



MUSIC FOR THE LITURGY

November 15, 2020

Thirty-Third Sunday In Ordinary Time

4:00 PM  
8:00 AM  
10:00 AM

Found in Bulletin insert

Gathering: Come, Christians, Join To Sing

Responsorial Psalm (Psalm 34)

*Taste and see the goodness of the Lord. O taste and see the goodness of Lord.*

Preparation Parable  
Mass Parts Mass Of Creation  
Communion Bread For The World  
Unless A Grain Of Wheat  
Recessional: Alleluia! Alleluia!

✠ PARISH TITHING ✠

Our Parish needs to take in \$9700.00 each week in order to make ends meet. This amount represents an adjusted budget offertory of \$8500.00 per week plus the combination of budgeted Property and Fuel second collections (\$4800.00 per month divided into 4 weeks or \$1200.00 weekly). Your weekly contribution helps ensure that the Parish remains a vibrant community. Please remember to submit your weekly gift even if you will be away. Consider signing up for electronic giving (see below). Especially in these trying times, your Parish depends on your responsible stewardship and support!

November 8, 2020

Offertory \$5,984.31  
Catholic Campaign for Human Development \$1,060.00



**Worldwide Marriage Encounter has gone "Virtual"!**  
To support married couples during this time of social distancing, Worldwide Marriage Encounter is sponsoring a virtual marriage experience called **Restore – Rekindle – Renew**. This Enrichment Experience meets via Zoom. For more information or to apply, call John and Toni Torio at 718-344-3700 or visit them at <https://wwmema.org/>.

**PARISH OFFICE CLOSED**

In observance of the Thanksgiving holiday, the Parish Office will close at **12:00 Noon on Wednesday, November 25 and will not reopen until Monday, November 30.**

Saint Luke the Evangelist Parish uses **Parish Giving** to provide parishioners with an opportunity to make your offertory and other contributions through Electronic Funds Transfer (EFT). Parish Giving is a simple, secure, and convenient way to manage your stewardship without weekly envelopes and without worries. This program is available to parishioners at no cost. Log on to the St. Luke the Evangelist Parish website at <http://stlukenh.org>, click on the Parish Giving logo, and follow the easy registration instructions.

**UPCOMING SECOND & SPECIAL COLLECTIONS**

November 15 Fuel  
November 22 Christmas Flowers  
November 29 No Second Collection  
December 6 Property Management  
December 8 Immaculate Conception  
December 13 Fuel



Out of respect for the Lord and in consideration of fellow parishioners, please remember to silence or turn off your cell phones during Mass. Thank you!

**Suggested Weekly Contribution Based on Income**

Annual Income	5% Commitment annually/ weekly	3% Commitment annually/ weekly
\$100,000	\$5,000/\$100	\$3,000/\$60
\$75,000	\$3,750/\$75	\$2,250/\$45
\$60,000	\$3,000/\$60	\$1,800/\$36
\$50,000	\$2,500/\$50	\$1,500/\$30
\$40,000	\$2,000/\$40	\$1,200/\$24
\$30,000	\$1,500/\$30	\$900/\$18
\$25,000	\$1,250/\$25	\$750/\$15
\$15,000	\$750/\$15	\$450/\$9

**Suggested Weekly Contribution Based on a Percentage Increase**

Your Current Offertory Contribution	25% Increase	30% Increase	40% Increase
\$75.00	\$93.75	\$97.50	\$105.00
\$50.00	\$62.50	\$65.00	\$70.00
\$40.00	\$50.00	\$52.00	\$56.00
\$35.00	\$43.75	\$45.50	\$49.00
\$30.00	\$37.50	\$39.00	\$42.00
\$25.00	\$31.25	\$32.50	\$35.00
\$20.00	\$25.00	\$26.00	\$28.00
\$15.00	\$18.75	\$19.50	\$21.00
\$10.00	\$12.50	\$13.00	\$14.00
\$5.00	\$6.25	\$6.50	\$7.00

✂ PARISH NEWS ✂

**THE CAPITAL CAMPAIGN FOR SAINT LUKE THE EVANGELIST PARISH**

Our Parish will conclude its Capital Campaign at the end of October. Thanks to your generosity, we re-roofed the entire Plaistow campus, and accomplished smaller projects such as rebuilding the cellar access for the Food Pantry, cleaned and re-piped the septic system at the Parish Center/School, and installed a new chimney pipe in the Parish Center.

