

Memorandum of Understanding  
Midwest Province (Brothers of Holy Cross, Inc.)  
and  
Midwest Holy Cross Associates, Inc.  
August 2012

It is important for the Congregation of Holy Cross Midwest Province (Brothers of Holy Cross, Inc.) that the core values of Blessed Basil Moreau's charisms and mission are fully integrated into the formation and operations of organizations sponsored by the Congregation. It is the desire of Midwest Holy Cross Associates, Inc. to be a Holy Cross ministry sponsored by the Midwest Province and to have the formation and operations of our Holy Cross Associates chapters influenced by and imbued with these core values, charisms and mission. To that end, this memorandum and accompanying documents will define the relationship between Midwest Holy Cross Associates Inc. and the Brothers of Holy Cross in the Midwest Province going forward.

**1. History of associates in the Midwest Province and its Chapter Legislation on Holy Cross Associates (for additional details refer to Exhibits I and II)**

Midwest Province Chapter statements and recommendations concerning the Holy Cross Associates through the years:

**1991**

This Chapter rejoices in God's calling of other men and women of the lay state to associate themselves with Holy Cross in the development of their prayer life, their growth in community and their mission in the Church. Hence, we affirm the experimental Associate Program being developed at the Newman Center in the Coachella Valley of California.

**2003**

Recommendation 9: The chapter recommends that the provincial appoint an advisory committee to review and make recommendations for the ongoing development of the associate program. Ideally this committee would contain some lay associate members. The provincial should ask the committee to prepare a resource book with suggestions for starting a chapter and set agendas and resources for meetings.

Recommendation 10: The chapter recommends that the provincial communicate the progress of the development of the associates program to the Congregation in an appropriate way, possibly through the Council of the Congregation.

**2006**

The Chapter recommends that the provincial establish a Holy Cross Associates Office with a lay director.

## **2009**

Recommendation 11: To reinforce the values and opportunities that lay association offers the Congregation of Holy Cross, the chapter recommends the 2010 General Chapter approve of and promote such programs throughout the Congregation.

Recommendation 12: The Chapter recommends that the Holy Cross Associates continue, and that by December of 2010 the Brothers of Holy Cross and the director of the Holy Cross Associates investigate avenues of financial support for the operation of the Associates.

## **2012**

(Subject to approval by the general administration)

The Holy Cross Associates join us in extending our Holy Cross charism and mission in ministry to others. In support of this developing form of lay ministry, we affirm:

- continued collaboration by the chapter and province leadership of brothers and priests
- the continued financial plan designed to promote the financial independence of the Associates
- the generous support of friends through their prayers, encouragement and donations

We recognize and appreciate the affirmation of the General Chapter and General Administration for promoting the Holy Cross sponsored Associates ministry.

## **2. Guiding Principles of Midwest Holy Cross Associates**

### **a. Purpose –**

We are called by God to share in the charisms and mission of the Congregation of Holy Cross.

### **b. Vision –**

Within the context of a secular life style, we Midwest Associates of Holy Cross are lay Christians who have responded to God's call to provide mediating and prophetic witness within the charisms and family of the Congregation of Holy Cross. We form relationships with each other and with our vowed religious colleagues through our association and sharing the spirituality, hospitality, mission and family spirit of Holy Cross. Our faith journey consists of growth in spirituality, community and service.

### **c. Mission –**

Midwest Holy Cross Associates provides opportunities:

- to foster spiritual growth by participating in the building of community in the traditions and charisms of Holy Cross

- to offer and seek support in ministering to the people of God
- to promote the physical and spiritual needs of those in need through individual and community activities

**d. Formation –**

*Goal of the formation of the Midwest Holy Cross Associates –*

As a ministry to Catholic lay people the goal of formation is to inform, form and transform Holy Cross Associates according to Vatican II’s “Constitution on the Laity” and to do this primarily through the study of the Holy Cross Constitutions and the core values and charisms as promoted through the Holy Cross Community’s founder, Blessed Father Basil Moreau.

