

IMMACULATE CONCEPTION SCHOOL
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Bob Wachtel, School Board President

CELEBRATING 164 YEARS OF MISSION • COMMUNITY • SERVICE

The mission of Immaculate Conception School is to provide experiences to inspire, challenge, and nurture the mind, body, and spirit of our students within the framework of the Gospel of Jesus Christ and the tradition of the Catholic Church.

*Merciful God, you are the Divine Builder, who calls us to build your Church. Guide us in building our new **Catholic Education & Activity Center**, so that we can build the Church of the future by passing on the treasure of our faith to future generations. Bless the work of our hands, and keep us strong in faith, hope and love, so that all we do might bring glory and honor to you, forever and ever. AMEN*

August 25, 2017

V. 43 #05

Dear Parent, Guardian, Student, Teacher, Friend,

Meet the Teacher Night THE PRICE OF PARENTHOOD IS BEING HERE! Thanks for everything you do to help your child! As I said last night, **I have no plan for success but I do have one for failure---try to please everybody.** Can't. But we are a team and we will work at it. We had 2 high impact speakers last night in Deputy Chief Donjon and Fr. Carl. I hope you got both messages. Thanks to Lizanne and Holly too and the Board, Faculty, and Staff for coming! Steward your family and steward your Faith! And another real message is being there. Proper prior preparation prevents a poor performance. Thanks be to God!

Attachment from last night. The only issue is new apps are constantly popping up so this form becomes "outdated" quickly. Be vigilant! Thanks! Jason

FIELD DAY Next Friday, September 1. Re-usable water bottles are being donated for your child. We'll get them washed, labeled with names and chilled and transported in the spirit of Pope Francis. The shirt order has been placed. Parent volunteers needed. Mrs. Whelan is in charge. Start after first period Religion Class and then will walk to the Columbia American Legion Park. Sack lunch. Back around 2:30 after the kick-ball tourney. This day is huge for bonding for us as a school. The Class of 2018 will lead the way!

HOW TO BE CHURCH---sign up to work at our Labor Day Picnic!

<http://www.signupgenius.com/go/508094cabab2ca6f85-iccpicnic>

Once you clicked on the link, follow these directions: Scroll down to find the Dining Room positions. Select your position and shift(s) by placing a check in the box. Scroll to bottom and click Submit and Sign up. No need to sign up in the Gathering Space when it is crowded.

Set Up and Tear Down: WEDNESDAY, 08/30/2017 -5:00 p.m. - 9:00
THURSDAY, 08/31/2017 - 8:00 a.m. - 5:00 p.m. (Set up and Electrical)
FRIDAY, 09/01/2017 - 8:00 a.m. - 5:00 p.m. (Set up and Electrical)
SATURDAY, 09/02/2017 - 8:00 a.m. - 3:00 p.m. (Set up and Electrical)
SUNDAY, 09/03/2017 - 1:00 p.m. - 4:00 p.m. (Unload Soda and Chicken from Trailers)

Know what you'll see at the Picnic?

Country Store ---inside the Main Street Abby (the old church) Items for the Country Store--- drop off the day of starting at 8:30 am or on Sunday, Sept 3rd in the gathering space after 9:00-11:00 Mass.

The Bookstore is Looking For Good Quality Donations!! Books, movies, music taking up space in your home? Drop off your donation at the old church located on Main Street August 29 - September 3 from 2:00 p.m. - 6:30 p.m. Please use the side handicapped access entrance. If you want to drop off before August 29, please place items at Church on the pew in the Garden Level. If you have any questions, please contact Mary at 618-281-7498 or 314-750-3443.

Picnic Pies... Once again, John at Aunt Maggie's has offered to make and deliver pies to our picnic. If you would like to utilize this service, please call or go to Aunt Maggie's and place your order. 281-7894 **We count on each family to donate 2 pies or cakes!!!**

Have questions about the picnic? Call Georgia Hutchinson 618-401-2626.

COUNSELOR'S CORNER...and beloved liturgist...