When the spring weather returns, we will accomplish other major projects: we have signed an agreement with Petra Paving Inc to seal, remediate and restripe the parking lots on the Newton and Plaistow campuses. We are currently negotiating with a paint contractor for the Newton Church and Parish house and will begin the bidding process for electrical upgrades in both churches.

Thank you for your generous response to our Parish Capital Campaign

**Can you help?**

**Any contribution is welcome.**

**Make checks payable to**

**Saint Luke the Evangelist – Capital Campaign.**



**FEED THE HUNGRY**

**ST. LUKE THE EVANGELIST FOOD PANTRY**

Thank you for your generosity towards the hungry of our area!

**Non-perishable food or personal care items are always needed – donations can be dropped off at Church or are welcome at the Parish Office during regular business hours.**

Cash donations for food are always welcome – make checks payable to **St. Luke the Evangelist Food Pantry**. All donations to the Food Pantry go toward helping the needy of our communities. **Call the Pantry at 819-4949 for more information.**



**GIVING TREES**

Giving Trees will be located in the back of both churches on the weekend of **November 21-22**. Please take an ornament, buy the item(s) listed, and return it - **with the ornament attached** - to the church or the parish office **no later than December 12-13** (the Third Sunday of Advent).

**THANKSGIVING CLOSINGS**

In addition to the Parish Office being closed for the Thanksgiving holiday, please note that there will be **NO Mass or Adoration on Thanksgiving Day** in Newton. Our regular weekday Mass and Adoration schedule will resume during the following week.

**COVID-19 IS STILL AROUND!**

The obligation to attend Sunday Liturgy remains suspended in the Diocese of Manchester for all who are health compromised. No person who has been ill or exposed to someone who is ill should be attending Liturgy.

Anyone who has had recent symptoms of fever, any respiratory symptoms (runny nose, nasal congestion, sore throat, cough, shortness of breath), chills, severe fatigue or changes in sense of smell or taste may have been exposed to COVID-19. Testing is encouraged. Please refrain from attending any liturgical service.

Liturgy online or on TV...

**Boston Catholic Television** [catholictv.org](http://catholictv.org)

Sunday Mass from Notre Dame

[catholictv.org/masses/notre-dame-mass](http://catholictv.org/masses/notre-dame-mass)

Salt & Light TV

[saltandlighttv.org](http://saltandlighttv.org)

Eternal Word Television

[ewtn.com](http://ewtn.com)

**WHILE AWAY THIS FALL...**

We appreciate all of you who remember to send in your Parish Offertory during the Fall even when on vacation or visiting other parishes. Thank you for remembering that our expenses also continue through the Fall months. We invite others to consider doing the same before or even after you return home.

## THIRTY-THIRD SUNDAY IN ORDINARY TIME

### ✠ WEEKLY CALENDAR ✠

**Sunday, November 15**  
11:00 AM First Reconciliation Meeting for Parents and Students *Plaistow*

**Tuesday, November 17**  
6:00 PM Finance Council Meeting *Plaistow*

**Wednesday, November 18**  
Holy Angels Church Plaistow open for private prayer all day

**Thursday, November 19**  
8:30 AM – 8:30 PM Eucharistic Adoration *Newton*

**Saturday, November 21**  
3:00 PM Sacrament of Reconciliation *Plaistow*

Because of COVID restrictions, many Parish events and groups are currently cancelled. We will begin more Parish programs with all precautions as restrictions ease.

### HELP WANTED – ADVENT PREPARATIONS

Volunteers are invited to help do some rearranging and decorating on **Sunday, November 22 following the 8:00 AM Liturgy in Newton and the 10:00 AM Liturgy in Plaistow.** Our tasks include Advent decorating and some light clean up of the churches in preparation for the Advent season. All are welcome to lend a hand – our work usually lasts just over an hour if we have all the help we can muster! Please contact the Parish Office for more information.



We're looking for new members! Have you ever wondered what the St. Vincent de Paul Society is all about? Our meetings are held on the **3<sup>rd</sup> Wednesday at 7 PM of each month.** New members are always welcome. We look forward to meeting you and answering any questions. **(Please**

**contact our Secretary, Jim Edwards, at (603) 642-5236 or [jimmy69180@hotmail.com](mailto:jimmy69180@hotmail.com) to find out if our meeting is live at the church hall or virtual on ZOOM.)** If you seek assistance or need information about the Society, call (603) 382-8324, ext.315. Visit us on our Facebook page at <http://www.facebook.com/pg/SVDPSL>

If you seek assistance or need information about the St. Vincent de Paul Society, call 603-382-8324, ext. 315.

