

## 2019 Parish Council

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## 2019 Finance Council

\*Student Member

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### Contact Us

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### Parish Staff

Kevin DeCleene—Pastoral Leader and Deacon

Amy Keehan —Administrative Assistant

Carol Wilda—Director of Music

Matthew Clark—Book Keeping

### Norbertines on Campus

Fr. Mike Brennan, O. Praem.

Fr. Michael Weber, O. Praem.

Fr. Onwu Akpa, O. Praem.

Fr. James Neilson, O. Praem.

### Parish Student Staff

**Music Ministry** - Grace Majewski,

Garret Fritz, Jeana Palmer;

**Operations/Support**—Kylie Rogers, Payton Bunnell;

**Catechists**—Ernie Beltran, Tommy Blink, Bailey Boesen, Grace Brick, Bethany Doll, Justin Gottshall, Jennifer Grey, Cole Johnson, Abby Kurth, George Lopez, Jack Mannebach, Ben Moreau, Krystal Pold, Kylie Rogers, and Katherine Wohletz

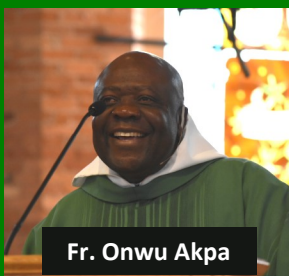
Norbertines  
on Campus



Fr. James Neilson



Fr. Mike Brennan



Fr. Onwu Akpa

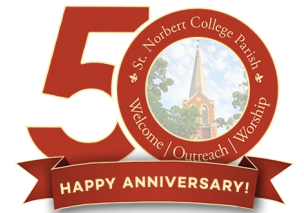


Fr. Michael Weber

# St. Norbert College Parish

## Annual Pray, Serve & Share Report

2018-2019



**God's got us and we got this!** - Deacon Kevin DeCleene, Pastoral Leader

What a special time in our 50 year history. In 1969, the United States celebrated having the first man on the moon. In 1969, on September 20, in De Pere WI, the Rev. Benjamin Mackin, O. Praem and the Rev. Joel Garner, O. Praem\* stood at the altar, along with their Norbertine brothers, and blessed the new parish community. The members had gathered at Old St. Joe's Church, which was purchased by the Norbertines 80 years earlier in 1898. The previous community of St. Joe's had relocated to what is now Our Lady of Lourdes. The new community that formed was St. Norbert College Parish.

As we embrace the College 2019/20 academic year theme, "Ever Ancient, Ever New," we have an opportunity to pause and reflect on where we have come from and where we are going. In the book, "With the Grace of God," there is a historical chapter written by the Norbertine College of Chaplains and College to set a direction for the parish in the mid-sixties when they wrote that, "social justice issues began to come to the fore of community consciousness. Individuals entered into the social justice issues with zest." "The sense was that such concerns and involvements were part of the apostolate and ministry outreach of the community and that individuals would be encouraged to participate."

As parish members, we have an opportunity to embrace the "ever ancient" as we celebrate our 50 year anniversary as a College Parish. We can continue to build on the legacy Abbot Pennings created in 1898 and the radical transformation to a College Parish in 1969 through events and programming. Each one of us are encouraged to look for ways to contribute to the "ever new" and to put your faith into action through involvement with *Community Care and Outreach, Liturgy and Worship, and Religious Education & Faith Formation*, (each outlined within this annual report). Be the change you want to see in the world—Gandhi. The Best is Yet to Come.

\*Abbot Joel Garner will celebrate with us on Nov 10, 2019. We hope you will join us.