Dear Friends and Families,

I received news this summer that I have been diagnosed with breast cancer. I am soon beginning a course of treatment because I am lucky enough to have health insurance and to be living in a time where we have solutions for such a diagnosis. I originally did not want to put this "out there." But as time has passed, I felt that I had to share with you because I will be facing some absences due to treatment and recovery time. I am not viewing this as anything but a speed bump as well as a blessing: I will take the nudge from God to slow down (a little?) and proceed with trust. That feels comfortable to me. In sharing this, I hope that life will proceed in a normal enough fashion, all things considered. As much as I wanted to be very private about this, I know that we are in a community that cares for one another. Thanks for all you do to make me love it here. Please understand this: I don't want your focus on me, I want our focus on all of God's people, all the time. That is how you can help me.

Blessings, Karen Lundy

Re: New ICS Consolidated Billing and Payment System

Dear Parents,

Consolidated bills will be sent by email beginning the first week of September to email addresses currently on file with the school office. If you prefer a different email address be used or to receive by mail, please advise when emails are received. Subsequent bills will be emailed the first week of every month (or more frequently if past due). We will be using the billing system available through the parish accounting system. The bills will include (where applicable) tuition, book fees, band, lunch and latchkey for convenience. Any outstanding bills from prior years will be included along with outstanding balances for the current school year. The email will contain a link if you prefer to pay by credit card (currently at no cost to parents). The new credit card processor replaces DiamondMind. The first time you pay by credit card, you will need to create a user name and password when clicking on the email link. Retain your password for future reference. We will be replacing the DiamondMind links on the school website with the new processor link with the first electronic billing. If you would like to have funds sent directly to ICS from your bank account, please contact Sheryl Oglesby in the parish office for the proper form.

As previously communicated, all fees must be paid in advance.

With the first invoice, any family using lunch service that has not already prepaid will receive an invoice for one month prepaid (\$54 or 5 lunches x 4 weeks x \$2.70) in addition to the lunch ordered for August. Each subsequent month's billing will replenish the lunch balance for what was used during the prior month. Lunch balances will continue to be available by viewing Mystudentprogress.com. We will adopt the current practice of most schools that if a student is two weeks past due on lunch bill, he/she will only be able to receive a cheese sandwich or cheese and crackers until paid up. Federal support is available through the lunch program application if you qualify. The form is on-line and available through the school's website.

The Pre-K and Pre-school programs are to be self-funded. They will be billed and must be paid

each month in advance just like any other daycare provider. Invoices not paid by the end of the month will halt service until account is current or payment arrangements have been made.

Band will be billed and must be paid each month in advance or student will not be able to participate until account is current or payment arrangements have been made.

Latchkey must be kept current within one month of service to continue. We also anticipate that Latchkey statements will continue to be sent out by Hope on a bi-weekly basis to keep parents advised of the current amount due.

As a reminder, outstanding bills must be paid before graduating or enrolling each year. As in the past, we want all children to be able to attend ICS if they wish. But families must be held accountable to have bills paid on a timely basis to be able to pay teachers and keep the school operating on budget. If you need assistance, please contact Mr. Kish or myself for consideration as soon as possible to make the necessary arrangements, as commitments in writing will be required. We believe that these changes are needed and fair to all school families, as we need everyone to comply and pay timely for services used. Thanks for your consideration of this important matter.

Best regards,

Keith Huels, Business Manager (khuels@iccmil.org)

Mike Kish, Principal

BUILDERS CLUB Installment of officers during lunch today. Though these are our officers and directors, all will have a chance to step up and serve and make this a great year!

President: Autumn Ramey

Vice-President: Georgia Sasser

Service-Director: Emma Melliere

Treasurer: Noah Newton

Secretary: Daylen Litke

Fund Raising Director: Caitlyn Schwartz

Kids Against Hunger: Jacob Whitworth

Social Director: Reece Ward

Talent Show Director: Jordan Smugala

SOLAR ECLIPSE Total Science, Technology, Religion, Engineering, Art, Math (STREAM). Much ado about something!



Photo by Jeanne Schulte Mohr. Inspiration by God!

Expand this one for effect---a calendar pic!

SOLAR ECLIPSE AFFECT: 5th graders write about how they felt during the solar eclipse.

