

**Wisconsin Religious Collaborative
Board of Directors Meeting**

**Zoom Meeting
January 5, 2026**

Minutes

Roll Call

Pat Cormack, SCSC	President	Present
Sylvia Anne Sheldon, OSF	Vice President	Present
Theresa Sandok, OSM	Secretary	Present
Sue Ernster, FSPA	Treasurer	Present
Rose Jochmann, OSF	Board Member	Present
Mary Ann Pevas, OP	Board Member	Present
Sharon Pollnow, CSA	Board Member	Present
Jean Schafer, SDS	Board Member	Present
Julie Schwab, OP	Board Member	Present
Sharon Glumb, SLW	Shared Services Director	Present

Guests

Ed Bowen	Lake OSF CFO
Sheri Geertsen	Racine OP CFO
Hertha Longo, CSA	CSA CFO & Treasurer
Therese Malm	SCSC Director of Transition Operations
Frank Probst	SDS Financial Advisor
Laura Reicks, RSM	Sinsinawa OP CFO & Treasurer
Tyler Zibrowski	FSPA Director of Finance

Call to Order

A regular meeting of the Wisconsin Religious Collaborative Board of Directors was called to order by Pat Cormack, SCSC, at 9:30 a.m.

Prayer

Rose Jochmann, OSF, led an opening prayer.

Conversation with Finance Officers

The meeting brought together leaders and finance officers from the nine WRC religious congregations to discuss current and future financial management challenges, including staffing

shortages, aging populations, and technological transitions. Rose Jochmann, OSF, and Theresa Sandok, OSM, stood in for their absent finance officers. Participants shared their congregation's specific issues and strategies for addressing these challenges, with discussions focusing on operational concerns, strategic planning, and the transition of roles from sisters to laypeople. The conversation ended with conversations about long-range planning, financial forecasting, and the potential for collaboration among congregations to better manage shared resources and address organizational transitions. Following the conversation, the guests left the meeting. (See Attachment 1 for an AI-generated summary of the conversation.)

Approval of Agenda

Sylvia Anne Sheldon, OSF, moved to approve the agenda, and Rose Jochmann, OSF, seconded the motion. The motion carried.

Approval of Minutes of October 27, 2025

Sylvia Anne Sheldon, OSF, moved to approve the October 27, 2025 minutes, and Julie Schwab, OP, seconded the motion. The motion carried.

Treasurer's Report

Sue Ernster, FSPA, presented the Treasurer's report. As of November 30, 2025, assets totaled \$584,067.17, and liabilities totaled \$1,016.00, leaving a fund balance of \$533,660.69. YTD income totaled \$86,202.24 and expenses totaled \$36,811.76, for a net gain of \$49,390.48.

The only cash income in November was the programming reimbursement from FSPA. The \$800 accounting charge reflected on the November statement covers a two-month period. The January dues letters will be out shortly.

Rose Jochmann, OSF, moved to approve the finance report, and Jean Schafer, SDS, seconded the motion. The motion carried.

Shared Services Director's Report

A written report from Sharon Glumb, SLW, was sent to the Board prior to the meeting (Attachment 2). Sharon drew attention to the following items:

The planning committee meeting for the May 4-5 Joint Teams Meeting was postponed from December 9 to February 9. Following the planning committee's meeting, Sharon will send out a registration form and description of the Joint Teams Meeting, which will focus on the future of the WRC, particularly in light of transitions in leadership. The cost of the meeting will be covered by the FSPA venture grant.

The June 10 bimonthly conversation will feature Bridget McDermott Flood, Executive Director of the Incarnate Word Foundation, and Melody Gee, Program Manager.

Executive Committee Elections

The current Executive Committee members have agreed to stand for re-election for another two years. There are no other nominees. The nominating committee (Mary Ann Pevas, OP, and Sharon Pollnow, CSA, assisted by Sharon Glumb, SLW) will conduct the election before the March 2 board meeting and report the results at the meeting.

Future Board Meetings

Date	Time	Location	Prayer Leader	Notes
2-Mar-26	9:30-2:30	Zoom	Sandok	Annual Meeting
4-5 May-26	noon-noon	Best Western, Portage	Sheldon	Joint Teams
13-Jul-26	9:30-2:30	La Crosse	Pevas	
21-Sep-26	9:30-2:30	Fond du Lac	Schafer	
16-Nov-26	9:30-2:30	Zoom	Pollnow	
18-Jan-27	9:30-2:30	Zoom	Cormack	

Bimonthly Conversations: Zoom 10:00-11:30 a.m.

