

Parish Profile: St. Joseph Parish / Grafton

1. Write a statement about the prevailing mood/atmosphere in the parish at this time.

We embrace our mission statement to be *The Hands of Christ, Open to All*. This attitude is shown in our liturgy, outreach ministries, formation, parish school and hospitality to all people, regardless of their age, ethnicity, gender, or sexual orientation. While we have not been immune to the challenges of the pandemic, we continue to be a people of God who willingly give our time, talent and treasure in service of the gospel. Across the multitude of ministries at our parish, we are blessed to have gifted lay leadership. The ideal pastor or parish director will adopt our mission statement, welcome the gifts of all our parishioners, collaborate with parish staff and volunteers in all ministries, and will embrace the tradition and principles set forth by the Second Vatican Council. Right now, we are anxiously awaiting our new pastor or parish director as we emerge from the pandemic; but we remain strong together in our faith that we will be able to continue our ministries as *The Hands of Christ, Open to All*.

2. Highlight some of the important recent changes in the parish.

- We are proud of the adoption of technology in our worship space which allows us to engage parishioners in the liturgy in new and exciting ways. We will continue to grow in our use of the screens and live streaming capabilities to spread the Gospel message. These technological advances, as well as our twice weekly emails, have increased our ability to reach out to our parishioners and to share parish information.
- Additionally, our Parish School has seen resurgence in its school body due to the adoption of the Choice program. We continue to strongly support our Parish School.
- At the same time, we are experiencing staff changes that have us learning new ways of working together. Our Director of Administration is retiring in January 2022 and we have recently hired a new Director of Administration. We recognize that these changes provide opportunities for growth.
- Our staff and our parishioners are adaptable, flexible and able to grow even during challenging times. Our ideal pastor or parish director would be willing to allow us the space to grow and to grow with us.

3. Write a statement about the immediate needs of the parish at this time.

To help shepherd us through the challenges precipitated by the pandemic, the recent staff changes and the advent of new technology, we need a strong leader who shares our sense of direction for the future, which includes embracing new possibilities in the post-pandemic world. We need the resources (time, talent and treasure) to grow our mission and continue letting people know who we are as a parish and school. We would like to welcome (back) people to the Church, particularly at Mass and to increase our outreach to the community. An immediate goal is to update our website to leverage our technology to reach our parishioners and inquirers. We also anticipate completing the *Love One Another* campaign in the next few months, which will help us fund our immediate facilities, infrastructure and cemetery care needs. We seek a perceptive leader who can observe and reflect on the signs of the times to help us grow as the *Hands of Christ Open to All*.

4. What are the stated long-range goals and plans of the parish? If there are none, what do the staff/volunteers perceive to be the long-range goals of the parish?

In response to the Holy Spirit which is active and vibrant in our community, we desire to continue our strong tradition of hospitality to all people, which includes creating and maintaining a place for authentic worship of God. Newcomers have consistently cited our beautiful liturgy, the music, and welcoming hospitality as reasons for joining our parish. We are committed to the *Love One Another* campaign in support of our mission. We are humbled by the large percentage of our parishioners and visitors who have contributed. We have a strong committee in place to oversee the capital improvements. Our hope is to find a pastor or parish director who can recognize, appreciate and encourage our strong sense of community, our gift of hospitality, and our authentic, heartfelt worship. Such a pastor or parish director would be willing to collaborate with parish leaders, both pastoral staff and parish members.

5. Describe what makes you proud of your parish. What are you doing successfully in each of these areas? Also, include a statement of the kind of involvement that you believe is appropriate for the priest/parish director in each of these areas.

- **Prayer and Worship**

It is often said that Prayer and Worship is the most important work of a church. In our community, there are literally hundreds of people involved in different roles of liturgical ministry. Ministers of the Word, Extraordinary Ministers of Communion, Cantors, Choir members, Instrumentalists, Ministers of Hospitality, Ministers of the Environment, Ministers of Care to the Sick, Ministers of the Sacristy and Preparation, all play a direct role in and with the Ministry of the Presider and the Assembly. Under the leadership of our Director of Liturgy and Worship and the Liturgy Committee, our prayer and worship continue to reflect the diversity of talent and options available to us. For example, we are proud of our 35+ years of deaf interpreters at our Masses three weekends each month. Our prayer and worship continue to develop new ways to use technology to foster prayer to help parishioners encounter God in new ways. Our ideal pastor or parish director would embrace our liturgical traditions and develop a strong relationship with our Director of Liturgy so as to collaborate on careful preparation of well-formed liturgies.