---No words can be used for the experience (aka) I felt awesome. I felt so lucky to experience this experience. - Lauren Thorne

---I thought the eclipse was very cool. I was very surprised that it was that dark. It was a wow moment. - Kate Adams

---I felt so good and excited. It was so beautiful. I knew it was so lucky that I saw it. It was just so cool. - Henry Schulte

---I felt so excited and amazed by how cool it looked. I saw the diamond ring and Bailey's beads. It was awesome. - Summer Harrington

---I felt like I had super powers. It was the coolest thing I had ever seen. - James Thebeau

---I felt cool because the moon just high fived the sun. I also wondered how my goats and chickens felt. - Brady Moore

---While watching the solar eclipse, I felt amazed. I was in awe. - Audrey Randle



Pinhole reader---eclipse in the dirt---command central(116 degrees at table top)



Dan Kassebaum and Shari Murphy led the event assisted by Angela Ettl and Carol and Jon Fetcho. Was it worth it? You bet it was! Clouds at 2:38 blocked out the sun---how lucky we were! Yet it was so much more special using our Columbia Kiwanis purchased probes and the work of Dr. Greg Beabout and the whole Beabout Clan! You let us see farther and kept us posted and collaborated so well to enhance an awesome event! Thanks to all!

NEWS YOU NEED TO KNOW---

Father-Son Fishing Event MOVED from Sunday 9/10 to Sunday 10/22 from 3-5PM. More details to come, but we wanted to let people know so they can update their calendars.

Thanks, Tricia Haywood

SCHOOL PICTURES ARE FRIDAY, SEPT. 8TH Please [download the order form](#), fill out and send to school with your child on picture day. **Volunteers needed.** If you would like to help on picture day, please contact Pam Keeven at pam@martykeeven.com or call/text pam at [314-773-3587](tel:314-773-3587). Volunteers receive a picture package of their choice at no charge.

PARENT SURVEY TO HELP IMPROVE PARENTS & FRIENDS AND MOTIVATE MORE PARTICIPATION. This is how we grow and get better! Collaboration-feedback-analysis-action!
https://www.surveymonkey.com/r/pf_parentfeedback

PEDAL THE CAUSE Kids version Explained right after Mass on August 31.

BIBLE BLESSING August 31 Grade 4 and ALL new Bibles---get parent love note in it. All are invited. "God will be our strength. Listen to His Word and follow Him!"



Henry loved his sign! ***Time to send them in please so we can pass them forward.*** Thanks to our Development Committee of the Board for shouting to the world that "All Are Welcome" till we run out of room!

QUIZLET ***Looking for another way to help you child learn?*** Quizlet is an online learning tool that many students are now using on their smart phones, tablets, and home computers. Students (or parents) can create study sets of term/definition combinations, and then use the various testing modes (flash cards, matching, multiple choice, true/false) to learn them. Parents can set up "classes" that other people can join, so if one student or parent enters in a study set, other students in the "class" can also use that study set. It's good to have your student enter in the terms themselves, however, since keying the information in is another good way of reinforcing the material.

QUIZLET has mobile apps available for Android and iOS, so rather than playing games on a phone while in the car, they can be studying. Best of all, it's free (ad supported). Not A.I. but I.A.(intelligent assistance). Thanks to Todd and Andrea Biske

Lice Busters Be vigilant please. We will check each quarter to check our students for lice. We are working with the vendor to get a discounted rate. However, even with a discount, it is a costly endeavor to have our children checked four times a school year. Therefore, we are asking parents for a donation to help offset the costs. We have had some donations already! Thanks! You can send cash to the office to Mrs. Epplin's attention or write a check payable to ICS. We realize some families may not be able to give towards this ask. Therefore, if you are able to give more, we would appreciate it. Thank you in advance for your time and support of ICS! We hope vigilance will remedy the critters.



COLUMBIA DAYS Every year I dread the heat and giving up the time from a wedding reception I should have attended and then I feel the excitement and see people I haven't seen for a year or two and former grads and I come away so glad I went. Just like the Parish Picnic, you see people you haven't seen in a year. Danny Radison of the Houston Astros was in town too. Good visibility for us as a community school and people need to know they have a choice and the Gospel message is alive and well in Columbia! Endorphins. Good ones. Volunteering gives you the same. Make the time to take the time! Special thanks to Matt Hake and the Jazz Band, School Board, Parents and Friends and Ed and Mary Schaefer, Melissa Schaefer, and Kory Haywood for transport for the Columbia Days Parade! Our kids were pure joy!

