

PART I - JOB DESCRIPTION

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4. Provides counsel and works with the Liturgy Commission and approves of liturgical activities.

Strongly agree	15
Agree	19
Strongly disagree	1
Don't know	18
Didn't answer	1

Fails to correct/control liturgical practices which violate Vatican Directives, i.e. girls serving the altar, dialogue homilies, blue used at Advent and Gospels by laity. Too much distraction with all the liturgical activities. (3 responses)

Question why Liturgy Commission is not part of Pastoral Council input.

Does excellent job empowering and counseling group, encourages creativity and new ideas which generate good liturgy. (5 responses)

Liturgy flows smoothly and seems in line with Vatican II Directives.

Shows great interest in community worship.

Quality of our music is deteriorating.

Is Liturgy Commission just "yes" men/women to his ideas? Occasionally feel cut short or put down by my sincere comments, but not as much recently. (2 responses)

5. Provides counsel and education for individuals, couples and groups within the parish.

Strongly agree	15
Agree	30
Disagree	1
Strongly disagree	1
Don't know	5
Didn't answer	2

Excellent with individuals, good with groups, aware of others feelings, extraordinarily wise, compassionate listener, good command of English language, has sincere and understanding way, especially concerned with ill and elderly. (12 responses)

Does well, but parish needs more help as he sometimes is "spread too thin" to be as accessible as one would desire. Help soon should be available through Father's efforts. Not always able to help each individual because of time limit. (3 responses)

Good job !

Gives counsel, but don't always agree to counsel and education given. Father says little of substance - lots of questionable theology. Only Vatican approved doctrine should be preached and taught. New theories should be expressed as such, especially with young people (teenagers). Youth need formal class in church doctrine and teachings. (3 responses)

Believe he is trying and there has been improvement.

Doesn't mind telling couples to go to other parishes as he feels overburdened.

PART I - JOB DESCRIPTION

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6. Oversees operational working of the parish budget and works with the Finance Committee in budget preparation.

Strongly agree	9
Agree	27
Disagree	4
Don't know	14

Important issue to keep parish running. Father in concerned even though financial matters are not his long suit. (2 responses)

Possibly this should be a paid job, that of a parish administrator. (3 responses)

Budget committee performed most of the task, however, Father gave his input without controlling it. Tried to keep a reasonable budget while trying to create new programs and change old ones. He spent many hours on this. Allowed Pastoral Council to express its priorities. (6 responses)

WHY? 300 or so envelopes used weekly.

Long range (1-2-3 yr.) budget planning needed for parish, school and building fund. Finance Committee frustrated without budget priorities and operation procedures from the Pastoral Council (Father told them to stay out of such decisions). Budget report needs to be on time and in requested form. (2 responses)

7. Helps in seeing needs for the buildings, grounds, maintenance and security of the church properties.

Strongly agree	13
Agree	30
Disagree	4
Don't know	7

Makes us realize parish is ours and we should tend to needs as we do in our own homes. I have received good cooperation. (2 responses)

A constant problem. Maintenance has been neglected, maybe older buildings need more work. Exterior of school needs attention. (3 responses)

Jim Wright is in charge of this area.

Possibly the job of a paid parish administrator. (2 responses)

Long range (1-2-3 yr.) maintenance budget plan is needed. (2 responses)

Would like to see easier access to gym and church after hours. Where are the keys?

Father dislikes this responsibility.

8. Participates in community concerns and represents St. Matthews at city, county and regional affairs when needed.

Strongly agree	19
Agree	25
Disagree	2
Don't know	8

Father Don and community have become acquainted. His outreach into community is good - more needed. Favorable comments from downtown.

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8. merchants and is well liked by community, at large. Important to have a pastor who the community respects - Father Don fills this void. Trys to eliminate tendency of "navel-gazing". Father Don belongs to the Greater Hillsboro Chamber of Commerce; chairman, Leadership - Hillsboro; actively promotes St. Vincent de Paul; steering committee, Catholic Charities of Washington County; Hillsboro Ministerial Association and many social action concerns including those of the homeless of metro-area. (7 responses)

More communication and reports are needed, not aware of any information on this since his early days of pastorship. (3 responses)

Sometimes when he loses his temper, he doesn't give such a good representation.

More involved in Hillsboro and Washington County than his predecessors.

Community affairs shouldn't take priority to parish affairs. Shouldn't interfere with each priest saying daily Mass. Should delegate most of this responsibility. (2 responses)

9. Participates in vicariate clergy conference.

PLEASE NOTE: Evaluation committee feels there is some confusion in the minds of those answering to the vicariate clergy conference and Western Washington County Vicariate, with laity.

Strongly agree	5
Agree	17
Disagree	2
Don't know	30

Involved and reports back on all of them.

More communication and reports are needed.

Clergy not active in vicariate. Father not able to do all himself, will send a representative. (2 responses)

Feel he is directly responsible for the failure of the vicariate in western Washington County.

10. Represents, as pastor, St. Matthews parish and school before the Archbishop and the Archdiocesan organizational structure when called upon to do so.

Strongly agree	12
Agree	25
Disagree	1
Don't know	16

Father is fit representative of our parish - won't let us stand in the background.

Father Don will send someone - he feels this important.

More communication and reports needed on this.

11. Helps to coordinate service and activities between the parish and the school and actively works with the school board.

Strongly agree	8
Agree	22
Disagree	4
Don't know	18
Didn't answer	2

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11. Father Don is a modern day hero to the children of St. Matthew's. Appreciate compromises and building of unity between parish and school. He wishes to see, and works toward the school as part of the parish community. Know Father is interested in this. (4 responses)

Seems to be an us VS them mentality - don't know reason. Needs more communication and reports to parish. Need to develop mission dispiriting members. (4 responses)

Lack of interest in school despite parental and principal's request to take a more visible, active role in religious education. Father has little contact with school children, insufficient contact with school board and little input from parents as a body. (3 responses)

Feel this has been a major failure.

PART II - LEADERSHIP AND ADMINISTRATIVE SKILLS

1. Offers an environment for others to work to their potentials.

Strongly agree	24
Agree	27
Disagree	2
Don't know	1

He has a vision of role as enabler of people in various ministering roles. Strongly encourages collegiality, makes one comfortable and want to give our best. Supportive and appreciative of individual talents and skills. His varied interests can offer more variety than his predecessors. Recognizes our responsibility to be community. (11 responses)

Excellent administrator! Easy to work for and want to give 100%-110%. Variety of staff, feel that they have grown under Father Don's direction. Works with staff very effectively. (2 responses)

Lack of policies and procedures inhibit growth of councils.

Not personally been offered such environment - I believe due to personal differences.

Environment of collegiality and responsibility often cause of tension. He allows people decision making opportunities beyond their knowledge of church teachings. The more he can get others to do, the less he has to do. (3 responses)

As long as their potentials go his way.

2. Delegates authority allowing others to grow in responsibility.

Strongly agree	28
Agree	22
Disagree	3
Don't know	1

Great - Good - recognizes abilities and shortcomings and makes assignments accordingly. Excellent administrator. Easy to work for. He sees this as our parish, not his. Doesn't overload himself, delegates and gives assistance when needed. This is one of his strongest points. (8 responses)

Tendency to delegate authority to others that should require clergy. Father

PART II - LEADERSHIP AND ADMINISTRATIVE SKILLS

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2. loves to delegate if he's not interested in something - it gives him more time for himself. Sometimes too much, too quickly. (4 responses)

Hand picks key-people to carry out his own programs. (2 responses)

Despite their reason for being, Father discourages major decisions by the Pastoral Council. Some of the delegation of authority and loose job descriptions of staff inhibit growth. (2 responses)

Some people have difficulty with this. Aggressive individuals not supported in roles. (2 responses)

3. Is able to communicate his goals and ideas in an understanding way.

Strongly agree	17
Agree	31
Disagree	6

He is articulate and well educated. His goals and ideas seem clear. He should be known as peacemaker as he can calm troubled (raging) waters. A good communicator - others may hear what THEY want to hear. (9 responses)

Needs to be more clear and use more tact. Many of his good ideas are not understood for whatever reason. Needs to spell out things - not suggest. Goals tend to be general. (7 responses)

It is more of a dictatorial way.

Has ability to understand others.

Biggest frustration is inaccessibility. Social atmosphere precludes serious discussion of concerns. Would prefer an opportunity for brief discussion without a formal appointment.

His vision of his priesthood doesn't include any kind of devotion and those of us who find them beneficial need satisfactory explanation for the lack of them.

4. Obtains, listens and responds to the feedback and suggestions of others both individuals and groups.

Strongly agree	21
Agree	25
Disagree	7
Don't know	1

Responsive to some groups - unable to communicate with others. Listens, but doesn't necessarily respond. Has definite vision for parish and doesn't often gather feedback. His failure to respond has made many families leave. Response to A-B-C meeting's concerns lacking. (5 responses)

Good listener and not bashful responder. Listens for betterment of parish. Grasps and understands various subjects. He is concerned with wants and needs of parish. He obtains, listens and responds - willing to make changes. (8 responses)

Listens, but does what he feels is right. Nice to have a priest who will take a definite position. Goes with church doctrine. (2 responses)

Father Don says he refuses to do anything I might suggest.

