

**Priest Council Minutes
Saint John Paul II National Shrine
December 16, 2021 at 10:00 a.m.**

Present:

Cardinal Wilton D. Gregory
Rev. Emilio E. Biosca, O.F.M. Cap.
Most Rev. Roy E. Campbell, Jr.
Most Rev. Mario E. Dorsonville
Rev. Francisco E. Aguirre
Rev. David W. Beaubien
Very Rev. Daniel B. Carson
Rev. Rory T. Conley
Rev. Cornelius K. Ejiogu, S.S.J.
Rev. Msgr. William J. English
Rev. Matthew J. Fish
Rev. Mark F. Hughes

Rev. Michael J. King
Very Rev. Mark D. Knestout
Rev. Thomas G. LaHood
Very Rev. Anthony E. Lickteig
Rev. Benjamin J. Petty
Rev. Mark L. Smith
Rev. Msgr. Eddie L. Tolentino
Rev. Msgr. Peter J. Vaghi
Rev. David G. Wells
Rev. Msgr. Michael Wilson
Rev. Lawrence A. Young

Absent:

Rev. Robert P. Boxie, III
Rev. William E. Foley

Rev. Msgr. Charles E. Pope

Opening Prayer and Comments

After opening the meeting in prayer, Cardinal Gregory welcomed the members of the Council in attendance and with a quorum being present welcomed Fr. Carson to begin the meeting.

Approve Minutes

Fr. Carson asked if there were any questions concerning the meeting minutes from the December 16 meeting. No questions were brought forth. The minutes of the November 4, 2021 meeting were approved.

Parish and School Financial Update

Deacon Eric Simontis, Chief Financial Officer, began by introducing Ms. Adrienne Willich, Executive Director of Parish and School Financial Operations, who began the presentation.

Ms. Willich reported an overall decrease in the total parish offertory from FY 2020-2021 but indicated we are seeing improvement in the current fiscal year. She encouraged parishes to consider the Take the Next Step (TNS) offertory enhancement program in FY 2022. In the last four years, only 50 parishes have run TNS. As of this meeting, only 18 were doing TNS for FY 2022. She said that it is a good idea for parishes to make the step chart even if they have not run the program. Many parishes have contract bookkeepers who only look at the financial side of reporting, they do not get into the Family Suite. As a result, only 70 parishes, or roughly half, have reported. This may indicate that parishes need a steward of family data, etc.

Ms. Willich presented that giving by 50% of parishioners average out to be less than one dollar per collection. Further, there is a relatively low percentage of enrollment in online giving. The average increase in parishioner offertory giving through a well-run TNS program is 10 percent.

It was asked where spirituality came into the TNS program. Ms. Willich indicated that there is nothing built into the program and it is up to the Pastor to add it in. It encompasses the pastor being able to communicate and inform parishioners. Some give to a Mission by going/some go by giving money, which is a piece of each of us. The pastor has to speak from the pulpit, cannot just use bulletin board announcements. Several priests at the meeting gave examples of how they added the spiritual element when they did TNS.

She then discussed online giving and indicated that the average parishioner enrollment is 17 percent, relative to total registered parishioners, which is low. There is an 8-10 percent increase in amount given when donations are made by credit card versus cash or check.

Deacon Simontis then presented other initiatives for parish and school financial operations. He began with Forward in Faith, which is creating a grant program for needy parishes using earnings and some principal from the 2004 Archdiocese of Washington (ADW) capital campaign. This portion of funds from Forward in Faith has not been very active and it is hoped that the grant program can be beneficial. The intent is to maintain donor requests for money to go out to the parishes and not just for physical plant needs, but shift toward filling ministries and ministerial and other roles lost during the pandemic due to restructurings.

Deacon Simontis also mentioned the Employee Retention Credit (ERC) initiative. ERC is for employer paid benefits for entities that suffered a reduction in operations due to governmental shutdown orders. This would allow parishes to get money back for employees retained. However, there is an IRS risk to this initiative as we are doing it on a disaggregated basis (by parish) versus all parishes considered as one entity. However, our auditors, their in-house legal and our legal have looked at it and believe that it is worth the risk. (A separate communication from the Moderator's Office will be sent to priests with more details on ERC).