Thank you to Your Cause Matching Gift Program for the \$1000 donation

JAMES AND THE GIANT PEACH Our 11th annual school musical sponsored by the ICS Builders Club and underwritten by the Dorothy Weinel Eppinger Foundation will be Thursday October 12th through Sunday October 15th. Please mark your calendars. Schedule attached last week.

Back to School Social Night... Friday, August 25th from 6:00 to 9:00 pm All are welcome. Garden Level of Church . Food and drinks available. Live Music Kids make their own ice cream sundaes and floats. Come enjoy a night with family and friends. Questions? Nick Matrisotto at 314-609-7092.
Are you a Mary or a Martha ? The Immaculate Conception Council of Catholic Women is inviting all the women of the parish and community to a FREE event on September 13, 2017. Please see the **flyer last week** and sign up in the Gathering Space by August 30. We are all Marys or Marthas.

SEPTEMBER 24 YOU ARE INVITED! *In case you have never been officially invited to join the Catholic Church, let the Principal invite you. Our new season for the Rite of Christian Initiation for Adults starts September 24 and will be coordinated by Lizanne Young, Director of Faith Formation for our parish. Contact her at 281-5105, ext. 354. We don't beat anyone over the head with the Bible and respect all faiths but if you want to learn more about the Catholic faith, give Lizanne a call!*

THE SPORTING NEWS...

CHEERLEADING CAMP 4 former ICS students on the cheer team at CHS! Anna Adams, Megan Levin, Emily Gillan and Delaney Eastep. The current CHS cheerleaders are giving the camp. CHS has had quite a "state run" in cheerleading. [See attachment.](#)

Soccer heat index 105 stops play. We will try to call games by 2:30 if necessary.

ICS Fathers Club The 2017 ICS Golf Tournament is officially sold out!! We are taking reserve teams in case someone backs out. First come, first serve. To be included on the reserve list please email icsfathers@gmail.com.

We are taking \$100 business & \$50 family sponsors. Again email us at icsfathers@gmail.com to sponsor the event.

Thank you to everyone for playing and sponsoring this event.

Bill Schmidt Golf Outing Sunday, Sept. 24, 2017 1 pm shotgun start Benefit Gibault and Waterloo High School Bill was grandpa to the Ungers (Craig is GM of Memphis Redbirds who ended 41 games over .500) and a fishing buddy to Whitey Herzog. Good guy. Great memories!

CHILD PROTECTION REFRESHER COURSE Once you have taken the initial course, you have to take a refresher each year to volunteer, work here, go "field-tripping", be around youth. Cut and paste and follow the directions please. We would love to get the whole parish to do this by the end of September. <https://safeandsacred-diobelle.org/login/index.php>

Trumpet for Sale 2015 Bach brass trumpet with black carrying case for sale. Purchased from Nottelmann Music originally. Very good condition, recently maintained. Includes new cleaning kit. Contact Tim at [618-779-5323](tel:618-779-5323). Requesting \$500.

PRAYERS for

George Perry, father of Karen(Mike) Weiler(Peyton and Michael) who is in ICU trying to solve a blood loss ---low blood pressure condition Pray harder please!

Dennis Kish My brother needs a valve replacement and 3 by-passes. Surgery will be September 5 unless a spot opens up sooner. Extra prayers are appreciated!

Pearl Mueller My Aunt Pearl has cancer on her ear and I would appreciate some prayers for her. We pray for everyone but she has been praying and a benefactor for us many years. Thanks!

Pat Huels, (Keith and Cathy and Daniel) is recovering from a broken hip. She's up and that helps us feel up too! Prayers please!

Barbara Thompson, Jean(Jack-Allie-Monica-Samantha) is now in hospice. She hopes to come to our Labor Day Picnic. Hope to see her there!

Brian DeBourge, ICC parishioner and for peace as his flight of 6 helicopters flew over Eagleview this morning on the way to Afghanistan. We cheered USA but really mean peace-to-all! You never really win a war. The cost in lives is too high. We have to find a way to get along! Thanks Brian and all our service members.(Thanks for the tip to Tim Hagedorn!)