PART II - LEADERSHIP AND ADMINISTRATIVE SKILLS

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4. Sometimes too much so. Father is very sensitive to negative criticism.
No one gets 100% approval - just do the job. (3 responses)

Feel parish community is his second love.

No person can be alienated after speaking to Father Don.

5. Encourages and provides an opportunity for others to grow in their spiritual life.

Strongly agree	22
Agree	26
Disagree	1
Strongly disagree	2
Don't know	2
Didn't answer	1

A small percentage perhaps - a large number questionable. Provides little for me to grow in my spiritual life. Not enough encouragement. Our families are suffering a severe loss since Father Don has come to our parish. (4 responses)

He steers people to his kind of spirituality. Understands differences, but doesn't accept them.

"At every moment God offers us grace for spiritual growth, to resist temptation, to overcome adversity and to accept suffering. Father Don is my present moment".

Searches for "nugget of faith" then finds way to "nuture" it.

Opportunity always available, but don't blame anyone else for your failure to grow. (3 responses)

Does a great job !

Thursday a.m. "chats" enjoyable, can't make evening functions.

Liturgical change is encouraged. He recognizes discomfort this causes is necessary for growth.

6. Works effectively for resolution of parish conflicts.

Strongly agree	16
Agree	29
Disagree	6
Strongly disagree	2
Didn't answer	1

Father Don's vision of the Catholic Church is the cause of continuing conflicts. Lots of dissatisfaction still exists. Letters of June 1984 all-parish meetings, in spite of valid objections with good documentation, were belittled. He could improve - old time parishioners still disillusioned. Causes some of the conflicts himself, wants unanimous support of his ideas. Uses the pulpit against his critics and to illicit sympathy - begs for approval. (6 responses)

Peace and calm in parish is noticable. Father Don's prowess is self-evident. His patience, love and "dogged" determination have gained him respect. Allows expression of opinions. Cares about happiness of parish and tries to resolve conflicts. An extraordinary job considering the political crap here and the fact that he can't move brick walls alone. Parish meetings did a lot to

PART II- LEADERSHIP AND ADMINSTRATIVE SKILLS

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6. resolve things. Recent conflict made us a better parish and peoples.
(12 responses)

He is discouraged by ultra-conservative minority and authoriative papists.

Issues between councils are not really accepted as issues and left to the individuals to resolve. Recently felt left out on a limb with regards to this evaluation form and attitude of Pastoral Council.
(2 responses)

Direct confrontation leads to resolution. Openness is appreciated. Calm, cool and thinks before he speaks. Rises above conflict knowing one man can not be all things to all people. (4 responses)

Some of same complaints still festering - still needs work. Don't feel he is responsible for continuing unrest. I wish those unhappy at St. Matthews would move on to where they would be happy. (2 responses)

Struggle between pastor and principal a disgrace.

PART III - CLERGY GOALS

GENERAL REMARKS - DON'T BELONG to any one question, just written:

Why was the evaluation done from 1985-1986 goals and not 1984-1985?

Tried to obtain accurate and current information from varied sources with varied degrees of sucess.

Goals were late and input on them not sought from Pastoral Council prior to "formation".

1. Working with Pastoral Council to help develop a Parish Mission Statement.

Satisfactory	16
Still needs work	17
Not satisfactory	3
Don't know	16
Didn't answer	2

Going well - 75% resolved - needs work. Job satisfactory. The end is near. Slow process, but he is patient with process. (5 responses)

Tends to favor a statement that sounds good, but says little. Ignores date and positive statement of Catholic. Attends, but provides little leadership to focus key points of statement. (2 responses)

Father Don rates O.K. Councils rate not satisfactory. Not his fault as we are kicking and dragging our feet all the way. He has difficult role when many on council are thinking in a very narrow and parochial way. (3 responses)

Haven't heard of any results yet. (2 responses)

Much detail work, i.e. surveys, at Father Don's insistence which he now says is interesting, but not necessary.

2. Working with Pastoral Council to assist and promote the development of neighborhood churches.

Satisfactory

PART III - CLERGY GOALS

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- | | | |
|----|------------------|----|
| 2. | Still needs work | 9 |
| | Not satisfactory | 7 |
| | Don't know | 26 |
| | Didn't answer | 3 |

What does this mean? Needs clarification, perhaps at each council and/or in homily. Ecumenical? (6 responses)

Stand still. Committee is dying so not sure how this can happen. Needs more action to revitalize committee. Direct encouragement by pastor could get it moving. (6 responses)

Hold up is not really within his control. Only way Father Don could have done better was to throw us off the job. (2 responses)

Is neighborhood churches concept acceptable to necessary?

Works on community program for our church needs.

3. Have the Administrative Council make an utility/energy study of parish buildings.

- | | |
|------------------|----|
| Satisfactory | 15 |
| Still needs work | 17 |
| Not satisfactory | 1 |
| Don't know | 18 |
| Didn't answer | 3 |

Is coming along. Believe Jim Wright is in charge of on-going study. Being done. (3 responses)

Issue just given to council.

Dead issue - need the furnaces now!

Did it happen?

Can't believe our huge energy costs. Need several qualified people to give us what is needed. (2 responses)

4. Begin computerization of school and parish records.

- | | |
|------------------|----|
| Satisfactory | 21 |
| Still needs work | 16 |
| Not satisfactory | 2 |
| Don't know | 13 |
| Didn't answer | 2 |

Something is being done therefore progress is being made. Need for computer policy and more work. Need expert to determine our needs. One computer for school and one for parish OR one computer for both. (6 responses)

Put parish finance information on computer.

Excellant idea.

Get present programs to run smoothly before beginning new ones.

Not pastors fault.

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5. Consolidate the school custodian position.

Satisfactory	25
Still needs work	7
Not satisfactory	1
Don't know	19
Didn't answer	2

Where there problems before? One family does all now? Consolidated with whom? (2 responses)

Started, but not yet finished.

Custodial staff given to one person - why was former custodian of four years who still needed a job, "let go"?

Vanderzandens doing a good job.

6. Develop an annual building fund maintenance budget.

Satisfactory	17
Still needs work	12
Not satisfactory	3
Don't know	20
Didn't answer	2

Building fund should equal major expenses and general fund should equal routine expenses. Great idea, we need this. (3 responses)

Short and long range plan is needed (3 yr. and 4 yr. plan). Parish has too many surprise emergency repairs, hard to keep on budget if fail to keep up buildings, especially with the age of our buildings. Need to identify needs earlier than at budget process time. (4 responses)

Father is really into money and budgets.

Not his problem, requested of the Maintenance Committee.

We have one going, 3rd Sunday's second collection is for this. (2 responses)

7. Establish a fund raising committee.

Satisfactory	14
Still needs work	18
Not satisfactory	3
Don't know	17
Didn't answer	2

Administrative Council has annual pledge committee. Not sure this is a solid unit as yet. He initiated in summer, but others have faltered and it didn't culminate as intended. (7 responses)

Goal is unclear.

Ongoing committee needed to educate parish in financial needs. (2 responses)

Support this.

Had talks during a Mass, assume have a calling committee, asked to make pledges.

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8. Encourage youth ministry to assume more liturgical roles at the Sunday 5:30 p.m. Mass.

Satisfactory	34
Still needs work	12
Not satisfactory	2
Don't know	6

According to Father Don it is difficult to find enough young people to take constant responsibility. While great progress has been made, there is room for more youth as lectors, Eucharistic Ministers and ushers. Takes time - can see progress by efforts and accomplishments. (7 responses)

Slowly developing - a testament to our youth ministry team, as well.

Needs much effort and responsible leadership. Need earlier participation to maintain continuity. Lost leaders who are needed by excluding 9th graders (freshmen) from our youth group. (4 responses)

Excellent enabler and supporter.

Needs more "LIFE" at 5:30 p.m. Saturday Mass. Feel as though we are lost legions. Has improved since arrival of Sister Margaret Ann.

9. To establish policies for funerals and wake services.

Satisfactory	14
Still needs work	12
Not satisfactory	1
Don't know	26
Didn't answer	1

Nothing yet to my knowledge. Heard of wake services, but do not know of policies. (4 responses)

Altar Society ladies help if a member of Altar Society dies or if they are asked to help by Father.

Father good at fulfilling needs of bereaved. Father will consider the individual requests if within limits of Church Doctrine. (2 responses)

Father would probably like group funerals if could get them - to save precious time.

Getting better - some loose ends.