*Objectives of the formation of the Midwest Holy Cross Associates –*

Holy Cross Associates are being formed to be:

- Committed to a faith journey that seeks continued renewal and ever deepening participation in the Christian life
- Committed to developing community spirit among themselves and becoming an example to their broader community such as the school, parish or other group in which they minister or to the Brothers and Priests in whose spirituality they also are dedicated
- Committed to service in their communities using their gifts and education in, for example, teaching, administrating, service to the poor and marginalized, care-giving to needy members of their families, prayer or ministry within their parish communities
- Committed to having an exemplary character
- Committed to study and becoming aware of the Holy Cross charisms and mission using the “Lectio” method of formation as provided in the booklets distributed to them by the organization

**3. Preeminence of the Incorporating and Governance Documents**

Midwest Holy Cross Associates, Inc. is a non-profit corporation organized and registered in the State of New York. MHCA filed for incorporation on June 19, 2012, at the behest of the Brothers of Holy Cross, Midwest Province and of the members of Advisory Board of the previously existing Holy Cross Associates organization. The Corporation was organized and at all times will be operated exclusively for charitable and religious purposes. Consistent with these criteria, the specific purposes of the corporation shall be to:

- foster spiritual growth by participating in the building of community in the traditions and charisms of Holy Cross,
- offer and seek support in ministering to the people of God

- promote the physical and spiritual needs of those in need through individual and community activities

The by-laws of the Midwest Holy Cross Associates, Inc. shall serve as the preeminent document that defines all elements of incorporation and governance. These By-Laws define incorporation, membership, the powers and election of the Board of Directors and the details regarding the function of the Board of Directors and its committees.

#### **4. Alignment of Holy Cross Values and Traditions and MHCA’s Incorporating and Governance Documents**

The corporation (MHCA, Inc.) is organized exclusively for charitable and religious purposes as a non-profit corporation. From its founding, MHCA has had as its primary purpose, the establishment, nurturing and expansion of the individual chapters of Associates, through all the ministries of Brothers in the Midwest Province.

The By-Laws clearly state that the Board of Directors shall have the duty to exercise its power and authority so that all actions and operations are consistent with the purposes of the corporation, which include:

- to foster spiritual growth by participating in the building of community in the traditions and charisms of Holy Cross
- to offer and seek support in ministering to the people of God
- to promote the physical and spiritual needs of those in need through individual and community activities as exemplified by the teachings of Bl. Basil Moreau

#### **5. Midwest Holy Cross Associates values that are core and foundational in the life of Holy Cross Associates**

##### **a. Faith**

*“The charism of the Congregation of Holy Cross is rooted in an experience of Jesus Christ. The founder’s spirituality is fully centered on Jesus Christ, with access to his person notable in the contemplation of the scriptures and in the liturgy.”*  
*Blessed Basil Moreau (Fides)*

“As a Holy Cross Associate, being Catholic, part of the Church and the ‘people of God,’ is clarified with greater intensity. Blessed Basil Moreau and the Congregation of Holy Cross offer a unique and universal way to live and be. Our Christian discipleship in being Holy Cross becomes the sweet ‘flavor’ of our spirituality. Holy Cross people, their history and their work become an endless banquet for the soul to nourish itself.”

Peter Francis Shelley

**b. Providence**

*“I am convinced that Providence, which as in the past has done everything necessary for the development and perfection of its work will continue to bestow on it most abundant blessings. To endure this, we must be constantly animated by the spirit of zeal and generosity which so holy an undertaking requires”*

Circular Letter 9

“We started our journey with the Associates in Palm Desert, CA. It was the way the Brothers and Priests treated people that intrigued us and gave us the desire to stay and build our own spirituality. By sticking to the formation process, (hanging in there) we watched our community grow, along with our own spirituality.”

Don and Dorothy Rien

**c. Zeal**

*“By zeal is understood that flame of burning desire which one feels to make God known, loved and served and thus save souls. Apostolic activity is therefore the essential character of this virtue and all who are animated by it will fulfill the duties of their state with eagerness, love, courage, and perseverance.”*

*Moreau’s Writings of Christian Education, 1:1*

“Zeal is the passion and enthusiasm we inject into the mission that guides our work. At Moreau Catholic High School, the zeal for mission is evident in the relationships we build with each other as educators and with the students we serve. I try to model that enthusiasm and passion every day, in the hope that my actions will inspire others and serve as encouragement when things get difficult and stressful. I feel it is easy to have zeal for our mission because the benefits are so apparent – students learning and growing in front of your eyes, every day. The transformation that takes place in young people in a Holy Cross school is amazing; it fuels the zeal for mission and challenges us to be better at what we do.”

Terry Lee

**d. The Cross**

*“We unite ourselves with Mary who stood at the foot of the Cross and we imitate her in her union with her crucified Son. We participate in the redemptive mission of Christ by accepting the crosses in our own lives and by demonstrating a true spirit of compassion for all those who suffer.”* Constitution 3, Marianites of Holy Cross

“The Passion and Death on the Cross is surely beyond human endurance, but we all are sent crosses of some kind to bear, many greater than others. The challenge is to take our crosses and shoulder them as He did, with love for our fellow humans, especially the poor and marginalized. We have found that many of the things that seemed to be crosses have turned into blessings.”

