

## St Paul of the Cross Board Meeting Minutes of October 17, 2022

### **ATTENDING:**

James Bologna  
John Bodary  
Fr. Pat Brennan  
Roger Frank  
Matt Greenough  
Cindy LaFond  
Mary Martin  
Steve Mitchell  
Faith Offman  
Brian Owens  
Neil Sobeck  
Greg Soule  
Fr. Alex Steinmiller  
Toby Tabaczynski  
Paul Micallef  
Apryl Voner

### **ABSENT:**

Kari Klinski

- 1 **Call to Order** – Matt Greenough called the meeting to order at 6:50 p.m.
- 2 **Consent Agenda - Minutes Approval**  
Motion to approve agenda: Apryl Voner      Seconded :John Bodary  
Agenda unanimously approved with one addition: monitoring of Governance policies 1,2,3 will be moved to the next board meeting  
Motion to approve minutes: Greg Soule      Seconded: Toby Tabaczynski  
Minutes unanimously approved
- 3 **Charism Sharing** – Faith asked the board to pray for Jean Bowler, from Mater Dolorosa, as she is facing serious surgery. Because of technical difficulties, the video presentation on Passionist charism could not be shown and will be rescheduled for the next board meeting.
- 4 **Monitoring Report Review: Jim Bologna reported on Ends 2; Executive Limitations 4,5,6**  
**Ends 2** -St. Paul's has hosted many diverse groups (e.g. Princess to Queens, Episcopal Conference of Michigan). 20-24% of retreatants are subsidized and are not refused on ability to pay.  
Apryl. suggested that we focus more on inviting Catholic parishes for council retreats, to celebrate feast days, etc. Families of Parishes could be invited to attend as a family.

There was discussion around capacity problem: St. Paul's sometimes has trouble providing space for those who want to use the center; over-worked staff who need a day off now and then to rebuild and renew. Retreats could be more fully booked.

Steve asked: What is the real issue? There is a capacity problem and retreats don't have enough people (our core ministry). Fr. Pat referred to the long-range problem of what

is happening in the church: trying to reach people who are not in the pews. Parents no longer bring their sons and daughters on retreats. Matt spoke to the economic issue. Hosted groups pay for youth programs. We can't lose the income stream during the week. It was suggested that we keep introducing the Passionist charism to those using the center, in any capacity.

**Executive Limitations 4,5,6-** Jim reported compliance with personnel policies. An updated employee handbook is in process, which will include topics like 'Maternity leave', ('Maturity leave-spelling error). HR consultants are offering their services on this project, to be completed at end of 2022. In response to safety/security issues, Jim mentioned locks on doors, monitors in building. Staff may view Christian Brothers video on active shooter incidents, etc.

- 5 Review of Draft Ends Policies -** Neil, Ends Committee chair, spoke with Elizabeth Velarde and researched other retreat centers while trying to update current ends policies. . Each end policy was read aloud and board members offered comments on the draft policies. Some comments were: possibly expand Ends #5; adjust wording in Ends #2 to read "will be invited or will be supported in their spiritual renewal; include Laudato Si in Ends #3; question use of word "competencies in Ends #3; include the word "compassion" under umbrella policy. Elizabeth V. had suggested that the board devote some time at each meeting to review and discuss these policies. This is a legitimate activity of the board and is central to the future direction of St. Paul's. Question proposed by Mary: Could charism discussion dove-tail with ends? (e.g. Talk about Laudato Si then show how to carry it out). Thanks to Neil for his work. Matt asked Neil to go back to the Ends Committee and discuss suggestions, then report back at next board meeting. Neil will send out 2 more documents shortly to board for further study.
- 6 Follow-up on Committee Assignments for 22/23**  
Mentors were reviewed. No other discussion on committee assignments.
- 7 September Retreat Debrief**  
Comments were offered: Grace-filled day; Valuable to share about origins, gifts of being a Passionist; Good to hear Passionist 101; TED talk was good. A suggestion was given by Apryl that new board members could be interviewed and recorded at their original retreat day, then they could be interviewed later to see how ideas, attitudes have changed.
- 8 Open Forum**  
Cindy warned board to be cautious with emails as she experienced a scam with fake St. Paul communications. Concern was expressed over chain of succession; who will keep things going after captains retire?  
All were invited to celebrate St. Paul of the Cross feast day, Oct. 20, as well as upcoming events at St. Paul's. Anyone may tune in to Passionist zoom conversations coming up.
- 9 Closing Prayer -** Fr. Pat closed with a reflection and blessing.
- 10 Adjournment –** The St. Paul Board of Directors meeting was adjourned by Matt at 8:30 p.m.  
**The next board meeting is scheduled for Monday, December 5, 2022.**