10. To conduct workshops for Eucharistic Ministers, lectors, cantors, etc.

Satisfactory	30
Still needs work	9
Not satisfactory	2
Don't know	12
Didn't answer	1

Have 110 Eucharistic Ministers on list - not aware of any workshops. This should be the responsibility of the Liturgy Commission. All of the ministers should be REQUIRED to attend basic training workshops. Few have been offered, even tho requested. (6 responses)

Excellent training has been provided. Workshops are available in the area. Workshops very helpful. (3 responses)

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10. He makes it seem as it should be - an important service.

Need pastors comments to the folk music group.

11. To re-examine and formulate baptismal policies and procedures.

Satisfactory	17
Still needs work	9
Not satisfactory	2
Don't know	24
Didn't answer	2

Much dissatisfaction from new parents policies and procedures need to be re-examined. Has been a source of confusion and distraction on the altar. Classes well received, but some more traditional families are uncomfortable with baptism in front of the congregation. (3 responses)

Need alternative options. Want choice of group (on altar) or private baptisms. Didn't feel good about our grandchild's recent baptism. Would like choice of another night besides Tuesday for meetings. (4 responses)

Evaluating feedback - policy coming soon.

Why isn't original sin discussed with the young couples? Why is history of baptism seperated from theology? Why are parents encouraged to wait for childs birth before beginning class?

12. To continue a visitation team for those in grief from the loss of a loved one.

Satisfactory	17
Still needs work	9
Not satisfactory	1
Don't know	25
Didn't answer	2

Wonderful work is being done on this - keep doing it. (3 responses)

Father John started this. . where is it now? Feel it should be carried out. Very important ministry. (4 responses)

Needs work - difficult for person to accept lay person at this time.

Has not happened to my knowledge.

13. Prepare for a parish mission.

Satisfactory	16
Still needs work	15
Not satisfactory	8
Don't know	12
Didn't answer	3

Scheduled mission cancelled and not enough time to re-organize and dislike of 40 Hours devotion leaves the parish without spiritual enrichment. Different approaches appeal to different people. Good preacher appeals to a larger portion of parish. (2 responses)

Postponed to 1987. No mission this year. (4 responses)

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13. Want one mission a year, ask lay persons to make contacts and suggest possibilities for pastor's approval. Seems like ample time to arrange for it. (2 responses)

We have one each year.

Pastoral Council working on this. In process. (3 responses)

Last mission was ill prepared.

Believe not really his problem - he tried.

I love the "Welcome Home" idea and am comfortable with postponing until it can be fully developed.

14. To continue building a variety of social events for fund raising and to build community.

Satisfactory	31
Still needs work	13
Not satisfactory	2
Don't know	6
Didn't answer	2

We have enough. Have a Fall Bazaar, Chicken Bar-B-Q, Parents Club Dance. Consider burn-out of volunteers. Almost too much going on. (5 responses)

Programs need constant "freshening" to maintain vitality. New and good ideas are few - he has tried to build interest in events. (2 responses)

Don't feel this is pastors responsibility.

Second quarter income falling behind weekly - finance committee should warn us. Little planned until in a deficient situation. Let's get everyone involved - this parish could move mountains. (3 responses)

15. To establish a school board.

Satisfactory	35
Still needs work	4
Don't know	14
Didn't answer	1

We have one going. (3 responses)

Not aware if school board has by-laws and mission statement approved by Pastoral Council.

Election (school board) held in May - 1st informal meeting in July and formal meeting in August. This goal was established two (2) months after elections and one (1) week prior to first formal meeting. (2 responses)

16. To develop an adult education program.

Satisfactory	35
Still needs work	14
Not satisfactory	1
Don't know	5
Didn't answer	2

PART III - CLERGY GOALS
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16. Good beginning this year. Working well. Monday evening series well attended, obviously a desire. Takes time - progress being made. Vatican II revisited classes ongoing. (6 responses)

Is evening class for religious education teachers limited to those only who are currently teaching?

Behavioral discoveries of modern psychology could be in discussion of sin and spirituality. (2 responses)

Need daily living skills - parenting, marriage, teens and drugs, etc.

We have Bible classes.

Perhaps an adult education class on Sundays, in winter, to involve more people.

Want program based on authentic church teachings.

Very important area that seems like an endless task; however, Father Don has done a lot for this, but it still needs work. Perhaps need a committee to help with program planning for Father Don. (3 responses)

17. To participate in the Archdiocesan Pastoral Convention.

Satisfactory	27
Still needs work	3
Don't know	22
Didn't answer	2

I think Father likes to go to these conventions.

Two delegates were sent to convention with eight (8) drafted proposals. They will report with written summaries, as yet no official report back. (3 responses)

Should have Pastoral Council members dedicated to this function.

Have heard nothing about this, assume this is still to happen.

January 30, 1986

To: Members of Evaluation Subcommittee

From: Fr. Don Durand

Re: Pastor Evaluation

It has been a full year and a half since the last pastor evaluation took place, in June of 1984, once again at my request. I found that process very helpful and trust that this will be equally beneficial both to me personally and to the parish. I shall, on my part, comment upon how I think things have gone this past 18 months in the following general categories.

I. MAJOR PASTORAL - LITURGICAL CHANGES.

A. Lay Presiders. Last year we sponsored six men and women of the parish at the Archdiocesan training program for lay presiders, in response to the Archbishop's request to all parishes to train a cadre of laity to be able to preside over a Scripture-Communion Service in the absence of a priest. One of the presiders has moved away, the others serve in this capacity when called on, intermittently as needed.

Positive: Their service has been invaluable to us clergy. They have presided for us during clergy convention, retreat week, and as needed when extra obligations over-extended us. On occasion, they have assisted at funeral wake services and rosaries, Stations of the Cross, and other devotions as appropriate. I have heard no direct complaints. Attendance, small though it often is, has maintained.

Negative: I have been hesitant to use them on Sunday, even though an occasion did arise, when the Jesuit who had agreed to come during Fr. John's vacation, "forgot", and I took all the Sunday Masses. Though this is strictly against Canon Law, I did so rather than risk the furor I was afraid of from the congregation.

B. Liturgical Assistants. Last year we began at the 10:00 a.m. Mass the service of Liturgical Assistants rather than altar servers. Adults and children together take over the role of servers plus lead the prayers of the faithful, accompany the Gospel book with candles, assist in extending the greeting of Peace, and generally assist the liturgy.

Positive: By now, several families are trained, and assist very well, in my opinion, adding much dignity to the celebration. (I should note that many parishes have dropped children servers entirely and recruited adults to serve.) I have heard many fine comments from many concerning this practice.

Negative: A few have objected because of the use of women and girls in a server capacity. I acknowledge this as a "touchy" issue and maintain that I have not broken the letter of the law.

I am personally elated to have an associate at once so knowledgeable, hard working, and fun to be with. I had not judged well the build up of anger at former Father Norm; and though he was creative and helped many, another part of him did much harm. I also had not anticipated how much of my time and energy an intern would take. As good as Father John was, he still required much supervision and critique time. That this year has run smoothly is due in great part to Father Tom.

I also had not estimated well the amount of time needed to "bring new staff on board". So many new personnel at once has made easy adjustment difficult, and yet it seems that most departments of parish life and ministry are flowing well. It remains a necessity, however, to do the youth minister search again. Perhaps personnel changes of one sort or another will always be a large part of a pastor's responsibilities, particularly in a large parish. They are time consuming.

I also note the establishment and implementation of the evaluation for all the above parish personnel (the school personnel have their own process). Each person has developed a basic job description, approved by the personnel committee and myself, against which evaluation is made and personal performance is rated.

B. Special Programs. We have begun a number of small groups in the parish, to provide for particular needs and involve members of the parish in outreach and apostolic efforts.

1. The Couples' Spirituality Group - meets every other week in one another's homes for discussion/prayer/action based on the Scriptures.

2. The Ecumenical Dialogue Group - consists of representatives of a number of Hillsboro Churches, along with their clergy, to discuss and pray together, based on the Sunday readings we commonly share.

3. The Sister Parish - is an effort to involve many in prayer and support for St. Anthony's parish in Mwinilunga, Zambia. A small group plans and directs this program.

4. Catholic Family Services - proposed to open an extension of their counseling services in our area. An inter-parish committee is involved in planning for this effort.

5. Vatican II Revisited - is a year long basic Adult Education program, taught by the parish priests, to review the documents of Vatican II. A relatively large number have attended. Alongside this has been the offering of basic theology classes to CCD and school teachers.

These are all new since the last evaluation and are in addition to the programs that are already part of parish life at St. Matthew's.

C. Special Events. We also note new additions to the calendar of events in parish life.

1. The rummage sale was held for the benefit of St. Vincent de Paul. Lots of people got lots of bargains.

B. Size. Though we have lost some (many ?) to other parishes, St. Matthew's continues as one of the largest in the Archdiocese. I suggest that 400 registered units (families or singles) constitute a full size parish. Then plans should be made to divide. St. Matthew's has four times 400 units, almost five times. The loss of members and the drop off of involvement is inevitable. The shortage of clergy prohibits the traditional method of dividing parishes from happening here. The crisis of growth in Washington County must be faced, and I suggest that we request planning assistance and consultation from the Archdiocese for developing a plan to face the present and future problem of size. While we still have two priests, we must anticipate ways of restructuring, or we will be such a colossus, no priest will be able to serve as pastor here.