### AMAZON SMILE

**AmazonSmile.com** is the same market platform as Amazon.com, but with the added benefit of allowing customers to donate 0.5% of the price of items purchased to a charitable organization. Please register today to start shopping and donating at [www.amazonmile.com](http://www.amazonmile.com). Be sure to choose:

**St Luke the Evangelist Parish, Plaistow**

### ✠ MASS INTENTIONS ✠

**Saturday, November 14 ~ Vigil / 33<sup>rd</sup> Sunday in Ord. Time**  
*3 Jn 5-8; Lk 18:1-8 (Day)*

*Prv 31:10-13, 19-20, 30-31; 1 Thes 5:1-6; Mt 25:14-30 (Vigil)*

4:00 PM Dennis and Geraldine Miele  
by the Lanseigne family  
*Plaistow*

**Sunday, November 15 ~ 33<sup>rd</sup> Sunday in Ordinary Time**  
*Prv 31:10-13, 19-20, 30-31; 1 Thes 5:1-6; Mt 25:14-30*

8:00 AM Helen Hart by Mary Anne Downs  
*Newton*

10:00 AM Jesselyn Driscoll by her family  
*Plaistow*

**Monday, November 16 ~ Margaret of Scotland:  
Gertrude, Virgin**

*Rv 1:1-4, 2:1-5; Lk 18:35-43*

8:00 AM John P. McGuire, Sr. by the Graziano family  
*Newton*

**Tuesday, November 17 ~ Elizabeth of Hungary, Religious**

*Rv 3:1-6, 14-22; Lk 19:1-10*

8:00 AM Grace Sinibaldi by Fr. Albert  
*Plaistow*

**Wednesday, November 18 ~ Dedication of the Basilicas of  
Peter and Paul, Apostles;  
Rose Philippine Duchesne, Virgin**

*Rv 4:1-11; Lk 19:11-28*

6:30 PM The Graziano family  
by Nancy & Stanley Graziano  
*Plaistow*

**Thursday, November 19 ~ Weekday**

*Rv 5:1-10; Lk 19:41-44*

8:00 AM Joseph L. Krafton (4<sup>th</sup> Anniversary)  
by his family  
*Newton*

**Friday, November 20 ~ Weekday**

*Rv 10:8-11; Lk 19:45-48*

*No Mass*

**Saturday, November 21 ~ Vigil / Christ the King**

*Rv 11:4-12; Lk 20:27-40 (Day)*

*Ez 34:11-12, 15-17; 1 Cor 15:20-26, 28; Mt 25:31-46 (Vigil)*

4:00 PM Roland and Mary Guilmette by the Matson family  
*Plaistow*

**Sunday, November 22 ~ Christ the King**

*Ez 34:11-12, 15-17; 1 Cor 15:20-26, 28; Mt 25:31-46*

8:00 AM Teresa Klimauskas by Mary Anne Downs  
*Newton*

10:00 AM Roy Lajoie by the Knights of Columbus  
*Plaistow*

### PRAYER LINE

St. Luke's offers a prayer line as a resource for those seeking prayer assistance. To submit your prayer request please call Cathy Smith at 603-382-8324, ext. 314 or email her at [csmith@stluketheevangelist.net](mailto:csmith@stluketheevangelist.net).

## THIRTY-THIRD SUNDAY IN ORDINARY TIME

### ✦ FAITH FORMATION & PARISH INFORMATION ✦

#### FAITH IN ACTION SPIRITUAL REFLECTION

The Knights of Columbus Council 6617 invites parish members to join them for a *Faith In Action Spiritual Reflection*, "Crosses and Crucifixes," on **Saturday, December 12** at the Parish Hall or via Zoom. The reflection will be held from **9:15 AM to 12:30 PM** with a break for lunch, and then continuing to include Mass at 4:00 PM. Various crosses and crucifixes will be examined and aspects explained. Bring your own cross or crucifix to explain to the group. There is a maximum of 50 people allowed to participate in person. Contact Jim Edwards for a reservation and Zoom instructions at [Jimmy69180@hotmail.com](mailto:Jimmy69180@hotmail.com) or call him at 603-642-5236. No food can be brought to the reflection. However, individual drinks will be provided.