Worship



50 Year Celebration



Faith Formation - Catechists



Faith Formation -  
Vacation Bible School



Faith Formation - Stations of the Cross



Community Care & Outreach

## Celebrating what is great at SNC Parish...

- **Student Engagement in Parish Life;** over the past 3 years growth continues; Student workers have increased from 3 to 19 to 26; filling key parish staff positions such as catechist, bookkeeping, communications, sacramental records, music, liturgy and more. This win, win situation creates value for the parish while offering students practical business experiences in Catholic parish life. Student volunteers have increased through involvement on teams such as Liturgy and Worship, Parish Mission Planning, Council, Outreach, and Ministry positions.
- **Community Care and Outreach (CCO);** 18 active ministries volunteering significant hours and giving over \$88,000 in financial and material donations. The funds came from our outreach budget, endowments, fundraisers, and grants we applied for and received. In addition, an anonymous donor gave \$50,000 to the Bishops Appeal.
- **Alpha** – over the past 18 months the parish has had 2 student and 2 adult alpha groups leading to deeper relationships through eating a meal together, watching a series that asks life's big questions and small group sharing.
- **Parish Mission Planning Team,** made up of a diverse group from the community, invested over 100 hours to analyze parish survey information, demographic data, and review key areas of our parish programming to produce a Mission Playbook with a three year plan to guide the parish. The first phase of the plan has been implemented months ahead of schedule.
- **Worship/Liturgy** developed a lent experience that integrated a Social Justice theme and experience into Catholic Relief Services Stations of the Cross journey during Mass.
- **Amazing Parish Leadership Team** was formed. Five SNC Parish members attended The Amazing Parish Leadership Conference, along with participants from 207 parishes from around the country. Featured speakers included renowned author Patrick Lencioni (author of The Five Dysfunctions of a Team) and Fr. James Mallon (author of Divine Renovation: Bringing Your Parish from Maintenance to Mission). Inspiring speakers shared best practices in terms of leadership development, parish envisioning, and other tools to better serve parishioners and their faith journeys. Opportunities for spiritual nourishment were also provided. The vision of a Parish Leadership Team is to provide a variety of perspectives, support pastoral leaders, and help build and spread a culture of prayer and missionary discipleship. With lay people participating in church leadership, it is the hope of The Amazing Parish that our own parish will be strengthened with compelling faith and outreach opportunities and more parishioners vitally engaged.
- **50 year Anniversary Team** was formed to create an Anniversary Book that is aligned with the college theme “Ever Ancient, Ever New.” The team will publish our radical history, a snapshot in time of our current membership, and share goals of our future.
- **CCO and Sacramental Ministry;** 125 pastoral visits the past year vs 91 and 52 each of the previous years. Funerals 13 vs 14 and 6 the previous years. The Care Ministry Team, where members have received certification, are each assigned 3-5 people they minister to in hospitals, nursing homes, and the homebound.

### Judy Turba Community Care and Outreach

Judy Turba has worked in Norbertine institutions (Abbot Pennings High School, Notre Dame Academy, St. Norbert College, St. Norbert Abbey) for more than 34 years as an educator, counselor, and administrator. She currently co-coordinates CCO ministries and is vitally involved with the Advent Candle Project, Ecumenical Partnership for Housing (serving on the executive committee), and the Zambia Outreach initiative. Judy and her husband Jerry are both graduates of St. Norbert College.



#### Message from Community Care and Outreach (CCO) Co-Coordinator - Judy Turba...

St. Norbert College Parish is an active, vibrant community with more than 100 parishioners serving the poor and marginalized locally and globally, and also serving other members in need. There are currently 14 active ministries including: Care Ministries (Internal): Care Ministry, Cards of Support, Prayer Chain, Knitting for Peace. Outreach Ministries (external): Advent Candle Project, Ecumenical Partnership for Housing (EPH), House of Hope, NEW Community Shelter, Pro-Life Ministry, St. John the Evangelist Homeless Shelter, St. Pat's Pantry, Whatever You Do, Zambia Outreach, and our newest ministry, Big Brothers Big Sisters.

Anne Danen and Judy Turba (CCO co-coordinators) met with each ministry coordinator to discuss ways in which the parish could offer support and publicity assistance. It was decided that coordinators write articles about their respective ministries to be published in the bulletin. One ministry article will be published each month in order to inform parishioners about the opportunity and offer ways to get involved. Each ministry has a page on the parish website and includes information about the respective ministries as well as contact information for those who wish to become involved. 2019 Mass Lenten reflections also highlighted a variety of CCO ministries.