C. School. Our parish school enjoys strong support from a large portion of the parish. It also has experienced phenomenal increase in cost of education. We face each year larger requests for funding. Without massive fund raising, the school will face reductions and cutbacks, or the parish will have to reduce services in other areas. The experience in the Portland area has led to a mandated five year planning effort all over the Archdiocese, directed by the Office of Education. We of St. Matthew's must also face the same problems or face further conflict over money and its allocation. This seems to be a problem that requires the combined efforts of School Board, Pastoral, and Administrative Councils.

ST. MATTHEW'S CATHOLIC CHURCH

447 S.E. Third Avenue
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FEB. 21 1986

Most Rev. Cornelius Power, D. D.
Archbishop of Portland in Oregon
The Chancery Office
2838 E. Burnside
Portland, Oregon

Dear Archbishop,

With this letter, may I formally apply for transfer to the parish of St. Paul, Silverton? I continue to believe that my appointment here was a mistake. It will be three years this summer that I came to St. Matthew's. I have lived through the initial upset, have survived the agony caused from Fr. Norm Rice's departure. The problem now is that I do not wish to remain here.

I do not wish to pastor such a large congregation. Personal relationships are important to me. To do a good pastoring ministry here is utterly exhausting. I have come to realize that I am something of a workaholic. This place would consume two of me, and it still would not make a difference.

I do not wish to pastor a community that is so unwilling to change. In establishing some of the changes I did, to bring St. Matthew's abreast of the rest of the Church, I encountered opposition and viciousness I had never dreamed possible in a Christian community. At this point we have lived through this, and I would hope that whoever follows me at St. Matthew's would not step backwards.

There are many fine people here in Hillsboro and they deserve good pastoring. I harbor no resentments, carry no grudges with me. I have learned a lot about myself in these years. I thank you for your support in and through some of these trials.

I hope that the opening at St. Matthew's might be publicized soon. and our parish Council take the necessary steps to prepare for their next pastor.

Sincerely in Christ,

A handwritten signature in cursive script, appearing to read "Donald Edmund".

March 4, 1986

Rev. Donald Durand
447 S.E. Third Ave.
Hillsboro,,Oregon 97123

Dear Father Durand:

I wish to acknowledge receipt of your February letter, recently received, in which you indicate that you would like to terminate your service as pastor of St. Matthew Parish, Hillsboro, and apply for the pastorate of St. Paul Parish, Silverton. I shall present your letter to the members of the Archdiocesan Personnel Board for their information and advice.

I am well aware of the difficulties you encountered in your current assignment. You met resistance, and even opposition, to your pastoral ministry and style from the very beginning, but I would like to assure you of my own personal admiration of your patience and perseverance which carried you through many a period of depression and frustration. You must be able to look back upon a great deal of personal satisfaction and progress in the pastoral plans you developed for St. Matthew Parish, while at the same time recognizing that the long uphill battle has totally exhausted you.

The Personnel Board is receiving applications for the parishes which will be open to new pastoral assignments in July, and I will see to it that the Personnel Board is apprized of your wishes to be considered for the Silverton parish.

May God bless you in your work.

With kindest personal regards, I remain

Fraternally yours in Christ,

+Cornelius M. Power
Archbishop of Portland

Rector
873-2044

St. Paul Church

1410 Pine Street
Silverton, Oregon 97381

Parish Center
873-3114

APR 11 1986

April 9, 1986

Father Paul Peri
Personnel Director
Archdiocese of Portland
Chancery Office
2838 East Burnside St.
Portland, Oregon 97214

RE: Father Don Durand

Dear Father Paul:

Not too long ago we, the struggling community of St. Paul's Pastoral Council, received a visitor from the north. He spoke of harsh elements, an environment which suffocated growth and let only certain things survive. We were awed by his tale and were eager to hear more, yet we wondered if we shouldn't be suspicious because, after all, wasn't he a stranger?

During the dark of night he left us and two of our members shed light for him so that he may find safe journey from our town. Just as they thought him safely on his way they feared he had become lost at an obscure cross road and were not able to find him again.

We spoke among ourselves and found great interest in the words he had shared with us. We realized that many of his dreams and thoughts were mirrors to those we had. Suddenly we were afraid he would never find the road back to our town. That we must somehow send a messenger with a map and let him know that there is warmth in our hearts and room for his soul too.

We therefore proclaim that we are awaiting him at the gates of our town so that he may be welcome and know that we have so much to share.

Rectory
873-2044

St. Paul Church

1410 Pine Street
Silverton, Oregon 97381

Parish Center
873-3114

April 9, 1986
Page 2

With your approval,

Deborah Meyer
Ray B. Burt
Tom Mang
April Stultz
Gene Pfeiffer

Kathy Hattberg
John Maurer
William T. Steffen
Donald D. Alz
Members St Pauls Pastoral
Council

P.S. Of course the stranger we refer to is Father Don Durand; after having interviewed him we heartily request the Archbishop appoint him as our Pastor.

CC: Father Don Durand

GP/lkh

ARCHDIOCESE OF PORTLAND IN OREGON

2838 EAST BURNSIDE, P.O. BOX 351
PORTLAND, OREGON 97202

OFFICE OF
PERSONNEL DIRECTOR

11 April 1986

Copy

The Pastoral Council
St. Paul Church
1410 Pine Street
Silverton, Oregon 97381

Dear Members of the Council:

Thank you for your letter 9 April 1986. I am pleased that your meeting with Father Don Durand was a fruitful one.

The next Personnel Board meeting is on the 23rd of the month. I will pass your request along to the Board and the Archbishop.

Thank you again for your interest and your dedication to your parish community.

Sincerely yours,

Paul Peri

Rev. Paul F. Peri
Clergy Personnel Director



GENERAL ARCHDIOCESAN FACULTIES
PASTORS AND PAROCHIAL VICARS

ARCHDIOCESE OF PORTLAND IN OREGON

Rev. Donald Durand
St. Paul Parish
For: 1410 Pine St.
Silverton, Oregon 97381

THE CHANCERY OFFICE
2830 EAST BURNSIDE P O BOX 307
PORTLAND OREGON 97207

1. The faculty is granted to pastors and parochial vicars of this Archdiocese for a good reason to celebrate the Eucharist twice on weekdays, and, if a pastoral necessity requires it, three times on Sundays and holy days of obligation (Canon 905).
2. The faculty is given to pastors and parochial vicars of this Archdiocese to dispense, in individual cases and for a just reason, from the Eucharistic fast of one hour (Canon 919).
3. In this Archdiocese, the faculty is granted to pastors and parochial vicars to baptize all adults without previously referring the matter to the Archbishop and to immediately administer Confirmation in accordance with Canon 883, 2.
4. In accordance with the same Canon, the faculty is also granted to pastors and parochial vicars to confirm an adult who was previously baptized in another church or ecclesial communion when the person is received into full communion with the Catholic Church.
5. In accordance with Canon 884, 1, the faculty is granted to pastors and parochial vicars of the Archdiocese to confirm baptized but previously uncatechized Catholic adults after the latter have received the proper catechesis, either in preparation for their first communion and reconciliation with the Church, or in preparation for their marriage, in accordance with Canon 1065.
6. In this Archdiocese the faculty is granted to pastors and parochial vicars to allow Church funeral rites for an unbaptized child whose parents had intended to have the child baptized in accordance with Canon 1183, 2.
7. In accordance with the same Canon, pastors and parochial vicars may allow Church funeral rites for baptized members of non-Catholic churches or ecclesial communities if requested by the family and provided this is not clearly contrary to the wishes of the deceased.
8. The faculty is granted to pastors and parochial vicars to dispense from private vows made by a parishioner and also by a visitor within the territory of the parish. This dispensation may be granted only if no injury is done to the acquired rights of others (Canon 1196).

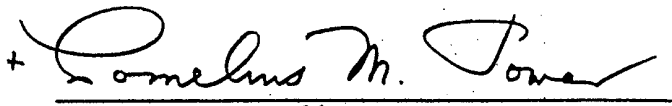
9. Pastors and parochial vicars may also commute to a lesser good what has been promised by a private vow made by a parishioner and also by a visitor within the territory of the parish (Canons 1196, 1197).

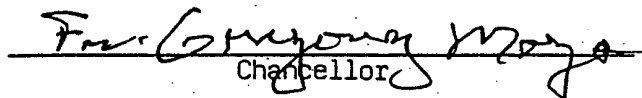
10. Likewise pastors and parochial vicars may suspend, dispense or commute a promissory oath. This faculty may not be exercised if a dispensation from the oath would tend to prejudice those who refuse to remit this obligation (Canon 1203).

