

SYNOD TOPIC D: CARING FOR THE TEMPORAL NEEDS OF THE CHURCH
Stewardship, Communications, Facilities, Administration, and Finance

RESOLUTION D-1: Reaffirmation of Resolutions of the First Synod Concerning Stewardship

WHEREAS a number of resolutions concerning stewardship were adopted by the First Synod of the Diocese of Juneau, which met in September 2000, and were subsequently approved by Bishop Michael Warfel; and

WHEREAS these resolutions continue to be useful and relevant to the life of the Diocese of Juneau and the implementation of the New Evangelization; now be it

RESOLVED by the Second Synod of the Diocese of Juneau that the following resolutions adopted by the First Synod of the Diocese and approved by Bishop Michael Warfel be reaffirmed with the incorporated changes:

1. That each individual, through their Baptism, is called to service as an integral component of stewardship. This would be emphasized and encouraged through preaching, catechesis, and other devices such as ministry fairs.
2. That the Church of Southeast Alaska, under the leadership of the Diocesan Bishop, undertake a concerted, unified initiative to introduce and foster the spirituality and practice of stewardship among all the faithful of the Diocese. After an initial period of planning, preparation, and training, this initiative should form the basis for all stewardship, fundraising, and development efforts in the Diocese and the individual parishes and missions. All such existing efforts shall be reevaluated and either changed or eliminated to ensure consistency with the new stewardship initiative and to avoid mutually competing efforts. The new stewardship initiative should ensure consistent guidance and support to diocesan officials and to the pastors and administrators of

local communities, with emphasis on the obligation and need for all members of the faithful to contribute to the needs of the Church and of the poor in intentional, planned, proportionate, and sacrificial ways. While the need for flexibility should always be recognized, the principle of the tithe, that is, the offering of at least one-tenth of each household's time, energy, and disposable wealth to the support of the Church and of the poor, should form the basis for normal expectations. Giving a percentage of one's income is biblical, and should be strongly encouraged. The Church, both at the parish and the diocesan level, is expected to set an example to its people in tithing, giving a percentage of its income to agencies and causes.

3. That the Diocesan Bishop, by a means he deems effective, lead and coordinate the stewardship initiative of the previous resolution and investigate and develop new means of material support for the Church of Southeast Alaska at both the diocesan and local levels.

RESOLUTION D-2: Adoption by the Diocese of Administrative and Finance Policies and Procedures

WHEREAS the Diocese of Juneau currently lacks many of the administrative and finance policies and procedures that are necessary and prudent for an organization of its nature and size; and

WHEREAS the Business Director of the Diocese has drafted such policies and procedures, which are currently under review by the Diocesan Bishop and other officials of the Diocese; and

WHEREAS these draft policies and procedures promise to improve greatly the efficiency and effectiveness of the Diocese and its parishes and missions, and therefore to contribute greatly to the implementation in the Diocese of the New Evangelization; and

WHEREAS the Diocese could benefit from the adoption of nationally tested church management practices, such as the Catholic Standards for Excellence, to increase its effective use of resources to further the mission of the New Evangelization; now therefore be it

RESOLVED by the Second Synod of the Diocese of Juneau:

1. That the administrative and finance policies and procedures currently under consideration by the Diocesan Bishop, as well as any similar policies and procedures that he might consider necessary and prudent, be promulgated by him at the earliest time he considers appropriate; and that these policies and procedures be made available to all ministers and employees of the Diocese and its parishes and missions in a manner that is both convenient and accurately updated.
2. That the Diocese and its parishes and missions consider the adoption and implementation of Catholic Standards of Excellence or a similar program, in order to promote high standards of ethics and accountability in Church management and operations, with adaptation to local resources and consistent with government regulations.
3. That the Diocese and its parishes publish an accounting of their finances annually.

RESOLUTION D-3: Personnel and Financial Policies Concerning Priests of the Diocese

WHEREAS the personnel and financial policies currently applicable to the ministry of priests incardinated in the Diocese of Juneau developed at various times in various circumstances, some of which have since changed; and

WHEREAS the retirement plan for priests of the Diocese has not yet been established in accordance with the principles and standards that are currently regarded as necessary and prudent; and

WHEREAS it is therefore desirable that the personnel and financial policies applicable to priests of the Diocese be comprehensively revised; now therefore be it

RESOLVED that the Diocesan Bishop, in consultation with the Presbyteral Council of the Diocese, develop and promulgate comprehensive personnel and financial policies governing the ministry of the priests incardinated in the Diocese of Juneau, including the establishment of a defined benefit retirement plan.