A pilot outreach initiative took place in May 2019. A group of 6 parishioners traveled to Zambia where they assisted with the construction of a chicken rearing project to support a rural school for extremely vulnerable children. The group received a \$10,000 grant for the chicken project and raised \$10,000 for another income generating project.

Funds from Commission of Conscience were used to assist the group with travel expenses.

The parish plans to coordinate another service trip to Zambia in 2021.

Service to one another, near and far, is a critical component of St. Norbert College Parish and CCO strives to offer a variety of opportunities for involvement.

**Looking ahead, SNC Parish has a number of opportunities to grow in faith and relationship with your parish community. In addition to our normal schedule of Sunday Mass and Weekday Mass, Adoration, Novena, and bible studies, consider joining us;**

#### November 1st-3rd

- Come and See weekend at the St Norbert Abbey

#### Sunday, November 3rd

- All Souls, Mass of remembrance.
- Blessing of Mary and Joseph Memorial Prayer Patio

#### Wednesday, November 6th

- Generations of Faith 5:30 PM Dinner | 6:15 PM Formation

#### Sunday, November 10th

- Abbot Joel Garner presiding 10 AM Mass
- 50 Year celebration social

#### Wednesday, November 13th

- one by One Reception, evening

#### Sunday, November 17th

- Abbot Dane Radecki presiding one by One Reception after Mass

#### Wednesday, November 20th

- Generations of Faith 5:30 PM Dinner | 6:15 PM Formation
- Reconciliation Service

#### Thursday, November 28th

- Thanksgiving Mass

#### December 1st

- First Sunday of Advent

#### December 4th

- Generations of Faith 5:30 PM Dinner | 6:15 PM Formation
- Immaculate Conception, observed

#### December 24th

- Christmas Eve Masses

#### December 25th

- Christmas Day Mass

#### December 29th

- Feast of the Holy Family

#### January 1st

- Solemnity of Mary, Mother of God



Community Care and Outreach

Zambia Project



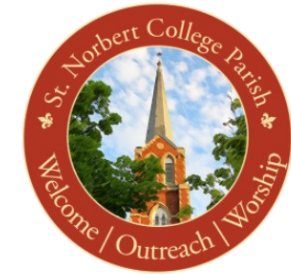
Faith Formation -  
Generations of Faith

## Celebrating what is great at SNC Parish...

- **Physical space of Old St Joseph and property;** we continue to demonstrate good stewardship in taking care of our historic 130 year old church and grounds with installation of new electronic handicap door openers, a new synthetic roof in the bell tower and preventative maintenance investment in the organ.
- **Religious Education & Faith Formation;** The volunteer Faith Formation Round Table leadership team delivered another engaging year with food, faith formation & relationship building. A shout out to the team for their tremendous commitment of time, effort, & leadership leading to a vibrant learning program.
- **Vibrant Active Parish;** we have created an M&M list (Members in Ministry): over 400 individual ministry actions underway each year. One member is involved in 9 of them, some members are being invited to join ministry opportunities as their schedules allow.
- **2018/19 Norbertine College of Chaplains** serving our parish - Fr. Mike Brennan, Fr. Michael Weber, and Fr. Peter Ambting. Best wishes to Fr. Peter as he transitions to leading the flock at OLOL and Fr. Jay Fostner as he began a 1 year sabbatical in July (14 years overdue). Welcome to Fr. Onwu who began presiding in June, two months before his start date. And thanks to Fr. Michael Weber and Fr. James Neilson for their commitment to our parish and sacramental ministries.
- **Worship/Liturgy** – 86 Sunday Masses, 188 weekday Masses, 60+ Novena's, 250+ hours of adoration, 7 Taize ecumenical services
- **Parish Council** implemented Trustee Secretary & Trustee Treasurer positions following standards & pro involvement in parish life; membership guidelines through credo implemented, Baptism Preparation Team initiated, Worship/Liturgy team leader established, creation of Community Care & Outreach group, ASK (give) sub-committee & process, Religious Education volunteer leadership team established, & implemented monthly Norbertine College of Chaplain meetings.
- **Mass of the Holy Spirit** was celebrated by our new Abbot Dane Radecki in 2018 and held in the Walter Theater to accommodate a record 1st year class of 640 students.
- **The Finance Council** has delivered a balanced budget three years in a row following three challenging years.
- **Worship/Liturgy** implemented an electronic check-in for managing our 70 ministers involved in Mass liturgy.