#### FOR OUR RECORDS

We need your help to keep our records current. If there are any births, deaths, marriages, moves, or address changes in your family, please notify the Parish Office at 603-382-8324 or by email at [jtremblay@stluketheevangelist.net](mailto:jtremblay@stluketheevangelist.net). If you are new to our parish, registration forms are available at the entrances of both churches. You can also find a registration form on our website at <http://stlukenh.org>.



#### VIRTUAL VOCATION DINNERS

Women in our Diocese who are considering a vocation in the Church or would simply like some help hearing the Lord's call for their life, are invited to a virtual evening of prayer and conversation with the Vocations Team of the Diocese of Manchester. Virtual Miriam Dinner with **women of all ages** will take place on **Friday, November 20 at 7:00 PM**. For more information and to register, visit [www.liveinblackandwhite.com](http://www.liveinblackandwhite.com).



St. Luke the Evangelist is now on Facebook! Go to [www.facebook.com/stlukenh.org/](http://www.facebook.com/stlukenh.org/) or **St. Luke the Evangelist Parish – Newton/Plaistow** and give us a Like! Please invite fellow parishioners & friends to do the same.



The **Rite of Christian Initiation of Adults** is the process by which people become members of the Roman Catholic Church. Be a good agent of welcome and evangelization! If you or someone you know is interested in inquiring about becoming a member of the Roman Catholic Church, contact Cathy Smith in the Parish Office.

#### ADULT CONFIRMATION

Are you an adult who has been Baptized and received Eucharist, but has not celebrated the sacrament of Confirmation? The adult Confirmation process is an opportunity to complete the Sacraments of Initiation. If you would like to prepare for Confirmation, or if you have questions, call Cathy Smith at 603-382-8324, ext. 305 or call Cathy Smith at 603-382-8324, ext. 305 or email her at

[csmith@stluketheevangelist.net](mailto:csmith@stluketheevangelist.net).

#### ADORATION

We are truly blessed to have times for Adoration of Our Lord in our Parish. This time of prayer and intercession is not only a source of great grace for the individual, but it is a great source of grace for us as a parish family, as well.

We have many who have made the commitment to spend an hour each week with our Eucharistic Lord, **but** we need more people so there will be at least two people at each hour. We are also looking for people who would be able to substitute.

**Newton – Thursday  
8:30 AM – 8:30 PM**

If you can commit to one hour a week in Adoration of our Lord, or if you can be a substitute, please contact Cathy Smith at 603-382-8324, ext. 305 or email her at [csmith@stluketheevangelist.net](mailto:csmith@stluketheevangelist.net).

**The Church in Plaistow is open all day on  
Wednesdays for people to stop by and pray  
before the presence of Jesus in the tabernacle.**

### ✦ PARISH DIRECTORY ✦

Parish Office	382-8324	Fr. Albert Tremblay	<a href="mailto:fr.albert@stluketheevangelist.net">fr.albert@stluketheevangelist.net</a>
Parish Prayer Line	382-8324 x 314	Cathy Smith	<a href="mailto:csmith@stluketheevangelist.net">csmith@stluketheevangelist.net</a>
St. Vincent de Paul Society	382-8324 x 315	Joyce Szczapa	<a href="mailto:jszczapa@stluketheevangelist.net">jszczapa@stluketheevangelist.net</a>
St. Luke's Food Pantry	819-4949	Jackie Tremblay	<a href="mailto:jtremblay@stluketheevangelist.net">jtremblay@stluketheevangelist.net</a>
Preschool	382-9783	Val Barczak	<a href="mailto:mvmbarczak@comcast.net">mvmbarczak@comcast.net</a>
Presentation of Mary Convent	382-2744	Parish Council	<a href="mailto:parishcouncil@stluketheevangelist.net">parishcouncil@stluketheevangelist.net</a>

## THIRTY-THIRD SUNDAY IN ORDINARY TIME

### ✦ Parish News ~ Around The Diocese ✦

#### KNIGHTS OF COLUMBUS ST JUDE COUNCIL # 6617



On a haunted Halloween afternoon, our Knights of Columbus passed out candy and treats at the Plaistow Recreation Toddler Trick or Treat event at the Plaistow Athletic fields. In exchange for treats, the little costumed ghouls and princesses donated nonperishable food items to our Knights to support our parish food pantry. A Spooktacular time was had by all. The need for nonperishable food items is never ending. If you would like to help, simply drop off your donations in the baskets located at the entrances of both churches. Thank you.