Jack & Margaret Berges

#### **e. Community**

*“The one aim of the glory of God and the salvation of souls inspires almost all the members and gives rise to a oneness of effort which tends toward the more perfect union of hearts which constitutes the Congregation’s bond and strength... Union, the, is a powerful lever with which we could move, direct and sanctify the whole world.”*  
Circular Letter 14

“Love grows from the garden we tend and cultivate within. As Associates we receive enrichment and support from the community of Holy Cross Brothers, who have been on the journey of family spirit since Father Moreau initiated the idea of lay and clergy emulating the Holy Family and the Tree of Life, with its many branches. Further we receive enrichment and support from the Holy Cross Constitutions and our yearly commitment, which guide us in relating in community as lay ministers of faith. As lay Associates we also learn ‘in the trenches’ – living in the world with our own families, lay brothers and sisters, and ‘the Other’ – people very different from ourselves. From all of this, we grow and learn the ‘do’s and don’ts’ of creating a loving community life from which a certain peace can flow out into the world.”  
Roberta Gittens

*“The members of the association are to form but one same family, united by the sweet bonds of mutual charity. In this way, Notre Dame de Sainte Croix will grow like a mighty tree and constantly shoot forth new limbs and branches, which will be nourished by the same life-giving sap. If this is to be so, however, all the members must cultivate the spirit of mutual cooperation, and have at heart the welfare and success of the association as a whole rather than private interests of egoism and self-love.”*  
Circular Letter 65

“This family spirit is present in our hospitality, in our ministries in our community and in our everyday lives. Every time I meet a member of Holy Cross, I am aware of the family spirit that dominates the greeting and fellowship. It is family meeting family. Oh how I have come to cherish my extended family of Holy Cross.”  
Myra Rocheford

#### **f. Interdependence**

*“There will not be a single member of our association who will not make a personal contribution according to strength, intellectual ability and particular aptitudes. One will do intellectual work, and another, manual labor; this one will teach, that one will administer; and all the while this activity of the individual will help the community, and the activity of the community will, in turn help each individual. Joys and sorrows will be mutual.”*  
Circular Letter 65

“As a Layperson in the Church of today, I am in a constant state of developing interdependence in my thoughts, words, and actions. Being a Holy Cross Associate has helped me in this journey. I make an effort to think of others before I think of self. I have adopted a practice of praying for others. I attempt to think in more charitable ways. I try not to gossip, to be friendly and charitable to all that I meet in my daily life. I endeavor to reach out to others less fortunate. I volunteer at the food kitchen where I greet the homeless men and women with enthusiasm, courtesy and respect.”

Kolinskis & Doyles

**g. Hope**

*We do not grieve as men without hope, for Christ the Lord has risen to die no more. He has taken us into the mystery and the grace of this life that springs up from death. If we, like him, encounter and accept suffering in our discipleship, we will move without awkwardness among others who suffer. We must be men with hope to bring. There is no failure the Lord's love cannot reverse, no humiliation he cannot exchange for blessing, no anger he cannot dissolve, no routine he cannot transfigure. All is swallowed up in victory. He has nothing but gifts to offer. It remains only for us to find how even the cross can be borne as a gift.*

*Constitution 8, Brothers and Priests of Holy Cross (#118)*

“All humans desire the theological virtue of hope. This virtue describes the basic need of all to be in union with God now and in the future thus giving meaning and purpose to our earthly life. Hope strengthens us against despair, apathy, abandonment and fuels the soul to go on.”

Connie and Dave Bannon

**6. Maintenance of MHCA as an Associates ministry in the Holy Cross Tradition**

The Board of Directors and the members of the individual chapters of MHCA are committed to maintaining the Associates ministry in the Holy Cross tradition and to integrating the Holy Cross values and charisms into the daily lives of the Associates program and all our individual functions. We are particularly committed to:

- the personal spiritual growth of each member individually and in communion with the other chapter members, as well as with the broader MHCA community and in concert with the religious affiliates of MHCA
- the forming of community and family following the teachings of Bl. Basil Moreau, within the individual chapters and in the broader MHCA organization; and extending our family / community spirit throughout our daily lives and to all those with whom we interact
- promoting the active service to others in need, through individual and community activities that attend to the physical and spiritual needs of those less fortunate