PRAYERS: Special Intention Barbara Thompson, George Perry, Pat Huels, Pearl Mueller, Dennis Kish, Donna Kania Archambault, Dan Whelan, Kaylee Fogarty, Larry Pelker, Danielle Barnett, Brandon Martin, Joe Schmid, Dennis Baldrige, Susan Adams, Laurie Austin, Joyce Rose, Donna Barton, Lydia Boyer, Alicia Cohen, Jan Habermehl, Denise Conner, Kenny Hamontree, Susie Kish Settle, Ken Biske, Rachel Warden, Bill Kesler, Dan Borisuk, Lauren Foran, Rich Cullen, Jessica Stemler Barcik, Josh Ritter, Stella Moll, Gertrude Scherrer, Henry Scott Dabbs, Carolyn Baker, Scott Schaefer, Katy Basinski, Chrissy Hoeflinger, Barbara Buchheit, Angie Rose, Ken Bolton, Nick Carron, Roy Lansing, Sis Blaes, Arlin Stechmesser, Marcella Heinrichs, Florence Dorshorst, Bill Pennock, Pat Weber, Ed Hengel, Vince Webb, George Stein, Desiree Frasure

WHO DO YOU SAY I AM? DO YOU REALLY LOVE ME? I like to think that Jesus would only have these two questions in His version of the catechism. Christ, "the Anointed One", earned Simon the honor of a name change. Probably just as important is the question we need to ask of ourselves "who do we say we are?" Do we follow The Way? Or is our god with a little g that can never really make us happy. "Money isn't everything but it calms my nerves" is one of my favorite quotes. Yet when I seem to run out of money, something just drops in my lap. And it is no accident. So who do I say that I am? Child of God, Divine heir! Now if only I could act like it.

Jesus asked this question at a critical point in his public life and preaching. A political commentator today might say that Jesus had reached his peak of popularity and it was now on the decline. The early enthusiasm of those who followed him was waning. There was growing opposition from some religious leaders; some followers were beginning to question aspects of his teaching, and some had given up on him and walked away. Moreover, Jesus is about to tell them that "he was destined to go to Jerusalem and suffer grievously at the hands of the elders and chief priest and scribes, to be put to death and to be raised up on the third day."

So he wants to know where his inner circle of disciples are with regard to him. Are they ready to enter into a more profound and deeper relationship with him? Are they committed enough and faithful enough to stay with him not only in good times but also in difficult times and in the bad times of hostility and persecution which were even now coming. They would not be able to do this unless they have a better and more correct understanding of who he is, and if they were not graced with a deeper faith and trust in him and in his word. So Jesus asks his question, "Who do people say that the Son of Man is?" Jesus wants them to deal with this issue, to confirm interiorly and out loud for themselves others who he is for them.

I believe each of us in our own way has to grapple with this question. In fact, for believers I think it is perhaps the most important issue of our faith. How we perceive and deal with this reality, how we understand and perceive this profound yet wonderful mystery sets the stage, lays the groundwork and foundation for all, or practically all, other considerations of our faith life. May we be blessed with the grace and insight that Peter received. -Fr. Jim Blumeyer, SJ

Mike Kish

Principal

PS KINDERGARTEN Day 5 "You're a lot nicer than I thought you would be" said Joey Stuart to his Kindergarten teacher Mrs. Cyra Herrmann.

PS **Financing:** We are still seeking new funding for CEAC. 526 to CEAC so far. We had over 800

to the church campaign.

PS 146 students are registered in latchkey---new world record! Thanks to Director Hope Wienhoff, Madison Gould, Jen Schauster, and Isaiah Brower!

PS Thanks to Kris Brower for donating three rolls of Magnetic white board tape for art projects!

Dates: 2017

August 28 EBooks- 8:10 assembly

August 31 Bible Blessing at all-school Mass

September 1 Field Day

September 4 Labor Day Picnic

September 5 Service-Leadership Day Only 8th grade in required attendance until 12:50.