Date	Presenters	Topic
11 Feb 2026	Chioma Ahanilu, SLW, Director, Center of the Study of Consecrated Life, CTU	Emergence of Consecrated Life in the 2nd Quarter of the 21st Century
8 Apr 2026	Cassie Vazquez, Archivist for the Sinsinawa Dominicans	Moving a Congregation's Archives to a New Home
10 June 2026	Bridget McDermott Flood, Executive Director, and Melody Gee, Program Manager	Incarnate Word Foundation, St. Louis, Missouri

Adjournment

Julie Schwab, OP, moved to adjourn, and Mary Ann Pevas, OP, seconded the motion, which passed unanimously. The meeting adjourned at 11:50 a.m.

Respectfully submitted,



Theresa Sandok, OSM
WRC Secretary

WRC Board of Directors Meeting

January 5, 2026

AI-Generated Notes – Edited by Theresa Sandok, OSM

Quick recap

The meeting brought together leaders and finance officers from the nine WRC religious congregations to discuss current and future financial management challenges, including staffing shortages, aging populations, and technological transitions. Rose Jochmann, OSF, and Theresa Sandok, OSM, stood in for the absent finance officers from their congregations. Participants shared their congregation's specific issues and strategies for addressing these challenges, with discussions focusing on operational concerns, strategic planning, and the transition of roles from sisters to laypeople. The conversation ended with conversations about long-range planning, financial forecasting, and the potential for collaboration among congregations to better manage shared resources and address organizational transitions.

Community census

SCSC	18	SDS	35	CSA	115
OSM	21	Racine OP	65	FSPA	126
Green Bay OSF	33	Lake OSF	97	Sinsinawa OP	231

Next steps

- Laura Reicks, RSM: Contact the chair of the WITRI group to suggest adding AI policy development, laypeople on boards, and collaborative financial management as topics for upcoming WITRI meetings, and explore the possibility of extending the May meeting to include these topics.
- All congregation leaders and finance officers: Continue conversations at home with their finance officers to take action on the ideas surfaced in the meeting, particularly regarding collaboration on financial management and urgent needs.
- Hertha Longo, CSA: Monitor the RCRI listserv for responses regarding existing AI policies and share relevant information with the group.
- Tyler Zabrowski (FSPA): Share information and learnings about AI policy development and multi-entity accounting system selection with the broader group as it becomes available.
- All interested finance officers: Consider forming or participating in a finance roundtable (in-person, virtual, or via chat board) to share expertise, policies (e.g., AI), and solutions to common financial management issues, to avoid duplicating efforts.
- Board and finance officers: Develop concrete actions from today's conversation.

Summary

Religious Congregations' Financial Collaboration

The meeting began with introductions from leaders and finance officers of the nine WRC religious congregations, highlighting the diversity in size, location, and financial management

structures. Sharon Glumb, SLW, Shared Services Director, facilitated the discussion, focusing on current and future challenges in financial management and exploring potential collaboration opportunities. Finance officers and leaders shared their congregation's current issues, such as staffing shortages, aging populations, and technological transitions, and discussed strategies for addressing these challenges. The meeting aimed to foster collaboration among the congregations to enhance financial oversight and management effectiveness.

Strategic Planning and Operational Challenges

The meeting focused on operational and strategic challenges facing the congregations, particularly regarding staffing, property management, and financial planning. Shari Geertson (Racine OP) discussed the collaboration between the chief administrative officer and CFO, mission partner disaffiliations, and strategic planning for the Siena campus, including the search for a partner to support sisters aging in place. Ed Bowen (Lake OSF) highlighted the need to review technology usage for cost efficiency and enhance financial literacy among non-financial staff. Laura Reicks, RSM (Sinsinawa OP) addressed the challenges of property downsizing, staff right-sizing, and the impact of outsourcing care, emphasizing the need for strategic planning in managing buildings and staffing as the number of sisters declines.

Financial Systems and Staffing Transition

The group discussed financial systems and staffing challenges. Tyler Zibrowski (FSPA) highlighted the need to migrate from a legacy accounting system to a modern non-profit model and emphasized the importance of aligning investment portfolios with organizational values. Therese Malm (SCSC) and Pat Cormack, SCSC, discussed the transition plan for Monica Fenhaus, who has been with the sisters for 51 years and is gradually reducing her role from Director of Finance to a bookkeeper position. They are seeking a part-time replacement to train and eventually take over certain responsibilities. The group also touched on their use of the iSolved human capital management platform for payroll and their participation in a health insurance co-op to secure better rates for their small employer group.

Religious Congregations' Financial Planning

The meeting focused on financial planning and organizational changes for religious congregations. Participants discussed exploring trust options for legacy funding and supporting other communities, as well as the challenges of managing financial tools with decreasing staff availability. Hertha Longo, CSA, highlighted the importance of outsourced accounting and long-term care planning, including a new building model and census tracking. Frank Probst (SDS_) addressed the need for separate accounting entities and a focus on mission and values as sister participation decreases. Rose Jochmann, OSF, discussed plans to sell their motherhouse in 2-4 years, considering it as an assisted living facility, and the complexities involved in separating accounts and managing farmland.