11. Finally, pastors and parochial vicars may dispense in individual cases and for a just reason from the obligation of observing a holy day or day of penance or to commute the obligation into some other pious work. This faculty may be exercised on behalf of a parishioner and a person visiting within the boundaries of the parish (Canon 1245).

In accordance with Canon 764, presbyters and deacons possess the faculty to preach everywhere with at least the presumed consent of the rector of the church. Hence, preaching faculties are no longer required.

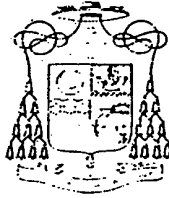
It should also be noted that in accordance with Canon 540, a parochial administrator duly appointed by the Ordinary of the diocese is bound by the same duties and enjoys the same rights as a pastor and hence enjoys these faculties.

+ 
+Cornelius M. Power
A r c h b i s h o p
of Portland in Oregon


Chancellor

Given at the Chancery Office
Archdiocese of Portland in Oregon

July 1, 1986
Date



ARCHDIOCESAN FACULTIES
MARRIAGE
PASTORS AND PAROCHIAL VICARS

ARCHDIOCESE OF PORTLAND IN OREGON

THE CHANCERY OFFICE
2838 EAST BURNSIDE, P. O. Box 35
PORTLAND OREGON 97207

Rev. Donald Durand
St. Paul Parish
For: 1410 Pine St.
Silverton, Oregon 97381

DELEGATIONS

1. As a pastor or parochial vicar of this Archdiocese, you are hereby granted habitual delegation to assist at marriages anywhere within your parish boundaries. (If you are to assist at a marriage outside your parish, delegation of the pastor or parochial vicar of the parish in which the marriage is to be performed will be necessary.) In the case of non-parishioners, permission of the proper pastor of either the bride or the groom is needed for liceity.
2. Pastors may grant general delegation to assist at marriage in accordance with Canon 1111, but only for the territory of their parish and provided the delegation is in writing.
3. The faculty is granted to pastors and parochial vicars to grant special delegation to a determined priest or deacon for a specific wedding.

DISPENSATIONS

4. The faculty is granted to pastors and parochial vicars to dispense from the impediment of disparity of cult (Canon 1086), provided the conditions of Canon 1125 have been fulfilled. The fact that the dispensation was granted should be recorded in writing in the marriage papers and in the marriage register, including the date and the name of the pastor or parochial vicar who granted the dispensation.

PERMISSIONS

5. Pastors and parochial vicars are permitted to assist at a marriage between two baptized persons, one of whom is Catholic and the other of whom belongs to a church or ecclesial community not in full communion with the Catholic Church. This permission may not be used unless the conditions mentioned in Canon 1125 are fulfilled and proof of the non-Catholic baptism is available by certificate or sworn testimony.
6. Pastors and parochial vicars may also assist at the marriage between a Catholic and a former Catholic who has publicly left the Catholic faith, provided the conditions mentioned in Canon 1125 are fulfilled.

7. Pastors and parochial vicars are permitted to assist at the marriage of a party or parties bound by moral obligation towards a former spouse or children from a former marriage provided: (a) freedom to enter marriage in the Catholic Church is established in accordance with canon law; (b) special premarriage preparation is given in accordance with Archdiocesan policy; (c) the party or parties are aware of their moral obligations and committed to fulfilling them.

8. Pastors and parochial vicars are permitted to assist at the marriages of transients (vagi) provided the couple is adequately prepared for marriage and freedom to marry is established in accordance with Archdiocesan policy.

PLACE OF MARRIAGE

9. The proper place for the celebration of the marriage of two Catholics, or of a Catholic and a baptized non-Catholic, is the parish church. However, the faculty is granted to pastors and parochial vicars to permit such marriages in another Catholic church or oratory with the permission of the pastor or rector, and with the delegation of the local pastor or parochial assistant, if the other church or oratory is outside the boundaries of the proper parish.

When pastoral necessity exists, the proper pastor or parochial vicar may permit the celebration of a mixed marriage to take place in a non-Catholic church or chapel, including a chapel used exclusively for weddings, with the permission of the rector or person in charge, and provided the church or chapel is located within their parish boundaries; otherwise, the priest assisting at the marriage for validity must receive specific or general delegation from the pastor or parochial assistant in whose jurisdiction the church or chapel is situated. If general delegation is given, it must be in writing for validity; in all cases the delegation should be given in writing so that, should it be necessary to prove subsequently that delegation had been given, a record of the granting of the delegation will exist. (Canons 1108, 1110, 1111 and 1118.)

10. Canon 1118, 3, states that a marriage between a Catholic party and a non-baptized party can be celebrated in a church (generally the parish church) "or in some other suitable place." My interpretation of a "suitable place" ("in alio convenienti loco"), as used in Canon 1118, 3, is a chapel or a wedding chapel, i.e., a religious place that is suitable for the celebration of the making of a lifelong marriage covenant. If a church or chapel outside the proper parish church is used, the assisting priest will need delegation from the local pastor or parochial vicar for validity, and the delegation should always be in writing for the record.

In all of the above cases a record of the marriage is to be entered in the marriage register of the parish in which the marriage took place by either the pastor of the place of celebration, the parochial vicar, or by the priest delegated to assist at the marriage. The entry should include the names of the spouses, the priest who assisted at the marriage, the witnesses, the place and date of the marriage, and, if applicable, the identity of the marriage dispensation, including the grantor and the date of the grant, and delegation, including when it was given and by whom. In this connection, Canon 1121 should be conscientiously observed.

11. In all other cases, permission for marriage to be celebrated outside of a church, chapel or oratory must be obtained from the local Ordinary.

12. In accordance with Canon 540, parochial administrators also enjoy the above faculties.

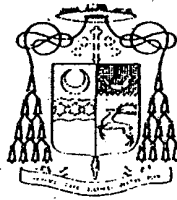
+ Cornelius M. Power

+Cornelius M. Power
A r c h b i s h o p
of Portland in Oregon

Fred. Guiseppe Moya
Chancellor

Given at the Chancery Office
Archdiocese of Portland in Oregon

July 1, 1986
Date



ARCHDIOCESE OF PORTLAND IN OREGON

THE CHANCERY OFFICE
2038 EAST BURNING, P. O. BOX 351
PORTLAND, OREGON 97207

May 15, 1986

Rev. Donald Durand
St. Matthew Parish
447 S.E. 3rd
Hillsboro, Oregon 97123

Dear Father Durand:

I am pleased to notify you that I am appointing you pastor of St. Paul Parish, Silverton, Oregon. This appointment will be for a period of six years commencing July 1, 1986.

You will find enclosed the faculties of the Archdiocese for Pastors and Parochial Vicars.

I commit to you the full care of souls in the above parish, and I grant you all the faculties necessary for you to fulfill this office. You will bear the duties and responsibilities and enjoy the rights and the privileges accorded to pastors, in accordance with the prescriptions of the Code of Canon Law, the applicable decrees of the Fifth Provincial Council of Portland in Oregon, official Chancery letters and approved custom.

I have asked Father Joseph Perri, S.J., to represent me to receive your Profession of Faith and Oath of Office, and to preside over the ceremony of your installation, which should take place within ten days from the date of your appointment as pastor.

So as to facilitate the substitution of your signature for that of the outgoing pastor, we are enclosing herewith a letter certifying to the bank that you are the duly authorized, newly appointed pastor, and that your signature should accordingly be honored henceforth.

As you are no doubt already aware, Canon 534 requires that all pastors offer the Missa pro populo on Sundays and Holy Days of Obligation.

Assuring you of my gratitude for your ministry at St. Matthew Parish these past three years, and praying God's blessings upon you and your labors in your new assignment, I remain

Fraternally yours in Christ,

+Cornelius M. Power
Archbishop of Portland in Oregon

CMP:gg

Enclosures



ARCHDIOCESE OF PORTLAND IN OREGON

PAROCHIAL APPOINTMENT TO VACANT PARISH

THE CHANCERY OFFICE
2838 EAST BURNSIDE, P. O. Box 351
PORTLAND, OREGON 97207

Cornelius M. Power, by the Grace of God and the appointment of the Apostolic See,
Archbishop of Portland in Oregon, to our beloved Father Donald Durand Greeting:

The most important duty of our pastoral office, the one that concerns us most, is the
appointment to parish churches of such pastors as will satisfactorily fulfill the duty of the care
of souls.

Since the parish of St. Paul, in the city of Silverton, has become
vacant, due to the transfer of the former pastor, and since for the continuance of
worship and for the good of souls it is necessary that we provide a pastor for this church, we,
assured of your good character, knowledge, mature age and other necessary qualifications, as
required by the prescriptions of the Sacred Canons, send you to care for this same parish.

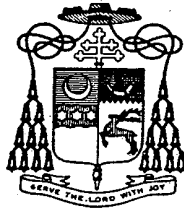
We, therefore, wishing to provide a pastor for St. Paul Parish Silverton,
and for the souls committed to it, do by these present letters, according to Canon 524 of the
Code of Canon Law, assign and appoint you pastor of the said St. Paul Parish,
Silverton, Oregon.

