

Peace to you! Thank you to everyone who attended the 10:30 AM Mass at St. Charles last Sunday for my installation as pastor of St. Charles Borromeo and St. Peter the Apostle parishes. And thank you to all who joined the Five Parish Pilgrimage that afternoon. It was a beautiful, educational, and spiritually enriching pilgrimage. It is a great example of how we are bringing many administrative functions together, while honoring the individual identity of each of our five parishes. I am so grateful for the Transition Team, the Schola choir, and the staff and volunteers of St. Charles and St. Peter who made these events possible! The whole day was an example of the amazing things our five parishes can do when we collaborate.

Since it was announced in April that I would become the pastor of St. Charles and St. Peter parishes, it was clear that moving from two “ecosystems” of ministry and administration (one being Notre Dame, Holy Ghost, and St. Bridget, and the other being St. Charles and St. Peter) toward a more unified structure of administration would be crucial for advancing the mission of the Church here in the Chippewa area. I wrote about this in last Sunday’s bulletin article.

For the past three months, a small group of staff members and volunteers has been helping me to formulate a plan for reorganizing the administrative workings of the five parishes - the most significant aspect of which is our dedicated staff members. They have focused on clarifying and streamlining staff responsibilities, less duplication of work, better support for ministries, and allowing priests to spend more time on pastoral and sacramental ministry. In the next couple of months, we will be moving toward a new staff structure, move to a central parish office, and move all of our priests to one rectory.

The staff restructuring will change how the staff and administrative work is organized and reduce the number of staff and volunteers reporting directly to me and give some director-level duties to staff members. I will go from having 25+ direct parish reports to four or five. The lead “departments” will include administration, finance/facilities, ministries, and liturgy. Here are some bullet points about this plan:

- Current staff will be retained as much as possible
- Some staff positions will no longer exist, some will be adjusted, and some new positions are being created
- The change from the current structure to a new structure will take some time to fully implement. We will keep you up to date on staff changes. You will receive a new staff directory once the structure and staff are finalized so you know whom to contact for your specific needs and questions.
- Most of our staff will be employees of all five parishes. Some exceptions include the St. Peter School staff, Sr. Yvonne, and some of our maintenance staff.
- Each parish will maintain financial independence. A plan is being developed and will be proposed to each parish’s finance council for fair and equitable cost sharing of our shared employees.

Alongside a new staff structure, we will be consolidating our parish offices to a central location at St. Charles rectory. We will announce the moving out date from the Notre Dame rectory offices when it is

set, but our plan is for the move to take place by the end of October. After the offices at Notre Dame are moved to St. Charles, there will be some remodeling work done at the Notre Dame rectory to change the current offices into living spaces for Fr. Kren and Fr. Welles. A generous donor is paying the costs of the renovations! Once those renovations are complete, Fr. Kren and Fr. Welles will move to Notre Dame rectory. In the final configuration, Notre Dame rectory will be the priests' residence, St. Charles rectory will be Our Lady of the Falls Central Office, and Holy Ghost rectory will be a convent for religious sisters.

For the next few months, there will be quite a few changes taking place in a seemingly short amount of time. This may cause some confusion or frustration. And so, I invite you to help me in the following ways: 1) Please pray for the good success of this plan for the good of our Catholic community. Please ask our parish's patron saints and Our Lady of the Falls to intercede for us. Ask the Holy Spirit to fill us with His gifts and guidance. 2) Please take some time to read any communications and updates regarding our pastorate's reorganization efforts in the next couple of months. 3) When parish job positions are posted, please share them and encourage good candidates to apply. 4) Please direct any questions or concerns you have to a member of the Transition Team or to a parish pastoral council representative. 5) Please extend patience and charity to our staff during this transition. Thank you!