

## **Our Lady of Lourdes + St. Anne Pastoral Council**

October 20, 2022

6:30 to 8:00 PM

St. Anne Social Hall

In attendance: Doug Doyle, Bob Dutt, Karen Gerew, Alana Nuth, Dennis Permoda, Tom Walsh, Father Gary Tyman, and Deacon Bill Rabjohn

### Agenda:

1. Opening Prayer
2. Finalize weekend Mass Schedule
  - a. The Council has recommended that the weekend Mass schedule, which has been in a pilot phase since July of 2022, be adjusted so the Sunday Mass at St. Anne start at 11:00 AM instead of 11:30 AM. All other weekend Mass times will remain the same.
  - b. This recommendation was based on feedback received from parishioners, the fact that thirty minutes between Masses allows sufficient time for the priest to commute between both churches, and not as many college students have been seen in attendance at the Sunday Mass at St. Anne as originally expected.
  - c. The change in time for the Sunday Mass at St. Anne will go into effect on Sunday, November 6, 2022. This day was selected because it allows a couple weeks for communication and aligns with the new scheduling cycle for Liturgical volunteers.
  - d. Deacon Rabjohn will communicate the upcoming change in Mass time in his email blast to parishioners on October 21. The change will be announced at Mass, a notice will be printed in the bulletin for the weekend of October 29 and 30, and physical signs will be hung on church doors. The cluster and Diocese websites will also be updated. Deacon Rabjohn will contact administrators at [masstimes.org](http://masstimes.org) to request that the Mass time be updated as this website is commonly used by people who are traveling and looking to attend Mass.
3. Update on scheduling process for Liturgical Volunteers
  - a. During the September Council meeting, the Council discussed exploring different methods and tools to schedule Liturgical volunteers. Dennis Permoda has recommended that we continue to use the Ministry Scheduling Pro software as it does, if used properly, have many benefits. Dennis is the Scheduling Coordinator for Liturgical Ministers at both parishes.
  - b. Dennis and the cluster staff sent a mailer to all active and inactive Liturgical Ministers. The mailer was distributed on October 13 and received on October 19. Dennis also distributed an email message on October 17 to 135 different email addresses.

- c. The purpose of the communications was to engage with volunteers to see if currently inactive volunteers would like to serve and to inquire about scheduling preferences for those volunteers who are active.
  - d. As of the meeting, 70 recipients had opened the email message. 17 volunteers from both parishes responded that they are willing to serve. 10 volunteers asked to be removed from the schedule. Several more volunteers asked not to be scheduled, but to be kept on the roster of volunteers. Dennis called the remaining volunteers from whom he did not receive a response.
  - e. The last schedule had 37 volunteers covering all Masses. This upcoming schedule, which begins in November and goes through February, has 29 volunteers.
  - f. Dennis manually created the schedule and input it into the Ministry Scheduling Pro software. All Masses are covered and the schedule is good overall, but many volunteers are serving frequently.
4. Volunteer shortage
- a. The volunteer shortage is experienced across all areas of the cluster, including fundraising, event planning, and ministries.
  - b. Dennis did receive feedback as part of his call to Liturgical Ministers. The feedback included comments about asking people directly (i.e. face-to-face) to volunteer, soliciting volunteers from the younger generation, and communicating directly with former volunteers to see if they would be interested in becoming active volunteers again.
  - c. The Council acknowledged that Father Tyman and Deacon Bill already have a great deal of responsibilities on their shoulders. Expecting them to plan and execute programs and also rally and lead a team of volunteers is simply too much. Parishioners have to step forward and serve, lightening the burden, otherwise the programs from the past will not return and quite possibly vacancies in Liturgical positions will become more visible at Mass.
  - d. The Council discussed a communication campaign or program during Mass delivered by parishioners to articulate the severe need for volunteers as well as express support from the existing volunteer community.
    - i. The idea was put forward to create a committee, with two to four representatives from each parish, to plan a program that would take place during Mass in place of the homily. The committee would be empowered to prioritize ministries and to set the program. The idea would be to leverage champions within the cluster who would be willing to speak to their fellow parishioners.
  - e. The shortage of volunteers is not a new problem, just one that was exacerbated by the pandemic.
    - i. Incidentally, such a program did occur on March 11, 2020 at Our Lady of Lourdes. A follow up program was planned, but later cancelled because of COVID.

- f. Communication is a challenge. The messages that Dennis distributed only reached active and inactive Liturgical volunteers. Direct, personal interactions are critical. Awareness is also very important. Some parishioners may not be aware of the volunteer shortage and would be willing to serve, if only for one weekend a month.
- g. Next steps:
  - i. Father Tyman and Deacon Bill will invite current Communion Ministers and Lectors to speak at Mass about their experience to encourage more participation.
  - ii. Father Tyman and Deacon Bill will consider potential candidates to serve on the proposed committee to plan a program.

## 5. Closing Prayer