GIVEN IN PORTLAND THIS 1st DAY OF July IN THE YEAR OF OUR LORD 1986.

+ *Cornelius M. Power*

+Cornelius M. Power
Archbishop of Portland in Oregon

Fr. Gregory Mays
Very Rev. Gregory Mays
Chancellor



ARCHDIOCESE OF PORTLAND IN OREGON

ATTESTATION OF INSTALLATION OF PASTOR

THE CHANCERY OFFICE
2838 EAST BURNSIDE, P. O. BOX 351
PORTLAND, OREGON 97207

In the Name of the Lord. Amen. Under the Roman Pontificate of His Holiness, Pope John Paul II, the Most Reverend Cornelius M. Power, Presiding Prelate of the Archdiocese of Portland in Oregon, I, The Reverend Joseph Perri, S.J.

Delegate of the Most Reverend Archbishop of Portland in Oregon, in the presence of the undersigned subscribers to this document, give to the Reverend Donald

Durand canonical possession of St. Paul

Parish, Silverton, Oregon, to which he has been canonically appointed.

The Reverend Donald Durand is now canonically installed in possession of this parochial benefice, as this act testifies. We further witness to the fact that the act of possession was publicly proclaimed and the canonical requirements were properly fulfilled.

Given at Silverton in St. Paul Church
this 20 day of July, in the year of Our Lord 1986 Rectory

Arsilie M. Olson
Witness

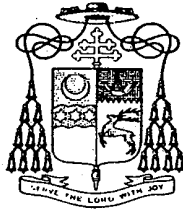
Donald A. Durand
New Pastor

Paul J. Zoller
Witness

Joseph E. Perri S.J.
Delegate of Archbishop

Church
Seal

(To be signed in duplicate; one copy for Archdiocesan archives, one for parochial.)



ARCHDIOCESE OF PORTLAND IN OREGON

THE CHANCERY OFFICE
2838 EAST BURNSIDE, P. O. BOX 351
PORTLAND, OREGON 97207

OATH OF OFFICE

I, The Reverend Donald Durand, promise before God,
under oath, and declare before the undersigned witness,
that I will faithfully and conscientiously exercise the
office of Pastor of
St. Paul Parish, Silverton,
Oregon, which has recently been committed to
me, in accordance with all applicable laws and within the
limits of the letters of appointment.

So help me God and these Holy Gospels which I touch.

In the name of the Father and of the Son and of the Holy
Spirit. Amen.

Donald Durand
Signature

7/20/86
Date

St. Paul Church Silverton, Oregon
Place

Joseph E. Perry
Priest Witness



ARCHDIOCESE OF PORTLAND IN OREGON

THE CHANCERY OFFICE
2838 EAST BURNSIDE, P. O. BOX 351
PORTLAND, OREGON 97207

PROFESSION OF FAITH

I, NN The Reverend Donald Durand, with firm faith, believe and profess all and everything that is contained in the Symbol of Faith (the Creed), that is:

I believe in one God, the Father Almighty, Maker of heaven and earth, and of all things visible and invisible. And I believe in one Lord, Jesus Christ, the only-begotten Son of God. Born of the Father before all ages. God of God, Light of Light, true God of true God. Begotten, not made, of one substance with the Father. By Whom all things were made. Who for us men and for our salvation came down from heaven. And He became flesh by the Holy Spirit of the Virgin Mary: and was made man. He was also crucified for us, suffered under Pontius Pilate, and was buried. And on the third day He rose again, according to the Scriptures. He ascended into heaven and sits at the right hand of the Father. He will come again in glory to judge the living and the dead. And of His kingdom there will be no end.

And I believe in the Holy Spirit, the Lord and Giver of Life, Who proceeds from the Father and the Son. Who together with the Father and the Son is adored and glorified, and Who spoke through the prophets. And in one, holy, Catholic and Apostolic Church. I confess one baptism for the forgiveness of sins. And I await the resurrection of the dead. And the life of the world to come. Amen.

I firmly embrace and accept all and everything which has been either defined by the Church's solemn deliberation (Latin words: *solemni iudicia definita*) or affirmed and declared by its ordinary magisterium concerning the doctrine of faith and morals, accordingly as they were proposed by it, especially those things dealing with the mystery of the Holy Church of Christ, its Sacraments and the Sacrifice of the Mass, and the primacy of the Roman Pontiff.

Donald L. Durand
Signature

Joseph E. Perri, Jr.
Priest/Witness

7/20/86
Date

ACTION TAB

To: Georgia | Date: _____
From: _____

- ☐ FOR YOUR COMMENTS
☐ FOR YOUR APPROVAL
☐ TAKE APPROPRIATE ACTION
☐ CALL ME
☐ SEE ME
- ☐ FOR YOUR INFORMATION
☐ NOTE & RETURN
☐ NOTE & FILE
☐ FOR YOUR SIGNATURE
☐

COMMENTS: _____

71 Bureau

THE PARISH COMMUNITY OF ST. PAUL CATHOLIC CHURCH



June 1, 1987

JUN 3 1987

Reverend Chuck Lienert
Chairman, Presbyteral Council
Immaculate Heart Church
2926 N. Williams Ave.
Portland, OR 97227

Dear Father,

I am completely incensed and angered by the enclosed diatribe of James Stanton. It is scurrilous and scandalous. Who has appointed him as judge of his Archbishop and of the clergy of this Archdiocese? By what right does he mount a campaign of vilification on the best talent of our Archdiocese. His attacks go beyond the boundaries of theological differences, exceed the limits of any current dispute in the Church, violate all standards of fairness, courtesy, charity, and good taste.

If the Archbishop is unable or unwilling to silence him, I ask that the Presbyteral Council denounce him publicly, disassociate from anything he says or stands for, and express full opposition to him and complete support for his victims. The man is a disgrace to the Church. ←

In Christ,

Rev. Donald A. Durand

jb

cc: Most Rev. William Levada
Sr. Molly Giller
Fr. Emmett Harrington
Fr. Bertram Griffin

*I spoke with Durand about
this personally —
+ wjt*

DON DURAND EVALUATION

JUN 15 1987

ST. PAUL PARISH, SILVERTON

1) LEADS PARISH IN MEANINGFUL CELEBRATION OF THE EUCHARIST

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council	1	1				
Pastoral Council	1	2	1			
Commission Member	1	3				
Staff		3	1			
Parishioner	13	5	1			
Total	16	14	3	0	0	0

COMMENTS: Mass has a deeper meaning

Amount of work put into each Mass really comes through
Theatrical personality is distracting
Enjoy his ability to sing (2)
Too dramatic (2)
Some showmanship
Preparation and content is good, but delivery is melodramatic
Creative ideas, holds attention, conscious of time, good.
Presidential style took some getting used to but liturgies are very good
Feel like part of an audience instead of a participant
His reverence inspires devotion
Conveys his own spirituality & devotion to us all through inventive & sincere celebration
Doing OK, don't hear well enough to understand anybody up there

2) PREPARES AND PRESENTS A MEANINGFUL HOMILY FOR DAILY MASS

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council		1				1
Pastoral Council		1				3
Commission Member	1	1				2
Staff		1				3
Parishioner	8	3				8
Total	9	7		0	0	17

COMMENTS: Content excellent, dramatic style can draw attention from liturgy to celebrant

Lowers voice at important parts of homily
The few times I attended were beautiful
Believe this is a talent

3) PREPARES AND PRESENTS A MEANINGFUL HOMILY FOR SUNDAY MASS

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council	1	1				
Pastoral Council		3	1			
Commission Member		3	1			
Staff	1	3				
Parishioner	12	5	1			
Total	14	15	3	0	0	0

COMMENTS: Enjoy his homilies (2)

Clear, concise, timely; holds community's interest

Like it when he doesn't stand at pulpit but comes down to people

Easy to listen to

One of his best attributes

Esp. like those relating to stories from his experiences

4) THROUGH HIS VISITS MEETS THE SPIRITUAL NEEDS OF THOSE IN HOSPITALS, NURSING HOMES, AND SHUT-INS WITHIN THEIR OWN HOMES

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council						2
Pastoral Council						4
Commission Member	2	1				1
Staff	2	1				
Parishioner	6	2				9
Total	10	4	0	0	0	16

COMMENTS: Very conscientious about this

My mother has commented that he shows up like clockwork at her house

When Fr. Durand comes over we really know he has a special feeling for the sick--has extra special way of talking to people who are troubled

My grandmother & Charlotte Claydon think the world of Don, he speaks French to Charlotte, she brags that Fr. Don came to see her & brought her communion

5) PREPARES AND ADMINISTRATES A COMPREHENSIVE SACRAMENTAL MINISTRY WITHIN THE PARISH

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council		1				1
Pastoral Council	1	2				1
Commission Member	2	2				
Staff	2	1				
Parishioner	7	5				5
Total	12	11	0	0	0	7

COMMENTS: Seems to care deeply about all aspects of parish ministry
 Sacramental programs seem very strong (2)
 Worked very well in reconciliation this year; good job (2)
 Have had only limited contact with Fr.'s sacramental ministry
 Involvement w/Eucharist, Reconciliation, Confirmation has been excellent;
 would like stronger catechumenal approach to Baptism & Marriage
 Goes right away when told someone is sick & may want to see a priest--has
 been instrumental in bringing people back to the church
 Interviews & spending time w/kids made them feel accepted; Reconciliation
 received in all 3 forms helped; Since Pete is stepping out of
 celebration homilies, I think Don should give them for a year.