- **Christian Formation/Education: adult, family, child, school, sacramental preparation, etc.**

The Christian Formation programs cover all areas commonly described as womb to tomb. Christian Formation continues to adapt to the ever-changing world by providing in-person and virtual opportunities to pray, study, connect and serve. This faith formation extends to our Parish School. At a recent accreditation visit, one reviewer commended: “The Catholic is everywhere! The school is dripping with Catholic.” Our Lifelong Faith Formation Committee is currently reflecting on how to incorporate Pope Francis’ message of care of God’s Creation in *Laudato Si*, to teach the principles of Stewardship and to share the Archdiocesan theological reflection, *Gift of Sunday*, across the ages, and how to welcome people (back) to Mass. Sacramental preparation continues to be the best and strongest opportunity to encourage adults and families to explore the depth and beauty of our Church. In all our endeavors, we work to interweave prayer and

worship, studying the bible and traditions of the church, and responding to God through service. Our ideal pastor or parish director will support our initiatives and join our endeavors to engage people of all ages in reading the bible, reflecting on Church teachings, and responding to God through worship and service.

- **Human Concerns activities: special groups & projects, etc.**

We are proud of our strong dedication to addressing social justice and human concerns in reflection of the Catholic Social teaching through service and donations of money and goods. Our Human Concerns Committee is involved with feeding the hungry through collaboration with St. Ben's Meals (since 1972), All Saints Parish, Advocates Repairers of the Breach, while also forming parishioners on Catholic Social Teaching. We also have a very active St. Vincent de Paul Society which maintains a food pantry on site. In addition, the St. Vincent de Paul group serves the needy in our area by providing food, gas cards and help with rent and bills as needed. During November and December, St. Vincent de Paul engages our entire parish in the creation of Thanksgiving baskets and in the Giving Tree for those in need. St. Vincent de Paul also supports St. Catherine's (Milwaukee) St. Vincent de Paul. Our Ministers of Care address the spiritual needs of our community by bringing communion, prayers and company to those who are homebound, in the hospital or in nursing homes. Our willingness to serve goes beyond our borders to serving our sister parish in Los Toros (Dominican Republic). We have been in a relationship with Los Toros since 1988. Under the direction of our Los Toros Committee, we provide academic scholarships and other essentials to students at the university in Santo Domingo, and help build homes, churches and other structural support, all the while developing lifelong relationships with the residents of Los Toros. Our St. Vincent de Paul is in a twinning relationship with Los Toros St. Vincent de Paul. Since 2002, our youth have similarly responded to the call to serve others by participating in an annual Workcamp mission trip; this year we are serving in Erie, PA. Our ideal pastor or parish director would be a servant leader who embraces social justice and inspires, supports and encourages participation at all ages in serving those in need in our community and beyond.

- **Administrative Services/Finance (including a list of paid staff and key volunteer assignments, parish organizations, etc.)**

Financial and temporal matters for the parish are coordinated by our Director of Administration and our bookkeeper/Director of Stewardship. Our Finance Council includes Matthew Fahey (Chair), Chuck Boehm (Trustee), Ron Putzer (Trustee), John Gassert, Amy McConeghy, Matthew Schwab, and Cathy Mateo-Zayas. Together they create and implement a comprehensive strategic plan, oversee the budget, create a plan for capital improvements, monitor all fundraising activities and ensure our financial security. Our ideal pastor or parish director would learn about our vision for the financial health of our parish and then join our endeavors to support and grow our ministries.

- **Evangelization**

Evangelization, or sharing the gospel message, is a part of all our endeavors, whether it is prayer and worship, service to the poor, bringing communion to the sick, sacramental preparation, hospitality or sharing our faith with our children and youth. We welcome those who are seeking to become Catholic, encourage those who have not yet returned to Mass after the pandemic, and reach out to those who stopped practicing their faith for other reasons. This falls in line with our

mission to be *The Hands of Christ, Open to All*. Our ideal pastor or parish director would join our efforts to meet people where they are and to joyfully model the gospel message of love.

- **Ecumenism**

We have been in the service of ecumenism for Grafton since the call of the Second Vatican Council to make Christ's presence known to all people. The parish's ordained clergy take on an active role with the pastors of local Christian churches. Our Christian Formation leaders similarly participate in endeavors to form communities for the youth of various churches in the area. The parish has had, and would like to maintain, its "open door policy" to the community. We are seen as a welcoming center in the area, providing food, fellowship and prayer in community celebrations of weddings and funerals, concerts and rehearsals, meetings and outreach through St. Vincent de Paul Society, Family Sharing, Habitat for Humanity, Advocates and other societal aid. Our ideal pastor or parish director would be open to continuing and growing our relationships with the community.