The Sanctuary Candle in Holy Angels Church will burn this week in loving memory of **Marcia Gallant** by William Tucker



The Sanctuary Candle in Mary, Mother of the Church will burn this week in loving memory of **James Downs** by Jim Edwards



#### ALCOHOLICS ANONYMOUS

A Men's AA Step Meeting is being held on Sunday mornings from 7:00 to 8:00 AM at the St. Luke the Evangelist Parish Hall (Holy Angels). Masks are required. Bring your own coffee. For more information, call Joe at 617-921-9899.

#### SANCTUARY CANDLES

The Sanctuary Candles in both Newton and Plaistow may be offered in memory or honor of a loved one. The suggested offering for each is \$10.00. Please call the Parish Office at 382-8324.

#### VIGIL LIGHT

The Vigil Light in front of the Blessed Mother Icon in Newton may be also be offered in memory or honor of a loved one. The suggested offering for each is \$10.00.

#### VIRTUAL YOUNG ADULT WORKSHOP November 17, 2020 - 1:00 to 3:00 PM

Young adults are invited to a virtual workshop with Father Michael Hennessy, C.S.P. Father Mike is a Paulist priest serving in the Diocese of Grand Rapids, Michigan. He will spend some time helping to identify who young adults are, their relationship with the Church and the world, some best practices for communication, and some programming ideas. There is no fee, but you must register to participate. Go to [www.catholicnh.org](http://www.catholicnh.org) for more information and to register.

#### THE BOOK OF THE NAMES OF THE DEAD

Throughout November, a special *Book of the Names of the Dead* will be open near the Baptismal Font & Paschal Candle for parishioners to record the names of the faithful departed. It is a visible sign that the faithful departed remain with us as part of the Church. You are welcome to record names of loved ones and the dates of their death.



#### EARLY BULLETIN DEADLINES

With the holiday season upon us, we also have several early bulletin deadlines:

Deadline for the November 29 bulletin is **Monday, November 16 at 12:00 Noon**

Deadline for the December 20 bulletin is **Monday, December 7 at 12:00 Noon**

Deadline for the December 27 bulletin is **Monday, December 14 at 12:00 Noon**

Deadline for the January 3 bulletin is **Monday, December 14 at 12:00 Noon.**

#### COPING WITH COVID Online Support Group

Catholic Charities NH is hosting another online support group. "Coping with COVID" will provide key information and coping strategies to help you navigate the current COVID-19 crisis and the uncertainty of the days ahead. The free five-session program will be held on **Tuesdays from 11:00 AM to 12:00 Noon starting November 17**. Featured speakers, including those from the medical and mental health fields, will help you feel less alone, understand sources of stress, and gain valuable relaxation techniques. To register, visit [www.cc-nh.org/coping](http://www.cc-nh.org/coping). You may also call 603-752-1325 or email [efrenette@nh-cc.org](mailto:efrenette@nh-cc.org).

# The Gospel at Home

## This Sunday's Gospel: Matthew 25:14-30

In this Sunday's Gospel, Jesus tells a pointed story about three servants. Their master entrusts them with varying amounts of money. Two of the servants double their money, but fear gets in the way of the third servant. All he can do is preserve what he has. The challenge for all of us is to recognize the gifts we have been given and our responsibility to care for those gifts. That means caring for the world we live in and caring for one another. It also means having the courage to be our best selves.

### Exploring the Gospel Message

**Seeds (Preschool):** Help your child recognize his or her special talents. Encourage your child to use these gifts and share them with others. Spend some time having family members make pictures of themselves using one of their gifts—reading, playing sports, cooking, gardening, playing, or caring for another. Post the pictures as a reminder of this Sunday's Gospel.

**Promise (Grades K–1):** The Gospel calls both children and parents to use their God-given gifts. Point out to your child what you see as his or her best gifts. Be sure to mention ordinary gifts like a sense of humor, thoughtfulness, or good cheer. Ask your child to teach the family how to play the Hide It! game. It is a game he or she learned in class.

**Good News (Grades 2–3):** This week, your child learned the Parable of the Talents told through a short play. Spend some time talking about the three people who received money from their boss. Why did Joshua hide the money while the other two doubled the boss's money? Talk, too, about how each member of the family can put God's good gifts to work for others.

