) "I am Not Your Negro"

VI. Action

- A. Collaborate with the Archdiocesan Black Catholic Commission to promote events that support racial justice.
- B. Promote the weekly Cathedral's Friday prayer service for racial healing.
- C. Continue to be a clearing house of programs, opportunities, events for Catholics to engage in racial justice work
- D. Seek to host a spring parish mission featuring Don. Arthur Miller (CT) – *From Emmett Till to George Floyd*
- E. Share the Wisconsin Catholic Conference's letter with parishioners
- F. Identify systemic areas of injustice that persist today and develop an advocacy action plan around:
 1. Education
 2. Housing
 3. Criminal justice
 4. Healthcare
 5. Environment
- G. Consider hosting an interfaith peaceful prayer vigil and march.
 1. Invite parishioners into the development of this proposal. Kelly Fyfe will think of a couple of names.

Definitions:

Ally - someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways. Allies commit to reducing their own complicity or collusion in oppression of those groups and invest in strengthening their own knowledge and awareness of oppression. **SOURCE?**

Active Listening - the ability to focus completely on a speaker, understand their message, comprehend the information and respond thoughtfully. **SOURCE?**

Black Indigenous People of Color (BIPOC) - not all people of color face equal levels of injustice. BIPOC is significant in recognizing that Black and Indigenous people are severely impacted by systemic racial injustices. **SOURCE?**

Microaggressions are defined as the everyday, subtle, intentional — and oftentimes unintentional — interactions or behaviors that communicate some sort of bias toward historically marginalized groups. The difference between microaggressions and overt discrimination or macroaggressions, is that people who commit microaggressions might not even be aware of them ([Nadal, 2020](#)).

People of color (POC), are human beings who are made targets of racism by others in the US, due to their skin color and physical characteristics. Examples of people of color are Latinos, Asians, Blacks, Native indigenous people, Jews, Muslims, Sikhs (Seitz, M., 2019, Night Will Be No More).

Racial Inequality is a disparity in opportunity and treatment that occurs as a result of someone's race playing out with imbalances in the distribution of power, economic resources, and opportunities. **SOURCE?**

Racism is a belief that our country's opportunity and resources, and economic and political life belong more to white people than people of color (Seitz, 2019). This belief contributes to a failure to give respect that people of color are due because we are all created by one God. Racism is a failure to oppose a system of white privilege and advantage that is based on skin color and physical characteristics (Seitz, 2019.)

Restorative justice - is a way of understanding crime and wrongdoing in terms of the people and relationships impacted, rather than the law or rule that was broken. Restorative practices seek to repair harm through transformative encounters that model Jesus' reconciling way ([Catholic Mobilizing Network](#)).

Systemic Racism is the institutional, legalized racial discrimination. Examples from history are

slavery, Jim Crow Laws, 'separate but equal school', prohibition on voting and owning land" (USCCB, 2018)

White privilege - refers to the unquestioned and unearned set of advantages, entitlements, and benefits and choices bestowed on people solely because they are white. Generally, white people who experience such privilege do so without being conscious of it. The accumulated and interrelated advantages and disadvantages of white privilege is reflected in racial/ethnic inequities in life-expectancy and other health outcomes, income and wealth and other outcomes, in part through access to opportunities and resources. These differences are maintained in part by denying that these advantages and disadvantages exist at the structural, institutional, cultural, interpersonal and individual levels and by refusing to redress them or eliminate the systems, policies, practices, cultural norms and other behaviors and assumptions that maintain them. **SOURCE?**