6. Describe the kinds and levels of collaboration with parishes in your cluster/deanery in which you are involved.

- The Parish School interacts with Principals at monthly Deanery Meetings.
- The Parish School interacts with Deanery 10/13 for professional development and collaboration.
- Fr. Patrick Wendt from St. John XXIII (Port Washington) presides at our school Masses on Thursdays.
- St. John XXIII (Port Washington) and St. Joseph Parish schools collaborate on school events, like Catholic Schools Week.
- Formation leaders meet regularly with the Formation leaders of the other parishes in our Deanery.
- Middle School and High School Youth Ministry events are coordinated with and/or advertised at other local parishes in our Deanery.
- Pastoral council representatives meet regularly with other parishes in our Deanery.
- Pre-pandemic, Parish Council and Finance Council had joint meetings annually with St. Francis Borgia (Cedarburg).
- We encourage participation in our deanery offering of the *12 hours of Reconciliation*.
- Our Parish Director attends semi-monthly deanery meetings.
- St. Francis Borgia (Cedarburg) and St. Joseph Parishes share a Knights of Columbus council.
- Our deacons actively meet and collaborate with the deacons in Ozaukee, Washington, and north Milwaukee counties.
- Deacons from St. Joseph Parish do baptisms and weddings at St Francis Borgia (Cedarburg); while priests from local parishes help us with funerals and anointings.
- We are hosting Archdiocesan Advent and Lent preached missions on *The Gift of Sunday*.

7. List any ministries the parish is involved in or responsible for that are beyond the parish ministries, such as, Nursing Homes, Hospitals, Prisons, College Campuses, etc.

- Nursing Homes & Hospitals: Anita's Garden, Aurora Hospital in Grafton, Berkshire, Hamburg House, LaSata, Rosewood Manor, Magnolia Hill, Village Pointe Commons
- Hunger Ministry: St. Ben's Community Meal (Milwaukee; Capuchin Community Services), All Saints (Milwaukee)
- Jails: Ozaukee County Jail, Taycheedah Correctional Facility
- Missions: Los Toros (Dominican Republic), Workcamp Youth Mission trips (2022: Erie, PA); Habitat for Humanity - Ozaukee County Chapter
- St. Vincent de Paul: serves those in need in the community with an on-site food pantry. They are also in a twinning relationship with St. Catherine in Milwaukee and in Los Toros as well as host St. Vincent de Paul conferences at St. Joseph Parish.

8. Is there a rectory available for the pastor/parish director to live if they would so choose? Describe the condition of the rectory and its space (i.e. one or two bedrooms, kitchen facilities, etc.).

We do not have a rectory available; the previous rectory has been converted to office space. However, we do own a house that is currently rented out by our maintenance worker. There are also nearby parishes with rectories that may have space available.

9. Clearly state your parish's levels of compliance in these areas:

- *Payment of your annual Archdiocesan Assessment* - Current and no past due
- *Payment of employee parish pension* - Current and no past due
- *Payment of the priest pensions* - Current and no past due
- *Payment of insurance (liability) premiums* - Current and no past due
- *Training of employees and volunteers for the Safe Environment program* - Complete (or in process, if new hires)
- *Safe environment training for children and youth* - Complete for last school year and in process for new school year. Christian Formation and the School conduct these trainings in the spring each year. Lesson plans are sent home to families if children are absent.
- *Have you completed the required background checks for employees and volunteers?*
Complete (or in process, if new hires)

10. What other observations or comments would you like to share with the Priest Placement Board?

For more than 25 years, we have been blessed with the continued presence, pastoral care and leadership of Fr. Mike Barrett, Fr. Steve Lampe, and Parish Director Brenda Cline at the weekend masses, funerals, weddings and sacramental celebrations. We acknowledge that this transition may be challenging for those who have become accustomed to their presence. In addition, St. Joseph Parish has had permanent deacons since 1977. Two active deacons will continue to serve with the new pastor or parish director. Our ideal pastor or parish director would collaborate with our current deacons.

11. List the names and the titles of the persons who prepared this profile:

Brenda Cline, Parish Director
 Mike Barrett, Interim Administrator
 Sheri Hanson, Pastoral Associate
 Randy Hilgers, Director of Liturgy and Music
 Amanda Matthews, Principal
 Scott Wiese, Deacon and new Director of Administration
 Jay Frymark, retiring Director of Administration
 Madonne Rauch, Director of Stewardship
 John Knetzger, Associate Director of Formation
 Barb Newton, Parish Secretary
 Dan Koziczowski, Pastoral Council Chairperson
 Ron Putzer, Trustee
 Judy Hazlett, Pastoral Council member
 Paul Lorge, Former Trustee

12. Please attach a one page copy of the most recently approved budget (e.g. as published to parishioners). Do not send us extensive budget details.

Fiscal Year 2021-2022

<u>Revenue</u>	<u>Budget</u>
Envelopes and Offertory	1,195,000
Tuition and Fees	622,273
Other Revenues	258,400
Home & School	9,800
Athletics	11,260
Workcamp	38,500
Los Toros	44,000
Total Revenue	2,179,233

<u>Expenses</u>	<u>Budget</u>
Operating Expenses	2,074,173
Home & School	9,800
Athletics	11,260
Workcamp	40,000
Los Toros	44,000
Total Expenses	2,179,233

Operating Income: 0