RESOLUTION D-4: The Diocesan Finance Council and the Development of a Diocesan Five-Year Financial Plan

WHEREAS the Diocesan Finance Council has important duties defined in canon law to help ensure that the material needs of the Diocese are securely met; and

WHEREAS the Diocesan Finance Council therefore plays an important role in the implementation of the New Evangelization in the Diocese; and

WHEREAS multiyear financial planning is highly likely to be useful in placing the activities of the central administration of the Diocese on a sound financial basis, and to help it move away from a consistent pattern of deficit spending; now therefore be it

RESOLVED by the Second Synod of the Diocese of Juneau:

1. That the Statutes of the Finance Council of the Diocese of Juneau be reviewed and, if necessary, revised in order to enhance its effectiveness in ensuring that the material needs of the Diocese are securely met.
2. That the Diocesan Finance Council take the lead in developing a five-year financial plan for the central administration of the Diocese with the long-term goal of attaining financial self-sustainment beginning in Fiscal Year 2015. The plan should consider all diocesan assets and

resources, projected revenues and expenses, current and projected diocesan demographics, staffing patterns, and other relevant factors in attaining its goal of financial self-sufficiency. The plan should be updated annually by the Finance Council, so that it always extends five years into the future.

RESOLUTION D-5: Maintenance, Repair, and Planning of Facilities

WHEREAS the Diocese of Juneau and its parishes and missions is blessed with many buildings and facilities for carrying out their mission, the result of the generosity of its members and donors in the past; and

WHEREAS the age and heavy use of many of these buildings, combined with the severe climatic conditions of Southeast Alaska, require that they be regularly maintained, repaired, and occasionally renovated; and

WHEREAS the necessity of these maintenance actions, repairs, and renovations is easily overlooked as a result of the many competing pastoral and material demands on the Church in Southeast Alaska; and

WHEREAS the prolonged deferral of these necessary measures can, over the long term, reduce the usefulness and useful life of these facilities; now therefore be it

RESOLVED by the Second Synod of the Diocese of Juneau:

1. That the Diocesan Pastoral Plan and the pastoral plans of the parishes and missions provide for the regular maintenance and repair and, when necessary, renovation and new construction of their facilities.
2. That, to the extent practicable, the Diocese and each parish and mission establish realistic schedules for maintenance and repair of their existing facilities, and provide budgetary support

for carrying them out. It is highly desirable that the Diocese and each parish or mission designate a person or persons, either staff or volunteers, to be responsible for the implementation of the maintenance and repair schedule.

3. That the Diocese adopt policies and procedures for the renovation of existing facilities and the construction of new ones, ensuring that planning, design, funding, and execution are carried out in accordance with canonical and civil law requirements and the highest standards of integrity, efficiency, and workmanship.

4. That no renovation or construction of worship spaces in any facility of the Diocese or its parishes and missions take place unless previously approved by the Diocesan Bishop after consultation with the Presbyteral Council of the Diocese and, if it has been established, the Diocesan Pastoral Council.

RESOLUTION D-6: Renovation and Improvement of the Diocesan Cathedral

WHEREAS the Cathedral of the Nativity of the Blessed Virgin Mary is a church building of tremendous importance in the history of the Catholic Church in Southeast Alaska, and a spiritual home to all of its members; and

WHEREAS the Cathedral, by its presence in downtown Juneau only a short distance from the State Capitol, is a visible sign of the presence of Christ and his Church to those who serve in the executive and legislative branches of State Government; and

WHEREAS the Cathedral not only serves a diverse and dynamic parish, but also is a place of welcome and ministry for the many visitors and seasonal workers who come to Juneau each year, as well as those who struggle with mental illness and homelessness in the downtown area; and

WHEREAS the Cathedral building, the smallest in the United States and one of the smallest in the world, is itself an artistically distinguished reminder of the early days of the Alaskan Church, and a sign of commitment to its future; and

WHEREAS the Cathedral building, after more than 100 years of service, is physically deteriorating and is in need of renovation or replacement as necessary; now therefore be it

RESOLVED by the Second Synod of the Diocese of Juneau that the people of the Diocese, both individually and through their parishes and missions, lend their spiritual and material support to the renovation or rebuilding of the Cathedral of the Nativity of the Blessed Virgin Mary in Juneau, in a manner that preserves its architectural, artistic, and historic integrity while, at the same time, increasing its accessibility and usefulness to all the people of the Diocese and its visitors. Renovation is preferred to rebuilding.

RESOLUTION D-7: Adoption of a Diocesan External Communications Plan

WHEREAS the New Evangelization depends heavily on the effective communication of the Gospel message; and

WHEREAS this communication increasingly takes place by means of rapidly developing and changing communications technologies; and

WHEREAS the careful evaluation and management of these means of communication and new technologies are critical for the effective fulfillment of the Church's mission; now therefore be it

RESOLVED by the Second Synod of the Diocese of Juneau:

1. That the Diocese of Juneau formulate and adopt a comprehensive External Communications Plan that will serve to identify and help meet diocesan communications goals.