St. Norbert College Parish Profit and Loss July '18—July '19	
<b>Ordinary Income</b>	
Parish Support	\$280,551.83
Other Income	\$47,975.46
<b>TOTAL INCOME</b>	<b>\$328,527.29</b>
<b>Ordinary Expenses</b>	
TOTAL Worship	\$69,048.19 22%
TOTAL Religious Education	\$68,564.49 22%
TOTAL Parish Operations	\$126,805.08 42%
TOTAL Community Care & Outreach	\$43,696.82 14%
<b>TOTAL EXPENSES</b>	<b>\$308,114.58</b>

**Did you Know?**  
St Norbert College Parish is Vibrantly Catholic and Radically Inclusive. Consider being a member that is living out their faith life through active involvement in one of our ministries.  
SNC.edu/parish or 920-403-3010 or parish@snc.edu



**Did you know of our brand WOW?**  
The logo is designed as a circle of life, the red is the blood of Christ shared for all. The theme is WOW through Welcome all, Outreach to the many, Worship & form in the faith. It's who we are.

## SNC Parish by the Numbers...

St. Norbert College Parish	2016/2017	2017/2018	2018/2019
Student Sunday Mass attendance (weekly average)	250	225	190
Total Sunday Mass attendance (10 AM + 7 PM)	575	603	579
Student 9 PM Weeknight Mass (weekly average)	Not Offered	45	65
Student participants in liturgical ministries	40	75	30
Students involved in music Ministry	30	15	12
Students in Leadership Positions (Finance Council, Parish Council, Outreach, etc)	7	7	8
Students in Faith Formation (RCIA, Alpha, etc)	8	7	9

### OUTREACH

Contributed over \$88,000 to help others. Over half of our contributions came not from pew support, but from parish members holding fundraisers (Turbas/Zambia \$10k), Zambia grant from Abbey \$10k, our Commission of Cons paid \$10k to Zambia, efforts getting area service organizations to contribute \$10k to help Uganda students. All of this shows the great work of our parish community and our continued commitment to serving others and the good of making the world a better place

### Message from Finance Council Chair - Cody Craig...

Our financial performance for fiscal year ending June 30, 2019 resulted in the following:

Income	\$328k
Expenses	\$308k
Net Ordinary Income	\$20k
Investment Performance	\$30k

Income received was 8% higher than budget while expenses were 2% higher than budget. These positive results allow us to continue to put money toward capital improvements for future years (items such as floor repair, roof repair, sound system, etc.). The parish continues to give 10% of our revenue to outreach and related mission work which we contributed \$44k during this past year. We sincerely thank you for supporting these "asks" that continuously come through the parish and you've hopefully noticed that we have significantly reduced the number of Sundays where a second basket is passed for an additional collection. By utilizing a sub-committee we are able to review, approve or deny ASK applications that continuously cycle through the church.

We thank you for your support to continue the vibrant parish and invite you to reach out to myself or any other member of the Finance Committee if you have any questions, comments, or concerns.

Sincerely,  
Cody Craig, St. Norbert College Finance Committee Chair

### Cody Craig Finance Council Committee Chair

I'm a 2008 graduate of SNC have been an active parish member since 2004. My wife, Shelby, and I are parents of Jaelyn, Cam, and Payton. I'm employed by WEC Energy Group and responsible for management of our wind and solar generation assets.