We all need an attitude of gratitude---here are some of your teacher comments on the start of the new year: **GRATITUDE FOR THE START OF SCHOOL---** Teachers say---

1. A humble reminder of the love we take for granted, whether its your spouse sleeping peacefully as you leave for the excitement of the school year or the Keurig that works perfectly or even the chance to drive by your mom and dad's grave every day as you come to school. God comes to us disguised as our lives!
2. I equate the starting of school with my life as a grandmother. Before my grandchildren come over, our house is quiet, calm, and serene as are the halls of ICS with no students here. When they first arrive, it is all joy and excitement as we say our hellos and give hugs....the first day of the school year. Then, as the visit goes on we experience moments of laughter, upset and tears, appreciation, comfort, contentment, pride, irritation, and so many other feelings as we share our lives together. And like when the 3:00 bell rings and the students head home, I am also ready for the peace to return when my grandkids return to their happy home. I am so grateful to be a mother and grandmother! I am also grateful to be a teacher and to share in the lives of my students and to see them grow in faith and knowledge because of all those moments.
3. I am reminded how fortunate I am to be home with my children during the summer. Playing outside in water buckets, enjoying popsicles on the front porch, taking our morning jog, coloring and painting, playing with play-doh and the best nap time. As my summer comes to an end, I am reminded how fortunate I am to spend the school year with my 2nd grade children. Learning about God, sharing ideas, reading stories, laughing, creating with legos, exploring during our field trips, and building new relationships. God is good all the time!
4. I'm thankful for a husband who works hard and we support each other 110%. I'm thankful for my children: one who is caring and thoughtful beyond his years and one with a sense of humor that brightens everyone's day. I'm thankful for sunny days and coffee.
5. I loved this article on cultivating gratitude. Joy comes from celebrating what you do have, not being jealous of what you don't have.
6. This article is a humble reminder of the love we take for granted, whether its your spouse sleeping peacefully as you leave for the excitement of the school year or the Keurig that works perfectly or even the chance to drive by your mom and dad's grave every day as you come to school. God comes to us disguised as our lives!
7. I am just so grateful and excited to see my kids. It has been a long, difficult summer and seeing their faces and their excitement on the first day is something I have been really looking forward to. They bring me such joy!

8. As the school year begins I give gratitude for the parents who entrust their children in my care day in and day out. Having my own child I know how hard it is to let go. I love the feeling of family we have at ICS.
9. I am thankful to be back in school and surrounded by the amazing family atmosphere at ICS. Everyday I come into school with the hope of making it the best day yet. I am thankful I get to see my own children throughout the day and that my husband is able to pop in and say, "Hi," as well!
10. I am grateful to get to spend time with my boys in the summer and watch them grow. We were able to bond and strengthen our relationship with one another. I am so thankful to have had so many adventures this summer to help us make it through the stress of a school year. I am also reminded how grateful I am to work with so many caring people who strengthen me daily.
11. Being able to honestly say that I get to do what I love for my career makes me extremely grateful, and expressing my faith while working makes it that much better. ICS is such a unique school that offers the kids many different opportunities to shine in many different areas. As our school collaborates to integrate the arts into an already strong curriculum, the students here experience a variety of ways to learn, while discovering some of their special gifts from God. I feel blessed to work with both Father Carl and Mike Kish who truly lead by examples of being Christ to all they encounter! God is good, all the time!
12. The start of school is a little bittersweet for me every year...Such excitement for what's ahead, but a little sadness that my kids are getting older. I've adopted a little mantra to help me keep things in perspective--"They are happy, healthy, and this is how it's supposed to be." God placed them in our hands to help shape them to be caring, independent, faithful people. I am so proud and grateful that my husband and I have been blessed with that opportunity. As a teacher I want be a part of that too, and help parents build a strong foundation of faith in these little gifts from God. I feel grateful to teach at ICS, which has been so wonderful for my family and teaches students to think beyond themselves and see the world through the eyes of Christ.



9:15 Tuesday night in Metter Park.

Call to Action

Dear Parent,



History is on the verge of being made in Illinois education, and you and your family can be part of it. State lawmakers and the governor are grappling with a new education funding formula for public schools. But also in the mix is the **Scholarship Tax Credit** we've been pushing for two years. This initiative gives students **across the state** access to a quality education. Now is the **first time** such a program has been seriously considered in Illinois.