- looking for opportunities to grow the MHCA ministry in our surrounding areas and throughout the Midwest Province

## **7. Assessment of Mission Effectiveness and Integration**

MHCA's Board of Directors and its members commit to an annual assessment of our mission effectiveness and integration in relation to the tenets of the Congregation of Holy Cross. (See Exhibit III)

## **8. Commitment of MHCA to Participate in Holy Cross Sponsored Activities**

The Board of Directors of MHCA and its members are fully committed to attend and participate in seminars, workshops, functions and gatherings sponsored by the Congregation of Holy Cross, in order to assist MHCA members in maintaining and enhancing the fidelity of the ministry to the precepts, teachings and charisms of the Holy Cross tradition as established by Bl. Basil Moreau. To this end, MHCA will organize periodic conferences in South Bend, Indiana with the participation of those Brothers from the Province that are affiliates of MHCA and will participate in other such activities and programs that may be available through the Congregation of Holy Cross and its many other ministries and programs. MHCA will also emphasize and encourage the preferential use of Holy Cross spiritual materials and resources during the "Lectio Divina" portion of the monthly chapter gatherings in their initial formation stages.

## **9. Commitments from Midwest Province, Brothers of Holy Cross**

Through this memorandum of understanding the Midwest Province, Brothers of Holy Cross, commit to provide support and encouragement to MHCA as a Holy Cross sponsored ministry by:

- providing assistance, guidance and counsel regarding Holy Cross mission integration through involvement in the formation process for new Associates and resource materials for how to conduct monthly chapter meetings
- offering written guidance, spiritual materials and other resource materials regarding Holy Cross mission, traditions and values for continued formation of all Associates
- recruiting Brothers to participate as affiliates in the MHCA ministry
- appointing individual Brothers to serve on the Board of Directors of MHCA
- appointing the three (3) Brothers to serve as the Corporate Members of the Midwest Holy Cross Associates, Inc. organization
- providing financial support during the initial three years of formation of MHCA in accordance with the attached Exhibit IV, and
- inviting Associates to participate in activities and ceremonies of the congregation as appropriate

This Memorandum of Understanding between Midwest Holy Cross Associates, Inc. and the Midwest Province, Brothers of Holy Cross will be formally reviewed annually, per the By-Laws. The review will be part of the annual report to be presented to the Corporate Members of MHCA at their annual meeting, which Corporate Members will include the three (3) Brothers of the Midwest Province appointed to serve and represent the sponsoring Province. This Memorandum shall also form part of the orientation process for new members of the MHCA Board of Directors and the key components of said document shall be read each year at the Board's orientation session or at the first meeting of the Board of Directors at the start of each fiscal year.

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Ignacio J. Martinez, Chair

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Midwest Provincial

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Date

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Date

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Mary Schenk, Secretary

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Date

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**Exhibit I**  
**History of associates in the Midwest Province**

Midwest Holy Cross Associates - A Brief History

The concept of lay people being associated with the Congregation of Holy Cross began in France in the early years of the 19<sup>th</sup> century. Father Jacques Dujarie assembled brothers (Brothers of St. Joseph) and teaching sisters (Sisters of Providence) and in response to the lack of education, due to school and church prohibitions during the French upheaval. Brother Andre Mottais (Father Dujarie's assistant) had a vision of a "Tree of Life" - priests, brothers, sisters and lay people - as the many branches. When Father Dujarie became incapacitated, Father Basil Moreau was put in charge of the brothers. Father Moreau expanded on the idea of a tree and its branches, founding a "Holy Family" of priests (Salvatorists), sisters (Marianites), and brothers (Josephites). In his earliest Circular Letters (1837) the plans for Associates of St. Joseph were laid out.

In 1988 Brother Carl Sternberg came to Palm Desert, California and with Father Robert Nogosek, C.S.C., developed the concept of lay participation in the charism and mission of Holy Cross, which would include spirituality, community, and ministry. These characteristics were later elaborated upon and are the basis for the commitment that Holy Cross Associates make annually at a formal celebration. This participation in the charism and mission with Holy Cross is seen as a vocation - an individual calling by God. Numbers in membership grew. Later the Midwest Holy Cross Chapters approved the spreading of these small communities to other areas of the country, and included Holy Cross Schools.