Religious Congregations' Financial Resilience

The meeting focused on the current and future financial challenges of religious congregations. Theresa Sandok, OSM, discussed the simplified financial situation of her community after selling properties and the need to plan for the future when their CFO can no longer assist. Shari Geertson (Racine OP) highlighted the importance of legacy planning, finance archives, and staffing changes due to declining membership. Ed Bowen (Lake OSF) emphasized the need to

sustain relationships with major donors and increase private pay resident enrollment at Franciscan Shore to ensure financial resilience.

Religious Leadership Transition Planning

The meeting focused on future challenges in finance and leadership within religious communities, particularly regarding the transition of roles from sisters to laypeople. Laura Reicks, RSM (Sinsinawa OP) and Hertha Longo, CSA, emphasized the need to prepare laypeople with both professional expertise and cultural understanding of the congregation's mission and vision. They discussed the importance of integrating mission-focused lay members into leadership roles, such as charitable trusts and boards of directors, to ensure continuity of mission and decision-making. Therese Malm (SCSC) highlighted the need for solid partnerships and relationships in finance processes to provide peace of mind as sisters step away from these roles. The group acknowledged the WRC's potential as a long-term solution for addressing these challenges.

Organizational Transition and Strategic Planning

The meeting focused on organizational transition and planning, with discussions led by Therese Malm (SCSC) and Sharon Glumb, SLW, about the need for contingency plans in finance and leadership roles. Tyler Zibrowski (FSPA) presented updates on the establishment of a lay executive council to oversee civil operations, with plans to define relationships with the leadership team and corporate board over the next 11 months. The group also addressed long-term strategic planning, including the development of an AI policy and roadmap, as well as the implementation of improved financial forecasting systems to support decision-making for the next 15 years.

Religious Congregations' Financial Planning

The meeting focused on long-range planning and financial management challenges faced by the nine religious congregations, particularly regarding leadership transitions and property management. Rose Jochmann, OSF, discussed their congregation's efforts to establish three separate corporations, including a main corporation open to lay members, a retirement trust, and a corporation for the building, while addressing the need to plan for employee transitions and maintain essential staff. The discussion concluded with Sharon Glumb, SLW, inviting participants to share creative ideas for collaboration among the congregations in financial management, following the presentations about their individual situations.

Religious Congregations' Financial Collaboration

The meeting focused on addressing financial and structural challenges faced by different religious congregations, with a particular emphasis on leveraging collaborative efforts and shared resources. Participants discussed the need for structured management and governance, incorporating laypersons into leadership roles, and developing policies for emerging technologies like AI. Hertha Long, CSA, suggested exploring the possibility of smaller communities partnering with larger ones for financial assistance, while Tyler Zabrowski (FSPA) highlighted the importance of aligning financial systems with organizational missions. The group agreed on the necessity of continued dialogue and action, with Sharon Glumb, SLW, and Pat Cormack, SCSC, encouraging informal connections among participants to address urgent needs.

Shared Services Director Report to the WRC Board January 5, 2026

Since our last Board meeting on October 27, these actions were taken:

1. Continued planning for the Joint Teams Gathering in May 2026 by meeting on Zoom with committee members, Pat Cormack, Laura Nettles and Mark Clarke (12/9). Created draft preparation materials and draft agenda.
2. Drafted process for WRC Officer Election; implemented plan with Committee Members, Sharon Pollnow & Mary Ann Pevas; ready to share with WRC Board.
3. Formulated & distributed Guide Questions about financial oversight for use at January 5 WRC Board Meeting with Finance Officers.
4. Set dates and secured some presenters for the remaining 2026 Bi-Monthly Conversations, namely,
 - a. February 11: How Might Consecrated Life in the US Emerge through the Second Quarter of the 21st Century – Chioma Ahanihu, SLW
 - b. April 8: Moving a Congregation's Archives to a New Home – Cassie Vazquez, Sinsinawa OP Archivist
 - c. June 10 – TBA
 - d. October 7 – TBA
 - e. December 2 – TBA
 - f. Hosted the December 10 Conversation with Andrew Small & Theresa Sandok on 'Missio Invest' an Option for Impact Investing
5. Participated in another LCWR webinar for leaders (11/10).
6. Engaged in Zoom conversation with Dean Dorton representative, Kaydee Rupert, regarding outsourcing accounting services, and ready to share during the WRC Board meeting conversation about financial oversight on January 5.
7. Attended LCWR Region 9 Gathering in November to strengthen relationships with members & with LegNet group who served as presenters.
8. Engaged in Zoom conversation (12/8) with representative of Incarinate Word Foundation, Melody Gee & Bridget Flood, regarding a future Bi-Monthly Conversation presentation.
9. Viewed additional RCRI Conference online videos #6 & #36.

*Submitted by:
Sharon Glumb, SLW
WRC Shared Services Director
December 10, 2025*