**Venture (Grades 4–6):** Take some time this week to talk about the gifts and talents that God has given your family. Talk, too, about how each of you can use these gifts. Ask your child to explain to the family why Jesus used parables to teach about God's kingdom. Let your child lead the family in sharing how the family can use its gifts and talents to make things better and to have a positive effect on people's lives.

**Visions (Grades 7–9):** In their discussion of the Sunday's Gospel, your teenager's class talked about the value of work and how people have many talents for work. Your young person learned that work is the enterprise that gives people purpose and self-worth and allows all to share in God's creative activity. Talk together about the work each member of the family has to do. Talk about the talents each of you brings to your work. Ask your son or daughter to share the class's discussion about the qualities that make ideal Catholic men and women. Sunday is also World Day of the Poor, so consider a discussion about reaching out to the poor.

### Pray Together

When you complete your conversation about the week's lesson, make a litany prayer of all the many gifts and talents each member of your family possesses—such as honesty, gracefulness, intelligence, prayerfulness, athletic ability, kindness, and so forth. After each is mentioned, the whole family can say together: "Thanks be to God!"





**The Society of St. Vincent DePaul, at St. Luke the Evangelist Parish, invites you to join our Prayer Shawl Ministry! Even if you are unable to attend meetings, your talents are more than welcome.**

Shawls can be made with yarn, quilt fabric, or fleece. They are filled with prayer, care and love. They will be given to anyone in need of comfort or solace.

**If you are interested in prayerful camaraderie or just want to contribute your talent, consider joining our committee.**

**If you know of someone that is in need of comfort and would like to receive a gift from our group, please call to make the request.**

**Barbara Metcalf**

603-642-8334

[cmbklb@yahoo.com](mailto:cmbklb@yahoo.com)

**Meeting Schedule:**

- First Thursday of each month, except July and August.
- 10 A.M. – 12 Noon
- Parish office building (dining room)
- Material can be supplied

We are honored to provide this service to anyone in need.



# Bringing Home the Word

Thirty-third Sunday in Ordinary Time (A)

November 15, 2020

## What's Our ROI?

By Fr. Mark Haydu, LC

The Gospel today encourages good investments. Jesus heaps praise on the good servants who were faithful in small matters and rewarded with the joy of the master. The servant who gets called wicked and lazy is punished, not because he miscalculated a risk but because he feared his master and took no risk at all. He was frozen by the thought that he could lose everything, so he buries the talent and anxiously awaits the master's return. He is wicked, not for investing poorly, but for not investing at all.

### Sunday Readings

**Proverbs 31:10–13, 19–20, 30–31**

Charm is deceptive and beauty fleeting; / the woman who fears the LORD is to be praised. / Acclaim her for the work of her hands.

**1 Thessalonians 5:1–6**

You yourselves know very well that the day of the Lord will come like a thief at night.

**Matthew 25:14–30  
or 25:14–15, 19–21**

[Jesus said,] "It will be as when a man who was going on a journey called in his servants and entrusted his possessions to them."

God has given us all so many talents, and he does so for us to enjoy a grand return on investment (ROI). He wants us to use our talents, work them, develop them, and—at the end of our lives—enjoy showing him the way they have multiplied. Like a loving parent, he knows that much of our happiness is in developing and growing those talents with his grace. Those talents are a sign of his call and an invitation to step out in faith.

Parents, your job is to help your children develop their talents and dreams. A confident, enthusiastic, and risk-taking child is a sign of parents who know the balance of loving discipline, positive motivation, and a healthy distance. Children who feel secure in the love of their parents are willing to venture out and invest their talents, for they know someone will always be there to accompany them and catch them if they fall.

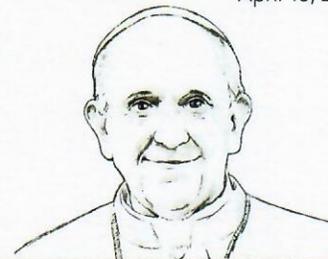
Our loving God is the first to know this and so invites us with this parable to trust, invest, and enjoy the returns. +

***Parents, your job is to  
help your children develop  
their talents and dreams.***

### A Word from Pope Francis

From our own death and from our gift, the life and health of others, sick and suffering, may spring forth, helping to reinforce a culture of help, of giving, of hope, and of life. In the face of the threats against life...society needs these concrete gestures of solidarity and generous love.