6) PROVIDES QUALITY COUNSEL FOR INDIVIDUALS AND COUPLES WITHIN THE PARISH

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council			1			1
Pastoral Council		1				3
Commission Member						4
Staff		1				2
Parishioner	3	3				10
Total	3	5	1	0	0	20

COMMENTS: Made time for me when I needed counsel
 People seem to be growing in their trust of him
 The little I know, he does extremely well
 When members of family have had trouble he has made time for them & helped
 them see what to do

7) PROVIDES EDUCATION FOR INDIVIDUALS, COUPLES, AND GROUPS WITHIN THE PARISH

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council		1				1
Pastoral Council	1		1			2
Commission Member		1	1	1		
Staff	1	1				1
Parishioner	8	5	1			3
Total	10	8	2	1	0	7

COMMENTS: Uses staff strengths in this area
 Has an obvious desire to be involved w/education
 Our experience has been very positive
 Enjoy Tues. morning but would like more time for Q & A

8) PROVIDES COUNSEL AND WORKS WELL WITH THE ADMINISTRATIVE AND PASTORAL COUNCILS

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council	1	1				
Pastoral Council	1	3				
Commission Member		2	1			1
Staff						3
Parishioner	3	1	1			11
Total	5	7	2	0	0	15

COMMENTS: Is a good listener and comes prepared

Provides good leadership, clear view of issues, may lack in details

Keeps an open mind & works well w/council, gives advice, doesn't monopolize

Have experience w/social action comm. & in that group he is instrumental

I like direct involvement & sharing opinion even when he doesn't agree w/me

9) HELPS IN SEEING THE NEEDS FOR THE BUILDINGS, GROUNDS, MAINTENANCE AND SECURITY OF THE CHURCH PROPERTIES

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council	1	1				
Pastoral Council		2				2
Commission Member		2				1
Staff	1	2				
Parishioner	3	5	4			5
Total	5	12	4	0	0	8

COMMENTS: Every time I stop to pray the church is locked

Hiring Nick Kepler a plus; very concerned with security

Makes the parish aware of the needs

Seen Don check bldgs. to make sure they are locked & we have a handyman doing alot of work

10) ACTIVE IN COMMUNITY CONCERNS AND REPRESENTS ST. PAUL'S AT CITY, COUNTY, AND REGIONAL AFFAIRS WHEN NEEDED

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council						1
Pastoral Council		1	1			2
Commission Member						3
Staff		1	1			2
Parishioner	3	1				13
Total	3	3	3	0	0	21

COMMENTS: He is community-minded

Doesn't seem very visible in community

Would like to see stronger effort toward ecumenism

People outside church have said they don't even know who Don is

Hospital fun run--Does that count?

11) PARTICIPATES IN AREA VICARIATE

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council			1			1
Pastoral Council			1			3
Commission Member						4
Staff				3		
Parishioner	1	3				12
Total	1	3	2	3	0	20

COMMENTS: He expresses his advice and concerns

Position is he doesn't see it as an important use of his time

Doesn't have a lot of interest in this area

Don't know what that word means

12) REPRESENTS WELL, AS PASTOR, ST. PAUL'S PARISH BEFORE THE ARCHBISHOP AND THE ARCHDIOCESAN ORGANIZATIONAL STRUCTURE WHEN CALLED UPON TO DO SO

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council	1	1				
Pastoral Council		1				3
Commission Member		1				3
Staff		2				1
Parishioner	4	3				11
Total	5	8	0	0	0	18

COMMENTS: Very vocal in expressing parish needs & concerns

Keeps parish informed

13) OFFERS AN ENVIRONMENT FOR OTHERS TO WORK TO THEIR POTENTIALS

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council		1				1
Pastoral Council		2	2			
Commission Member	1	2				1
Staff		2	2			
Parishioner	5	7	1			6
Total	6	14	5	0	0	8

COMMENTS: Can listen to several views & give direction to a solution
Is directive but flexible, encourages creativity
Seems to motivate & inspire people

14) DELEGATES AUTHORITY ALLOWING OTHERS TO GROW IN RESPONSIBILITY

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council			1			1
Pastoral Council		2	1	1		
Commission Member		4				
Staff	1	1	3			
Parishioner	5	4	1			7
Total	6	11	6	1	0	8

COMMENTS: Parishioners don't have sense of being responsible for programs, too much overseeing by Fr. Durand
Still uses some pre-Vatican priest-centered modes of ministry
Definitely

15) IS ABLE TO COMMUNICATE HIS GOALS AND IDEAS IN AN UNDERSTANDING WAY

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council		2				
Pastoral Council		3	1			
Commission Member		4				
Staff	1	2	1			
Parishioner	7	6				5
Total	8	17	2	0	0	5

COMMENTS: Enjoy weekly update in the bulletin
Takes charge when necessary, clear about his role & authority
Like how he relates ideas both as an individual & as pastor & part of the church organization

16) OBTAINS, LISTENS AND RESPONDS TO THE FEEDBACK AND SUGGESTIONS OF OTHERS, BOTH INDIVIDUALS AND GROUPS

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council		1	1			
Pastoral Council		1	1			
Commission Member		3				
Staff	1	1	2			
Parishioner	9	3	2			1
Total	10	10	5	0	0	1

COMMENTS: Clear about decision-making; uses advice & seeks it out
 Listens to us & responds to suggestions of parishioners in a positive manner
 Fr. Don is very open

17) ENCOURAGES AND PROVIDES AN OPPORTUNITY FOR OTHERS TO GROW IN THEIR SPIRITUAL LIFE

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council	1		1			
Pastoral Council	1		1			2
Commission Member		1	1			2
Staff	1	2	2			
Parishioner	7	6	1			2
Total	10	9	6	0	0	6

COMMENTS: Growth in spiritual life is a very deep effort of his
 Makes St. Paul's a pleasing community to be a part of
 A very individual question
 I have a desire to become a catechist & need schooling in that area, I've
 talked to Fr. Don about it, but am still waiting
 Loris' inquiry group did much for me deciding what I believe & trusting more
 in myself

18) IS AVAILABLE TO PARISHIONERS WHO HAVE PROBLEMS OR ARE IN NEED OF COUNSEL

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council		1				1
Pastoral Council	1					3
Commission Member			1			3
Staff						3
Parishioner	8	3				6
Total	9	4	1	0	0	16

COMMENTS: Sometimes double-schedules or forgets appts.
 Full-time is great
 Fr. Don is available even at hours ordinary people would not consent to be
 bothered by our problems
 Seems to be approachable, amiable & interested
 Don is open to people, issued an "any time" invitation to Reconciliation
 class in case they had problems

19) WORKS WELL WITH OTHERS; DEMONSTRATES GOOD INTERPERSONAL COMMUNICATION SKILLS

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council		2				
Pastoral Council		1	3			
Commission Member	1	2	1			
Staff		3	1	1		
Parishioner	7	5	1			5
Total	8	13	6	1	0	5

COMMENTS: Tends to get upset if too many things are coming at him at once
 Father's initial contact is often abrasive, he seems to not handle pressure very well
 Hasn't interfered w/process of staff, alert to dynamics of transition to new pastor
 Seems moody at times esp. under pressure or at busy times
 Fr. Don is a charmer & expresses himself w/style, humor & clarity
 Good people person

20) WORKS EFFECTIVELY FOR RESOLUTION OF PARISH CONFLICTS

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council		2				
Pastoral Council	1	2				1
Commission Member		1				2
Staff	1	3				
Parishioner	4	4	3			7
Total	6	12	3	0	0	10

COMMENTS: Good mediator (2)
 Tries hard, trying to make sure all aspects of this job work harmoniously
 Helped me in my conflict w/another parishioner--it worked

21) HAS CONTINUED THE PROCESS OF GETTING ACQUAINTED, NOT JUST WITH INDIVIDUALS, BUT WITH PARISH PROGRAMS AND ORGANIZATIONS

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council		2				
Pastoral Council	1		3			
Commission Member	1	1	1			
Staff	2	2				
Parishioner	12	5	1			
Total	16	10	5	0	0	0

COMMENTS: Legion of Mary would appreciate 5 min. of your time at our meetings
 Like his hands-on approach to activities
 Yes (2)

22) HAS PARTICIPATED AT ALL LEVELS IN PARISH PROGRAMS OF RELIGIOUS EDUCATION

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council	1					1
Pastoral Council	2	1	1			
Commission Member	1	2				
Staff	3					1
Parishioner	10	2				6
Total	17	5	1	0	0	8