The last initiative he presented was the Annual Appeal. We have planned to use a share formula for the calendar 2022 Annual Appeal, whereby parishes where parishes keep 50 percent of amounts received in cash above the parish goal with no assessment.

College Campus Ministries Update

Ms. Molly Herrera, Program Director for Campus and Young Adult Ministry, gave an update on College Campus Ministries. She began by thanking Cardinal Gregory for the opportunity to present today. She also thanked Father Carson, Dr. Jeannine Marino, Secretary for Pastoral Ministry and Social Concerns, Mr. Terry Farrell, Chancellor and Executive Secretary of the Curia, Father Anthony Lickteig, Secretary for Ministerial Leadership, and Ms. Deborah McDonald, Assistant Secretary for Pastoral Ministry and Social Concern, who all played key roles of support in many aspects of Campus Ministry in the last year.

Ms. Herrera's presentation gave a pastoral overview of the strengths, challenges, and vision of Campus Ministry in ADW as well as a general overview of the finances and operations of our Campus Ministry programs.

She presented a list of campuses staffed by and under the auspices of the Roman Catholic Archdiocese of Washington. They included:

- American University
- George Washington University
- Gallaudet University
- Howard University
- University of Maryland
- St. Mary's College of Maryland

We also have Catholic University of American, Georgetown University, and Trinity Washington University in the boundaries of ADW; however, since these are Catholic institutions, their Campus Ministry programs are staffed by the University itself. We do work in collaboration with these campuses whenever possible.

Ms. Herrera then discussed the strengths and outcomes of Campus Ministry. One of the greatest strengths in Campus Ministry is the formation and evangelization of young people. Our students are at a critical life stage where they are making key decisions in their life as emerging adults. For many of them, this is the first time they are experiencing their faith in a way that is their own, and not of their parents or anyone else.

Campus Ministry staff and chaplains are some of the most innovative and creative ministers. They consistently use best practices in evangelization and are incredibly effective in bringing young people into a very real relationship with Christ, setting the foundation for a life-long commitment to their faith and the Church.

She highlighted some of the work that campus ministries are doing:

- The University of Maryland has over 50 weekly bible studies for students that help cultivate smaller communities and friendships.
- American University Campus Ministry staff quickly pivoted and trained their staff and student leaders into implementing a "modern telephone tree" when the pandemic hit. They set up Zoom meetings to check-in with students to see how they were doing and even did outreach that Fall to incoming freshmen students who would not step foot on campus for the entire year.

Another great indicator of success and strength in Campus Ministry is the number of young people who enter the Church through the Rite of Christian Initiation for Adults (RCIA) on our campuses. This upcoming year, there will be about 30 students across our campuses who are expected to come into the Church. In previous years, there have been just as many students entering the Church and even more who are seeking to complete sacraments of initiation.

Campus Ministries also do an incredible job at cultivating young Catholic leaders who return to local ADW parishes. While some of our campuses, like American University and George Washington University, typically see a geographically diverse student population – several other campuses draw from our local parishes and once they graduate, tend to stay here locally after graduation. About three quarters of students at

the University of Maryland come from the state of Maryland, and a large majority of that population stays in the Archdiocese or the Archdiocese of Baltimore post-graduation. At St. Mary's College, while the student population is much smaller, over 90% of students come from and remain in Maryland, especially Southern Maryland, once they graduate. Howard University also draws a large local population, with many students remaining in the area post-graduation.

Ms. Herrera then presented ministries support and vocations to the priesthood and religious life. A huge sense of pride for our campuses are the vocations that come out of ministries each year. Our Maryland staff and chaplains love to boast that they send more campus ministry alumni into ADW seminaries than any other parish or community in the Archdiocese. Due to the significant presence of visiting priests, religious, and a culture of celebration around priestly and religious vocations, campus ministry programs provide encouragement and a strong foundation for young people who are discerning vocations. Just this past year, three young women from the University of Maryland professed vows as religious sisters, and twelve young men are in seminary formation, seven of them here in ADW.

Ms. Herrera gave an overview of some of the challenges that they face in Campus Ministry. First, operationally, they face issues with disproportionate staffing and support across campuses.