2. The following goals may be considered as important components of a Diocesan External Communications Plan:

- a. Routinely scheduled analysis of current communications research; analysis of communications objectives; analysis of target audience; analysis of communications platforms and options; and evaluation of communications results.
- b. Establishment of policy and procedures for crisis communications for the Diocese.
- c. Establishment of policy and procedures for the use of social media for the Diocese.

RESOLUTION D-8: Use of New Communications Technologies in Ministry

WHEREAS travel and communication among the communities of the Diocese can be very difficult due to the size and geography of Southeast Alaska; and

WHEREAS much of this difficulty can be alleviated by the use of new means of electronic communication in catechesis, worship, administration, and other aspects of the mission of the Diocese and its parishes and missions, to the benefit of the New Evangelization; and

WHEREAS the Bishop Michael H. Kenny Memorial Fund has made available to the Diocese and its parishes and missions the equipment necessary to use these new means of electronic communication; and

WHEREAS rapid developments both in the affairs of the Diocese and in available communications technologies require sustained attention in order to ensure the success of the use of these technologies for the mission of the Diocese and its parishes and missions; now therefore be it

RESOLVED by the Second Synod of the Diocese of Juneau:

1. That electronic means of communication be used to the maximum extent practicable in the carrying out by the Diocese of the mission of the New Evangelization. Special efforts should be made to provide catechetical and spiritual enrichment programs through these media, and to conduct meetings of diocesan commissions and committees, as well as staff meetings, in the same ways. To the extent appropriate, important liturgical celebrations should also be made available throughout the Diocese through these new resources.
2. That a Diocesan Internal Communications Plan be formulated and adopted to facilitate the increased, flexible use, maintenance, and updating of these means of communication among the central administration of the Diocese and its parishes and missions, including the identification of technical support services.
3. That the Diocese issue a calendar of events for all parishes and missions that includes meetings, classes, and special events available.

RESOLUTION D-9: Endowments

WHEREAS the institutions and ministries of the Diocese of Juneau have relied almost completely upon current income; and

WHEREAS the sources of such current income can be inconsistent and unpredictable; and

WHEREAS the establishment of endowments by the Diocese and its parishes and missions would tend to reduce the level of their dependence upon current income sources; now therefore
be it

RESOLVED by the Second Synod of the Diocese of Juneau:

1. That the Diocese of Juneau encourage and support the creation of endowments to support the parishes, missions, schools, and other institutions of the Diocese, particularly Holy Name Catholic School in Ketchikan.
2. That these endowments be centrally managed at the diocesan level in order to maximize the resources, knowledge, and experience to be devoted to their growth.
3. That an endowment be considered for the establishment of a new Catholic school in the City and Borough of Juneau.

RESOLUTION D-10: Size and Composition of the Diocesan Staff be Developed to Implement the Diocesan Plan for the New Evangelization

WHEREAS the number of staff members employed by the central administration of the Diocese has declined by half over the past fifteen years; and

WHEREAS the responsibilities assumed by the remaining staff have actually increased significantly over that period of time; and

WHEREAS certain functions previously carried out by the central administration diocesan staff, such support of catechetics and family life, are no longer being consistently performed as a result of the reduction in staff numbers; now therefore be it

RESOLVED by the Second Synod of the Diocese of Juneau:

1. that the Bishop of Juneau and the Business Manager and Finance Council of the Diocese develop a plan to effect the implementation of the New Evangelization in Southeast Alaska, including evaluation of the size and composition of the central administration staff of the Diocese to the extent necessary.

2. That this evaluation focus on the needs and priorities of the Diocese central administration and the needs and priorities of the parishes and missions, always in light of the financial resources realistically available to them. Particular attention should be given to the question whether one or more staff positions should be established to help ensure the financial security of the Diocese.

RESOLUTION D-11: Continuation of the Diocesan Census

WHEREAS the Diocesan Census carried out during 2013 has provided much useful information to the Diocese and its parishes and missions about the people whom they serve; and

WHEREAS the information so collected has not been fully combined with other information about Catholics in the Diocese to be found in the records of the Diocese and the parishes and missions; and

WHEREAS the completion of this process, and its continual updating in the future, are necessary for the implementation of the New Evangelization, especially for reaching out to inactive Catholics, as well as the administration of the Church in Southeast Alaska; now therefore be it

RESOLVED by the Second Synod of the Diocese of Juneau that the Diocesan Census process begun during 2013 be completed and regularly updated in the future, so as to provide as complete information as is possible about all Catholics in the Diocese, and that this information be made available to the Diocese and its parishes and missions in ways that assist them in reaching out to all of our people in attempting to serve them through the New Evangelization.