COMMENTS: Enjoyed having him come into preschool class & color w/us
Great! A real bonus
He is excellent in this area
Dropping into class is a great idea

23) HAS ARTICULATED IN A SERIES OF HOMILIES AN OVERVIEW OF CATECHETICS AND RELIGIOUS EDUCATION IN THE LIFE OF THE CHURCHES TODAY, WITH SPECIAL CONSIDERATION OF OUR OWN PARISH'S NEEDS

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council		1	1			
Pastoral Council	1	1	1			1
Commission Member		2	1			1
Staff	1		2			1
Parishioner	8	5	1			4
Total	10	9	6	0	0	7

COMMENTS: Reconciliation series & celebrations; family-based ed. supported w/his participation
Series isn't finished yet
Very involved w/program

24) HAS WORKED COLLEGIALLY WITH BOTH PASTORAL AND ADMINISTRATIVE COUNCILS IN ESTABLISHING PRIORITIES AND POLICIES, GOALS AND OBJECTIVES IN PARISH LIFE

	Ext. Well	Well	Satisf.	Poor	Ext. Poor	Don't Know
Admin. Council	1	1				
Pastoral Council	1	3				
Commission Member		1	1			2
Staff			1			3
Parishioner	3	2	1			11
Total	5	7	3	0	0	16

COMMENTS: Is not thoroughly familiar w/Parish Constitution & how & why it was written

CONFIDENTIAL

MEMORANDUM

TO: File

FROM: Fr. Chuck Lienert

RE: Conversation with Fr. Don Durand

DATE: September 7, 1988

I met with Father Durand on September 6, 1988, at his request. He wished to discuss the situation in Silverton and informed me of his thoughts about the future. Three factors have made the parish difficult for him.

1) There is a lot of anger in the parish over Father Parker's leaving the priesthood and intending to marry a woman from the parish. This anger is frequently expressed in a mistrust of clergy and of Father Durand.

2) Father Parker seemed to set up the parish structure in a congregationalist fashion. The pastoral council believes that it should control the parish. It does not seem to be willing to work with the pastor in a collaborative fashion.

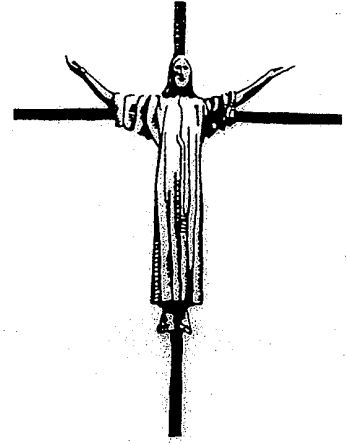
3) One of the most vocal and angry members of the parish was elected to the pastoral council this last year. He is extremely disruptive at meetings and makes it almost impossible for Father Durand to use the council as it should be used.

Father Durand intends to continue working to resolve the conflicts in the parish at least until next July. He has arranged for a facilitator to come and work with the pastoral council. But he feels at this point that he will not be happy in the parish, particularly if the attitudes of some of the people continue. He believes that he is better suited for an urban parish for a more liberal population and for a congregation more willing to celebrate the liturgy with joy.

He has not made a decision yet about moving but at this point he feels strongly that he will want to move in July. He suggested perhaps St. Edward's in Salem or St. Joseph's in Portland. He also indicated that he would have been willing to go to St. Andrew's and still would be willing to go to St. Andrew's if the parish were open. He will rely on my informing him of characteristics of parishes that will be open this summer. I told him that the Jesuits might wish to get out of the Downtown Chapel. He was intrigued by that possibility but would need to give it more thought.

More than anything, Father Durand asked for some assurance that he would be able to get out of this situation if he finds it intolerable. He will, however, work with me, the Personnel Board and the Archbishop in transitioning to another parish if that becomes necessary.

THE PARISH COMMUNITY OF
ST. PAUL CATHOLIC CHURCH



1/10/89

Dear Chuck,

Thanks for the notice - I remain
interested in St. Ed's, heizen, perhaps St. Joe's,
Portland. And, I would be willing to talk
about St. Andrew's again, if no one is willing
to go there. I am content enough here, but
not enough to be irreplaceable. Thanks
for all your excellent work for us. I propose
you to take Waldschmidt's place -

Sincerely,

Don Duvall

9/22/89

Dear Chuck,

The telephone was not invented as a means of communication; it is an instrument of torture!! A. G. Bell is consigned to Purgatory to answer the phone.

My questions remain: whatever happened to St. Ed., Keizer + St. Joseph's, Portland, in the list of churches I see. I add another: what is the likelihood and/or advisability of returning to St. Francis when Pete's term is up?

Meanwhile, my anger at Tim Piche continues. Nowhere to go with it. I am content to stay here till an opening I find attractive comes along. So, no horrible hurry - but I am not entrenched here.

Don Durand

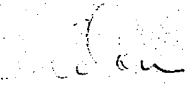
1410 Pine Street
Silverton, OR 97381
December 06, 1989

Rev. Paul Peri
Director, Clergy Education
The Chancery Office/2838 E. Burnside
Portland, OR 97214

Dear Paul,

You have by now received my request for assistance with the Spanish language course. I have in the meantime committed myself to an extension of my sabbatical trip of 1987 to the Holy Land, and enclose a copy of their brochure. Though not a sabbatical, does this qualify for assistance? I think the parish reaped a measure of benefit from my Holy Land experience. The places of Paul seem fascinating for a pastor of St. Paul's. Please advise me of feasibility.

Thanks,


Rev. Don Durand

Enclosure: brochure

NOV 30

November 28, 1989

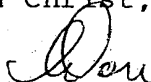
Rev. Paul Peri/Director, Continuing Education for Clergy
The Chancery Office
2838 E. Burnside
Portland, OR 97214

Dear Paul,

I received notice of the crash course in Spanish at Palatine Hill in February, and sent in my registration. I have long wanted such assistance (and hope it works!). Does this course qualify for assistance from Continuing Education for Clergy? Our small parish budget is tight. Is there a possibility of some help?

Thanks for your kind consideration of my request.

In Christ,



Rev. Donald Durand

St. Paul's Catholic Church
1410 Pine St.
Silverton, OR 97381
(503)873-2044

PD 0706

1st COPY

December 8, 1989

Rev. Donald Durand
1410 Pine Street
Silverton, OR 97381

Dear Don:

I received both of your letters dated November 28th and December 6, 1989. Here is the technical response to your request for funding for a crash course in Spanish. The Manual (Chapter XV, Section VI, A) says that each parish is to provide \$750 for "inservice" work for the priest. If the course can be considered an "institute" (a continuous period of two weeks or more). You can request the usual 40-40-20 payment ratio.

I am enclosing an application for you to fill out and return by the January 12th meeting of the Continuing Education Board. Some kind of description of the program should accompany the application, e.g., program flyer, etc.

If it happens that the course does not fit the "institute" category and you do not have the money, please send me the program description and a letter saying you don't have the funding and I will personally present the request to the Continuing Education Board and Archbishop Levada as an exception. It is worth a try.

In response to your December 6, 1989 request for visiting Greece and Turkey, the Continuing Education Board has not approved this kind of travel-study program in the past outside of the priest's actual sabbatical. You can appreciate that this would be more popular than we can afford. However, if credits, readings, research paper, or article were the result of such a trip and some kind of syllabus provided, you might be able to make a case and would be welcome to do so in person.

Looking forward to getting together for an Italian dinner after Christmas, I am,

Sincerely,

Rev. Paul F. Peri
Director

PFP:rr

ENCL. -1-

PD 0707

Christmas, 1990

Dear Chuck,

Happy Holy Days. I hope you can read my hand writing - I choose not to ask my secretary to type this lest it get to her!!

Further Thoughts on moving. I really am restless here. And resentful of being consigned to being Jim Porter's patsy. So, if not This summer, Then next, and at The outside, two summers away.

I would really consider going back to St. Francis. It may not be wise, but I do love The community.

I have not had much chance to check out Q of P or St. Clare's.

But I had an inspiration That has been haunting me. What if I went back to St. Matthew's? Crazy?

acts of unfinished business and disrupted relationships
A certain completion feeling. I have often regretted not seeing The work begun carried through.

Carl has done well in Carl's own fashion. No doubt.

But I also know that his style of impersonalism is
tiring, stifling for many of those who most need
encouragement. And Jim Galluzzo is overworked
while Carl is often under worked = the nature of the
business.

Would Carl like to move? That, of course, is your
territory. I think he would if there were a
reason = at the end of his 6 year appointment.
Perhaps to do the Tribunal, to take a more prestigious
post. I would not be the one to ask him. But,
I would consider seriously returning.

Am I crazy? I have re-read all of the
above and still put it in the mail. Is this
worth a visit? Call me. Thanks for doing
such a good job on such a thankless work.

Shalom / Salaam
Don