There is a lack of development and administrative support to create long-term financial sustainability. An example is the University of Maryland, where a staff member who has been with the Catholic Terps for 12 years and focused specifically on administration and development of campus ministry. In their 12 years, the annual budget has grown from \$100,000 to \$750,000.

The University of Maryland has also taken on a 3.5 million dollar capital campaign to renovate and update the Catholic Student Center. The chaplains and staff indicate that none of this growth would have been possible without the administrative and development staffing support. As of right now, the University of Maryland is our only campus with a development staff person.

Another challenge is staff turnover. A few years ago, the United States Conference of Catholic Bishops (USCCB) published research on staff turnover for college campus ministers. They stated the non-typical work schedule of late nights and weekend work paired with low ministry pay and difficulty managing the administrative/ministry balance, made it difficult for young ministers as it is not conducive to family life.

Ms. Herrera indicated that financially, they also see many challenges as Campus Ministries are very different from the financial structure of a parish. Often in a parish, there is a regularly expected income through the weekly offertory from long-standing parishioners and families who are invested in the long-term success of a parish. At a campus ministry, weekly offertories are not a primary source of income, as college students often do not have a stable income and are still financially dependent on their parents or student loans. Since there is not a staff person to oversee a long-term development strategy on most campuses, this often means that fundraising falls on the chaplain and campus minister who are already juggling many administrative and ministerial roles.

The Campus and Young Adult Ministry office has been working on shifting to a new model of interoffice collaboration within CPA because of the unique needs of Campus

Ministries. Campus Ministries do not operate like a parish, and they do not operate like a typical office or ministry of the pastoral center. Campus ministries were not receiving some of the basic support that they could be receiving from our offices. Many staff did not have access to laptops or technology to do some of the administrative work required of them. They did not have ADW emails alerting them to open enrollment or other urgent staff announcements. Most importantly, while most of their banking had been through the pastoral center bank accounts, each campus had been operating under different financial systems, which made it difficult for the pastoral center to help Campus Ministry staff accurately budget and plan their spending for the year. This past year, our office has worked very closely with each of the campuses to transition from their accounting and financial systems, to the financial systems set in place for CPA ministries, which we hope will lead to long-term support and sustainability for each campus. By the end of this fiscal year, five out of the six campuses, will fully transition, and by the end of the next fiscal year, we hope to transition our largest campus, the University of Maryland.

Ms. Herrera then presented other challenges in Campus Ministry to include maintaining the properties owned by the ADW. The two buildings we currently own at Maryland and at GWU are in constant need of structural repairs and updates. At GWU, the Newman Center is a typical 19th century row house located on F Street in Foggy Bottom, where we frequently had to deal with maintenance and structural issues. Most significantly, major repairs needed for the roof at the Newman Center, which has caused water damage in the chapel and other parts of the building for the last four years. Taking on this project has been challenging for the ministry. The Catholic Student Center at Maryland is outdated and in need of major updates as well. The Campus Ministry team there has embarked on a several years long Capital Campaign to raise funds for the necessary renovations.

Ms. Herrera mentioned that COVID has been an issue for campus ministries, as most of our campuses enforced very strict guidelines on any in-person student gatherings in the last academic year, which resulted in limited outreach to newer students, and ultimately less funding and financial support from the families of those students.

Finally, young alumni often struggle with the transition from the campus ministry “bubble” into the real world and the reality of parish life. Young people have shared that they experience this vibrant, energetic, and welcoming community of young adults, and the experience of Church where ministry and sacraments are catered to their schedules and realities as college students. This makes the transition difficult when they enter the work force and real world and encounter their new parish that is often focused on a family centered schedule for Masses or ministry events. Some of our young adults have said it is difficult to find their place in a new parish where parish volunteers and ministry leaders, although very well-intentioned, are not always open to new, young leadership, or envisioning ministry in a way that is different than what had always been done in the past in that parish. This experience can be off-putting and challenging for young alumni, especially when they are not expecting it.

Ms. Herrera then presented their long-term vision and goals for the campus ministry programs. First, they are working internally to fully transition ministries to the Central Pastoral Administration (CPA) operational and financial systems, to provide the same support as our other CPA offices and ministries.