It works like this: A scholarship program would be created for students to attend a Catholic or other private school of their choice. These scholarships would be funded from corporate and individual donations to scholarship-granting organizations. To encourage these donations, contributors would get a state income tax credit.

Just think of how many families these scholarships would help. We have a chance to fulfill the

guidance of Pope Francis, as eloquently stated in *Amoris Laetitia*:

"... the overall education of children is a 'most serious duty' and at the same time a 'primary right' of parents."

We are hearing that a deal is very near regarding the Scholarship Tax Credit. [CLICK HERE](#) to email your state representative and senator and urge them to support the Scholarship Tax Credit. Thank you for your support.
The Catholic Conference of Illinois

7 Skills Managers AND WORKERS Will Need In 2025 As you plan your management career years from now, here are the skills you'll need to succeed. [BY GWEN MORAN](#) 5 MINUTE READ

We all know that the [work landscape is changing](#). The [jobs that will be in demand are shifting](#) as more are automated by artificial intelligence, machine learning, and robots. Teams are becoming more disparate and globalization has added new collaboration challenges. At the same time, more millennials are taking on management roles, and even our work spaces will undergo changes between now and 2025.

"Change will be happening so quickly that [50% of the occupations that exist today will not exist 10 years from now](#). So we're going to be living in an environment that is extremely adaptable and changing all the time," says Liz Bentley, the founder of [Liz Bentley Associates](#), a leadership development consulting firm.

So as you plan your future career, be sure to keep these skills at the forefront.

TECHNOLOGY MANAGEMENT SKILLS Technology is going to "grow alongside of us," says Bentley, and there will be no job that is immune from its effects. Of course, it won't be a straight line from where we are now to machine learning and robots taking over the workplace, but [technology will become an ever-present factor in the workplace](#). That will create new challenges, conflicts, and opportunities related to skill building, workplace roles, data management, privacy, and others. Managers will need to understand technology enough to keep abreast of and anticipate emerging issues. Some technological developments will work, some won't, and some will evolve, she says. But the constant is that managers will need to not only be comfortable with embracing new technology, but they'll also have to be adept at managing the changing relationship between people and emerging tech.

OUTCENTRIC LEADERSHIP SKILLS Effective managers and leaders are going to need to be less egocentric, Bentley says. "I'm the leader and you will listen to me," approaches aren't going to work in a tight labor market made up primarily of millennials. Bentley says managers will need to be more "outcentric," focusing on developing the people and teams around them to be active and valued contributors. The best managers will look at the overarching need, and then build and develop a team to meet that need—with input from the team—instead of dictating what the team needs.

SOFT-SKILL ASSESSMENT Effective managers are going to have to be as good at evaluating candidates and employees for soft skills as they are for technical skills, says Rita Santelli, CEO of innovation consulting firm [Savvy](#), and an adjunct faculty member teaching strategic and innovative leadership at Georgetown University. The best employees are going to have strong critical thinking and creative problem-solving skills as the pace of the workplace continues to accelerate. Managers are going to have to be both inherently able to spot those abilities in others, and also stay abreast of emerging tools and assessments that more accurately evaluate them in candidates and developing employees.

ROWE FOCUS Companies will adopt more elements of Results-Only Work Environments (ROWEs), says Jennifer Currence, president of [OnCore Management Solutions](#), a performance solutions consulting company. This HR management strategy, created by workplace consultants Cali Ressler and Jody Thompson, focuses on autonomy and accountability. In other words, effective managers will create environments that focus less on where and how people work, but which measure success based on results and output, she says. The use of contractors will continue to rise, and managers will need to think differently about how they assemble the skills necessary to meet their objectives. Focus will need to shift away from process, except in terms of how to optimize it for better results, she says.

"As we shift to a workforce that is 100% autonomous and 100% accountable, performance is based on the results they create, not the hours they work. As we see more workplaces like this and more flexibility in the workplace, managers are really going to have to focus more on the communication aspects and relationship management," she says.

AND TENSION-TOLERANT COLLABORATION, TRANSPARENCY, EMOTIONAL INTELLIGENCE