Under Brother William Geenen's provincial administration Brother John Tryon, C.S.C. was appointed vocation director for the brothers and the associates. In 1998, Br. John Tryon, C.S.C. suggested that the Associates use the same constitutions as the priests and Brothers of Holy Cross. "The presentation of the constitutions," he said, "was still another way of renewing your welcome to the family of Holy Cross. Indeed, your association with Holy Cross brings the vision of these constitutions closer to fulfillment in Jesus Christ. We now can stand with you on the shoulders of those who came before."

The Holy Cross Associates then became a priority under Br. Robert Fillmore's, C.S.C., provincial administration. He appointed a full time director (Dr. Joseph Connell), an advisory board, a director of communications (Brother Richard Johnson, C.S.C), and a director of associate formation (Brother Carl Sternberg, C.S.C.) At that time, by-laws, a mission statement, a website, and formation booklets were published. A vision statement was sent to the small communities of associates for revision and adoption.

Brother Chester Freel, C.S.C. our current provincial, and Father Richard Warner, our current superior general, have sought to implement the General Chapter's recommendation to promote Holy Cross Associates throughout the community. This has involved a new set of by-laws, which makes Midwest Holy Cross Associates, Inc. an independent, non-profit organization.

The characteristics of Holy Cross spirituality have come down through Father Moreau: Trust in and reliance on God's providence and The Cross Our Only Hope, his motto.

The associates want to thank Holy Cross and the brothers in particular, for always having had the vision of inclusion from the beginning - that invites all, including lay people. It was in that spirit, inspired by the expansive and inclusive ideas of Vatican II, that Father Bob Nogosek and Brother Carl Sternberg had the vision and commitment to forward the development of lay leadership as a ministry of Holy Cross for the wider church.

Brother Carl modeled our Holy Cross Associates program after the associate program of the Presentation Sisters in which associates made a formal commitment. Our commitment which we renew yearly is: (1) to strive for growth in our own spiritual life, and to accompany others in their spiritual journey; (2) to participate in the building of community in the traditions of Holy Cross, especially with our sister and brother associates; and (3) to continue to offer and seek support in serving the people of God according to the mission of Holy Cross. This commitment of lay associates has evolved to the Vatican II view of holiness, which includes singles and married, priests and deacons, sisters and brothers. All are vocations, God calls all to holiness.

Associates now number over a 100 with fourteen priests and brother affiliates who join them for their monthly meetings and retreats. Holy Cross Associates join the 60,000 associates in the U.S.A. from most religious communities and over 15,000 associates in Canada.

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**Exhibit II**  
**Chapter Talk on Holy Cross Associates**  
June 2012

In 1988 a small group at the Newman Center in Palm Desert, CA met to form an association based on the ideas of Father Bob Nogosek. He envisioned a group of lay people who would walk with us in Holy Cross and share in our charisms and mission to the Church and to the world. After many years of affirmations given to this association by our Midwest Chapters, the commitment of the Province, the General Chapters recommendation and now the General administration, Brother Chester Freel, CSC, and I met with Father Warner to come to an agreement on the by-laws of Midwest Holy Cross Associates, Inc., an independent non-profit organization with the oversight of a board of Brothers with the provincial as chair. This agreement will become a template for any province throughout the community who may wish to begin an associate ministry. It contains the three elements we insisted on from the beginning: each associate makes an annual commitment to grow in the spiritual life, to develop community among members and to give service as God calls them.

As of today, we have 104 members with 13 religious as affiliates. There are eleven chapters or small groups throughout the country and Ghana with possibly three more groups in the process of forming. While Dr. Joe Connell, our past executive director, has moved on to become the president of NACAR, the national organization for associates which has representatives from most religious communities in the U.S, we have elected a chairperson for the newly formed Board of Directors, who has volunteered his services - Ignacio Martinez. Mr. Martinez is married and has two daughters, the oldest attends N.D. and the youngest goes to Moreau Catholic in Hayward, CA. Ignacio is a member of the Bl. Basil Moreau chapter of H.C. associates in Hayward. He is part owner and president of a wine importing business and has served on many boards. He now serves as Treasurer on the Northern California Section of the American Institute of Chemical Engineers and has served for over 28 years in numerous capacities on the Board of Tri-Valley Haven, an organization providing shelter and services to victims of domestic violence and the homeless community. He is very dedicated to the Associates and is serving without pay.

The current Holy Cross Associates advisory board will be meeting next week to initiate the new non-profit organization with 501 (c) 3 status. They will elect a board of directors representing the members. After the new organization is formed, the superior general will promote Holy Cross Associates as recommended by the General Chapter.

Holy Cross Associates are not meant to replace religious. The associates' purpose is to enhance the charisms and mission of Holy Cross where they live and work, being influenced in many cases by the religious who have ministered to them.