—Address to Italian Association for the Donation of Organs, Tissues, and Cells, April 13, 2019



### REFLECTION QUESTIONS

### QUESTIONS REFLECTION

- What are the most important talents I have? Think of virtues, abilities, qualities, time.
- Which talent should I invest in more so I can enjoy the return God wants?

# Auditing Racism

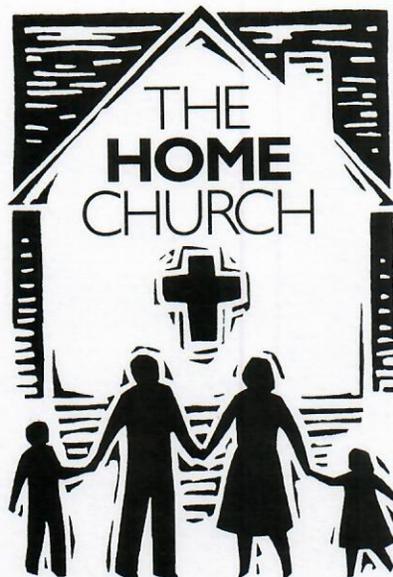
By Most Reverend Bruce Lewandowski, CSsR

The company that manages our electrical service called our parish one day. The agent said the company would do a free energy audit. The audit would produce a report detailing the ways we could save energy and lower our bill. The company also offered us energy-saving light bulbs, free.

We've been audited many times. Every three to five years diocesan auditors visit for two or three days to review the parish finances to make sure everything adds up. We've been through compliance audits for ethical ministry with children, youth, and vulnerable adults. We've had rain, runoff, and wastewater audits. One time, everyone who served at the parish did a time audit. We looked at our daily activities to better understand our priorities and effectiveness in ministry.

An audit is an examination of conscience or review of life. Time is set aside for reflection on a specific area of living. Deep analysis, reflection, and evaluation can bring new insight. In the end, we can accentuate the positives and hopefully address the negatives. A goal is attitudinal and/or behavioral change for the better.

Audits or examinations of conscience are regular parts of Catholic life. So why not a racism audit? Would you or your church community do a racism audit every few years? How do you think you'd do? Right away you might feel defensive and set up obstacles to such a review with statements like: "We've done this,"



"I'm not racist," "It's not a problem here," "That's politics," "The Church apologized for that long ago," and more.

I respectfully wave off all obstacle-creating excuses. For an audit to measure an organization's tolerance for and acceptance of diversity and inclusion, two areas of inquiry are required: individual, and organizational. The audit focuses on the individual or personal because an institution is the sum of its parts, and it also focuses on the organization, because structures and systems—like people—hold and transmit beliefs and values.

Employing the audit does not reveal if a person is or is not racist. You don't pass or fail an audit result. The goal is to measure inclusion—that is, the levels of inclusivity at work in a person or

organization. Inclusion can be measured in a number of areas: values and attitudes, skills and abilities, occupation, and personal features or personality.

A level of bias, inclusivity, and/or exclusivity is at work in all of us whether we are aware of it or not. Bias is often unconscious or automatic. Our willingness to examine our own possible biases is an important step in understanding the roots of stereotypes and prejudice in our Church and in society.

How might the Church change if dioceses and parishes—like many corporations and businesses—hired inclusion officers to perform regular audits of parishes and ministries? Racism, prejudice, and bias in our country aren't going away. Maybe we should add one more audit to the annual list. +

***Bias is often unconscious. Our willingness to examine our own possible biases is an important step in understanding the roots of prejudice.***

**PRA<sup>Y</sup>ER**

*Lord, I am grateful for all your blessings. Help me to use your gifts of love and compassion to rebuild people's lives.*

—From *Grateful Meditations for Every Day in Ordinary Time*, Rev. Warren J. Savage and Mary Ann McSweeney

## WEEKDAY READINGS

November 16–21

**Monday, Weekday:**

Rv 1:1–4; 2:1–5 / Lk 18:35–43

**Tuesday, St. Elizabeth of Hungary:**

Rv 3:1–6, 14–22 / Lk 19:1–10

**Wednesday, Weekday:**

Rv 4:1–11 / Lk 19:11–28

**Thursday, Weekday:**

Rv 5:1–10 / Lk 19:41–44

**Friday, Weekday:**

Rv 10:8–11 / Lk 19:45–48

**Saturday, Presentation of the Blessed Virgin Mary:** Rv 11:4–12 / Lk 20:27–40

Bringing Home  
the **Word**   
November 15, 2020

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