They are continuing to assess their development support, both internally and on-site at campuses. They have been working closely with Joe Gillmer, from the Development

Office, in the last several years to train campus ministry staff on the basic principles and foundations of development, as well as short-term solutions and support to some of their challenges in fundraising for their ministries.

They are continuing to do formation for our chaplains and staff on how they can accompany young alumni and do outreach to local parishes and pastors to connect them post-graduation, so that there is more support for our emerging young adult Catholics.

Ms. Herrera shared that they were intentional last year, and will continue to be in coming years, in the formation with staff to help them understand the changes needed for outreach and pastoral care to our students of color and diverse cultural backgrounds. This past year, Father Robert Boxie and Ms. Herrera teamed up to lead intentional conversations with staff around race and racism, within our Church and within our ministries. At times, these conversations were uncomfortable and difficult, but they led to challenging and beautiful ideas for next steps on how they can walk with, support, and encounter students from diverse racial, cultural and ethnic backgrounds.

Another long-term goal is to expand outreach to community colleges in ADW. A significant portion of the young people in ADW, especially in upper Montgomery County, Prince George's County, the district and counties in Southern Maryland, are choosing to attend community colleges directly out of high school for a variety of reasons. Unfortunately, we have limited outreach to these young people who are in great need of spiritual guidance and accompaniment in such a critical point in their lives.

Ms. Herrera presented a quick operational and financial overview of each of the campuses. ADW provides significant financial support to these campuses by providing the salary and benefits of chaplains and campus ministers. Other paid or volunteer staff support exists; however, it is the responsibility of each Campus Ministry through fundraising and the annual budget that they manage.

American University

- Located in Northwest Washington
- Facilities utilized by the AU Campus Ministry are the Kay Spiritual Life center, which is owned, operated, and maintained by American University. It is a shared space with the other AU chaplaincies.
- Monsignor Maloney at Annunciation has been incredibly generous in allowing AU Campus Ministry to use a residential property owned by the parish during COVID
- AU has supported interfaith chaplaincies both financially and operationally for many years.
- Annual budget \$194,874
- ADW subsidizes about \$14,000 in programmatic costs annually
- Campus Ministry typically funds about \$47,000 of their programmatic budget through donations and fees.

George Washington University

- Staffed by Fr. Stefan Megyery, who is also serving as the Administrator of Epiphany in Georgetown and our new full-time Campus Minister, Ryan Mulligan.
- GW Newman Center is owned by the Archdiocese in the Foggy Bottom neighborhood, just blocks away from the White House.
- GW is our second largest campus and campus ministry program.

- Our official relationship with the University has historically been more difficult as there is no formal agreement between the University and any of the chaplaincies on GW's campus.
- GW Catholics is a student organization that receives funds from the University each year. Staff have been recognized as "contractors" so they can enter and access student spaces on campus to meet with students.
- While the University does not officially share data with us regarding religious affiliation, they have shared with us that the number one religious affiliation are students who self-identify as Catholic.
- Annual budget \$162,870
- ADW also subsidizes about \$14,000 in program costs,
- Campus Ministry staff is expected to raise about \$54,000 in donations and fees.

Gallaudet University

- Is housed under the Office of Deaf & Disabilities Ministry as a part of the Pastoral Ministry and Social Concerns Secretariat.
- Fr. Min Seo Park, who joined us this past year is a staff member of the Office of Deaf & Disabilities Ministry.
- Fr. Min, Mary O'Meara, and Laureen Lynch-Ryan, are involved in Campus Ministry at Gallaudet University.
- Ms. O'Meara and Ms. Herrera have worked closely and intentionally to include the Gallaudet staff in formation and community building opportunities, so the staff feel supported in the unique work of Campus Ministry.
- Gallaudet University is located in North East, right next to Union Market close to the NOMA neighborhood.
- Campus Ministry shares office space with the other Gallaudet chaplaincies. Our relationship with the University is strong and long-standing, as we are recognized officially as a chaplaincy on campus.
- The annual budget for Gallaudet falls within CPA under the Office of Deaf and Disabilities Ministry.