### Message from Parish Trustee Treasure - Rita DuFour...



As St. Norbert College Parish Trustee Treasurer, I would like to thank all our parish members for their prayerful consideration of ways to contribute through Time, Talent, and Treasure. We are best when we have help in all areas. A favorite Catholic author, Matthew Kelley from Dynamic Catholic writes in his book, *Rediscover the Saints*; "if every person in the parish were as engaged or disengaged as you, how dynamic would your parish be?"

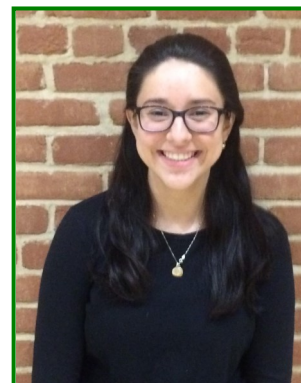
Here is his prayer and I hope it becomes your prayer as well:

"Loving Father, open my heart to the areas of my life that need to change so that I can carry out the mission you have imagined for my life. Inspire me to live the Catholic faith in ways that are dynamic and engaging. Show me how best to get involved in the life of my parish. Make our community hungry for best practices and continuous learning, and help us to realize that we each have a role to play in making our parish a perfect place for imperfect people trying to walk with you. Amen."

- Rita Dufour; *Trustee Treasure*

### Alexandra Krueger Parish Council Co-Chair

My name is Alexandra Krueger and I am Student Co-Chair of the St. Norbert College Parish Council. I am a senior international business and Spanish major from Kewaskum, WI. My faith is rooted in my hometown, where my family and I regularly attend mass and I often volunteer. During my freshman year, I was nominated to participate in the parish council and have been a member since then. I am looking forward to being a part of the parish community for another year. I hope that I can do my part in serving the community and its members throughout the year, while helping the parish grow!



### Nancy VanderZanden Parish Council Co-Chair



It has been a great pleasure to serve along many outstanding SNC students and year round parishioners for the past two years as a member and Co-Chair of our Parish Pastoral Council. My husband Joe and I have been parish members for the past decade along with our three children and their families. We consider ourselves blessed to belong to such a vibrant and active parish and appreciate the many opportunities to participate in parish life.

### Parish Pastoral Council Co-Chair Summary Report

The Parish Pastoral Council, comprised of both SNC students and year round parishioners have met monthly to address and assist with matters important to parish life. We have especially focused on student engagement as well as the Sunday experience, faith formation and outreach. The dedicated PPC members working together bring their individual gifts to the council and dedicate their time and energy to share their faith and enthusiasm for improving all areas of involvement at St. Norbert College Parish.

### Kevin Ress Liturgy and Worship Committee Chair



My wife Nicole and I have been actively involved at SNC Parish since our 2008 marriage. We enjoy the diversity this Norbertine college campus creates to keep our parish vibrant. I work at Associated Bank in the Risk Management / Information Security area.

### Liturgy and Worship Committee Report

Liturgy and Worship Committee works to help the community pray by providing oversight to the liturgical celebrations based on the 22+ Seasons of the Church Year and special feasts. Taize Prayer Services were expanded to and held monthly throughout the school year. The Parish Lenten project looked at things a new way, focus on the cross, and social concern/service. An electronic check-in system (Ministry Scheduler Pro) for managing 70+ ministers involved in Mass liturgy was implemented. Updated Standard Operating Procedures and held training for each ministry. The piano and organ were tuned and deep cleaned.

### Larry Lueck Director of Faith Formation



I am a 1989 graduate of St. Norbert College and my wife, Becky, is a 1993 graduate. We have been members of this parish for many years (too many to remember). We have three children - Travis, Tristyn and Taylor. For my "real" job, I am the Director and Corporate Counsel for Cellcom and Nsight.

### Faith Formation Summary Report

The Faith Formation team put on an amazing year of programming. We increased the amount, and depth, of adult programming. We continued the great turnout we had for our Faith based programs by reaching our capacity of 50 children for Vacation Bible School this past August, and great family and individual turnout throughout the year at Generations of Faith. We are hearing from a number of families that they are becoming members of our parish because of our vibrant engaging religious education program.