



Department of Labor Mandate (DOL) Question – Part 2:



Based upon last week's update, several more questions have come my way. What you will receive below is a high level overview. For specific information about how the Department of Labor overtime policy change affects you, please contact your parish business manager or your pastor.

What is the DOL Change?

Effective May 2016 President Obama updated their Fair Labor Standards Act ruling regulating minimum wage and overtime standards. The change will affect many of us who have responsibilities in lifelong formation in faith. The new ruling moves the minimum threshold pay from \$455 to \$913 per week. This change becomes effective December 1, 2016. If you do not meet the new threshold beginning late this year, overtime will be awarded.

Isn't there a ministerial exemption?

This is something our diocesan HR Department is working on with the National Association of Church Personnel Administrators (NACPA), other dioceses and the USCCB on. However, keep in mind that in the Catholic sense of ministry one needs an advanced degree, be part of a religious order or are ordained for this exemption. Even an advanced degree alone for the laity may not be enough based upon the job description. Most of our colleagues do not meet the education requirement. Again, the diocese continues to work on this and will keep everyone updated in case there is any change in exemption designations.

What strategies will be the most helpful for us as we transition?

As I shared last week, there are two strategies that can help you and your parish community live into the ruling:

- **Collect Data** – If you haven't had a chance yet, create a timesheet which tracks the hours you actually work. Tessa has been doing this since November 2015 and it is very helpful for me to see the bubbles in the year so I can plan accordingly. If you haven't done that, utilize last year's catechetical calendar and guesstimate how many hours you worked each week. Visit with your pastor and business manager to develop a work schedule strategy.
- **Prioritize Your Work** – What are the essential tasks that need to be covered by staff? If it isn't essential, perhaps it may need to be discontinued or to find a volunteer who might take it on. For example, Children's Liturgy of the Word on Sunday may be something that moves from the catechetical leader to a group of catechists whose only responsibility is this ministry. This again is a conversation that is needed between you and your pastor.
- **Keep the lines of communication open** – Keep working with your pastor and business manager (if your parish has one) on balancing the realities of ministry with the

stipulations the new ruling presents. This collaboration will be vital over the next 15 months.

As I shared last week, this is an ongoing project as many within the diocesan offices work with parish leadership on this very important issue.

Catechetical Sunday is this weekend:

This week Sherri and I have received requests for Catechetical Sunday items. While writing this newsletter I received two calls wanting certificates and prayer cards for this Sunday. Our colleagues were excited that they can download these items directly from the USCCB without any cost.

There are many other resources that the USCCB has available for all catechetical leaders (youth ministry, adult faith formation, and religious education) that can be used throughout the year. These resources include:

- Items for teaching (aids and resources)
- Catechist in-service sessions
- Adult faith formation
- Family resources
- Liturgy resources
- Poster and clip art (used by the Diocesan Office in your Catechetical Leader Directory – thank you Sherri)



The link to the USCCB website is: <http://www.usccb.org/beliefs-and-teachings/how-we-teach/catechesis/catechetical-sunday/prayer/index.cfm>

A Morning with Sarah Hart – RSVP to Sr. Virginia today:



Sarah Hart, an outstanding songwriter, singer, storyteller and parent will be blessing the area with her presence on Saturday September 17, 2016 from 8:30 am to 12:00 pm. This is an excellent opportunity to reflect as the beginning of our catechetical season takes off. Attached please find a copy of the flyer.

Inclusive Ministry Conference Save the Date – Nov. 18-19:

Attached please find a copy of the Inclusive Ministry Conference that will be held November 18 & 19 in West Des Moines. Loyola Press is supporting this conference and will have Dr. Nancy Thompson available. For more information contact Jess Streit at jstreit@saintfrancischurch.org.



CLADD Dates for September – Save the Date:



Tom Chapman, Paulette's husband if you didn't already know this, will be with us in September to break open *Faithful Citizenship* for those of us in formational ministry. With the approach of the 2016 elections, now is a great time to address "faithful citizenship" and the role of Catholics in the political process. The most important place to share and reflect on the message of the Gospel and the Church's teaching is in our families. Tom will lead us through an informative presentation and vibrant table discussions on practical ways to raise awareness and engage the family to encounter God through participation in the public arena.

- CLADD East – September 15 at St. Mary of Nazareth parish in Des Moines
- CLADD West – September 20 at St. Michael parish in Harlan

*Today I ask you,
in the name of Christ and the Church,
never tire of being merciful."*

*Pope Francis
The Church of Mercy*