Howard University

- Fr. Boxie is the new priest chaplain at Howard University and has done an incredible job growing the ministry in a very difficult year during the pandemic.
- There is a lot of energy and excitement around the growing ministry and we are in the process of hiring a part-time staff person to support Fr. Boxie as the ministry continues to grow and develop.
- Howard University is located just north of the Shaw neighborhood in DC, and is about equidistant between St. Augustine's and St. Martin of Tours.
- At this time there is no meeting space for the Howard Campus Ministry, and the only space on campus for the chaplain is a very small office that is shared with the Methodist chaplain.
- We are in the process of purchasing a property near campus to convert into a Catholic Student Center and Chapel for Howard Campus Ministry.
- Annual budget is \$118,861
- ADW currently subsidizes \$16,000 of programmatic costs for Howard Campus Ministry. Now that we have a full-time priest chaplain, we hope and expect this ministry to continue to grow in the next several years.

University of Maryland

- The University of Maryland is our largest campus and campus ministry program in the Archdiocese.
- We provide salary and benefits for our full-time chaplain, Fr. Conrad Murphy, two full-time campus ministers, and the Development and Administrative staff person, Ann Gradowski, who is almost full-time at 37 hours a week.
- There is also significant paid staff support who are contracted through the Maryland budget.
- The chaplains and staff have built long-standing relationships with religious brothers and sisters, other weekly volunteers, and most notably, partner with 25 parishes on an annual basis.
- These parish groups come to the Catholic Student Center (CSC) and provide dinner for almost 300 students at their weekly Wednesday Night Mass and Dinner, free of charge to the CSC.
- Many parish volunteer groups have turned into regular donors, even when they have no family at the University of Maryland
- CSC is a property owned by the Archdiocese of Washington and maintained by the staff at the Catholic Student Center.
- Campus Ministry has access to Memorial Chapel on Campus, which is a shared space with other chaplaincies, and is used by our Campus Ministry for daily Mass, which is regularly attended by about 50 students every day.
- We are officially recognized as a chaplaincy by the University and the “Catholic Terps” is officially recognized as a student organization giving them access to spaces and student organization funds from the University.
- The annual budget this year at Maryland is \$1.4 million, a bit higher than a typical year due to the campaign and construction beginning this spring.
- ADW provides \$251,016 salary and benefits for the chaplain and all three staff members.
- UMD funds \$1,179,744 through donations and fees

St. Mary's College of Maryland

- St. Mary's is located about two hours south of DC in Southern Maryland and is one of our younger ministries.
- Mr. Will Bolin is the first full-time Campus Minister for the college.
- Father Larry Swink is our chaplain, who also serves as the pastor of St. Cecilia's, St. Peter Claver, and St. Inigoes.

- A couple years ago, the rectory garage at St. Cecilia's was renovated and turned into a Campus Ministry Office; Father Swink recently updated the basement meeting space at the parish to comfortably host ministry gatherings for students.
- The University does not officially recognize any chaplaincies on campus; however, the campus minister has established a university student organization called the Catholic Seahawks where the Campus Ministry receives funds from the University to help with some programmatic costs.
- Annual budget is \$63,800
- ADW currently subsidizes the \$5,000 in program costs for Campus Ministry and \$58,000 in salaries and benefits
- Mr. Bolin has laid the foundation in many development practices, which will hopefully lead to long-term sustainable growth for the ministry.

Ms. Herrera ended her presentation and thanked everyone for their time.

Closing Comments

Father Carson let the group know the Pastoral Center renovations are on schedule and under budget. He envisions a transition back in March. Fortunately, the supply chain struggles have not heavily impacted the project at this time.

The Boy Scout bankruptcy situation was brought up briefly and Chris Anzidei, General Counsel, and Deacon Eric Simontis, Chief Financial Officer provided an update. They explained that the Archdiocese is a member of the Roman Catholic Ad Hoc Committee that was formed by Catholic Mutual and several dioceses to advocate for the interests of the Catholic organizations in connection with the Boy Scouts of America bankruptcy, along with the Methodist and Mormons.

Cardinal Gregory closed the meeting in prayer.

Next Meeting

February 17, 2022