We can see the work of the Spirit in such small beginnings now having the opportunity to enrich Holy Cross throughout the world. This is a gift of the Midwest province to the Congregation. Our subcommittee on "Ministry to Others" has prepared a statement affirming the associates as they move toward an independent organization to show the brothers' support. The growth of the associates depends, to a large extent, on the brothers' continued interest and active support of this ministry. It only takes a few people in your area who feel the call to begin a small community of associates. This is how the associates started and will continue to grow as exemplified by the three new communities that are forming now. We are especially interested to begin communities connected to our schools. This often times means those connected to the school such as staff members and alumni as well as teachers. Without a full time director this initiative needs to take place at the local level.

We have come a long way and the Spirit has always been behind our effort. May the Spirit continue to be with this ministry into the future.

Br. Carl Sternberg  
June 2012

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**Exhibit III**  
**Assessment of Mission Effectiveness and Integration**

The Board of Directors of Midwest Holy Cross Associates, Inc. and the Congregation of Holy Cross Midwest Province (Brothers of Holy Cross, Inc.) have entered into a Memorandum of Understanding governing the sponsorship relationship of the Province to the MHCA ministry. It is the intent of the Corporate Members of MHCA and its Board of Directors, as stated in the MHCA By-Laws, that the essential Holy Cross character of this lay ministry shall at all times be maintained and be an integral part of the mission of MHCA. In accord with this intent, MHCA agrees to:

- a) Prepare an annual report (By-Laws Article V, Section 8) that will present our progress in accordance with the mission of MHCA and will include a financial portion giving full accounting of all corporate funds and their use
- b) Prepare an assessment report of our effectiveness in growing the membership ranks, through establishment of new chapters and adding members to existing chapters; and maintaining the vibrancy of existing MHCA chapters (said vibrancy to be assessed through a survey of the chapter associates)
- c) Include in these reports the personal “transformational” stories of individual associates, attesting to the effect and contribution of the MHCA ministry to their spiritual growth
- d) Include in these reports an enumeration of the many ways in which the associates are engaged “in ministering to the people of God” in their communities
- e) Promote member participation in ministry-centered seminars, workshops and gatherings sponsored by the Congregation of Holy Cross and its institutions
- f) Include a requirement for annual retreats as part of the formation and spiritual growth journey of the associates
- g) Maintain cross-chapter communications that enhance the associates’ spirituality via sharing of their transformational experiences

The Congregation of Holy Cross, Midwest Province (Brothers of Holy Cross, Inc.), agrees to:

- a) Assign one or more members of the Midwest Province to serve on the MHCA Board of Directors
- b) Encourage religious members of the Midwest Province to actively participate as affiliates in the MHCA ministry or provide assistance to the ministry as appropriate
- c) Encourage religious members of the Midwest Province to look for opportunities to set up new chapters whenever they encounter potential lay candidates in their area

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Ignacio J. Martinez, Chair

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Date

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Mary Schenk, Secretary

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Date

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Midwest Provincial

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Date

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**Exhibit IV**  
**Financial Support from the Midwest Province, Brothers of Holy Cross**

Per communication from Br. Chester Freel, Provincial Superior, following are the commitments from the Brothers of Holy Cross, Midwest Province, to financially support the newly established MHCA ministry over the next three (3) formative years:

- 1) The Midwest Province will cover all expenses incurred by the Associates through June 30, 2012
- 2) Any monies raised by the Associates during FY 2011-12 will be carried over to the new Fiscal Year, and will be placed in the MHCA bank account once established. Currently that number is \$32,888.
- 3) The Midwest Province will continue with its plan of supporting the Associates movement toward self-sufficiency, that is, providing matching monies to those raised by the Associates at the following previously agreed formula:

<u>Fiscal Year</u>	<u><i>BHC Contribution**</i></u>
2012-13	<i>Match of \$.87 per dollar raised up to \$39,000</i>
2013-14	<i>Match of \$.43 per dollar raised up to \$26,000</i>
2014-15	<i>Match of \$.17 per dollar raised up to \$13,000</i>
2015-16	<i>Financial Self-sufficiency achieved</i>

\*\*Percentage of contribution matched by Province up to limit.

This three step arrangement allows the newly incorporated Midwest Holy Cross Associates to begin with a fund balance of \$32,888, and commits the Midwest Province to financial support of the Associates over the next three years of up to \$78,000 if the agreed MHCA fund raising goals are accomplished.

Br. Chester Freel  
May 29, 2012