



Renew My Church: Parish Conversation to Discuss our Future

As Jesus Christ calls us to constantly renew His Church, we must be prepared to lend our voice and efforts to the possible ways in which we bring about that needed renewal. Included here is a summary of where we are today. We will continue to keep you updated as discussions continue and on how you can provide feedback on the process.



Process Overview

Renewal requires envisioning, planning, and new means to bring Jesus Christ to others. There are nearly 100 groupings of parishes and schools across the Archdiocese engaging in a process to address necessary questions of structure, how to work together across communities within each grouping, and to establish a strong foundation for vitality through focused evangelization and faith formation efforts. Supporting our parishes with the best structures enables us to breathe renewed life into our efforts to *make disciples, build communities, and inspire witness*.

Initial Scenarios

To initiate discussion, the Archdiocese has offered a set of initial scenarios that show potential models of how our parishes could be configured in the future. These initial scenarios have been developed by accounting for data such as demographics, Mass attendance, and financial and facility conditions. The scenarios reflect input from archdiocese staff, vicariate leaders, and local pastors.

These initial scenarios, which will be shared in detail at our next parish meeting, are conversation starters only. **No decisions have been made.** The Grouping Feedback & Discernment team may propose additional scenarios they believe merit discussion as long as they would be viable.

These scenarios will be evaluated against a set of criteria determined using data across the Archdiocese for how a structure would support vitality and ensure viability, such as:

- **Ministerial and spiritual needs of the parish:** To enliven the work of evangelization, formation, worship, and pastoral care in today's time and culture, parishes ordinarily will build a strong staff team to support the pastor. Staff teams will be professionally trained and justly paid. To support this staffing and basic operations, such as paying utilities, parishes generally will need operating revenue of \$750,000 or more (excluding rental income).
- **Parishioner count and Mass attendance:** Based on the number of pastors expected to be available across the Archdiocese in the future, a minimum of 800 parishioners attending weekend Mass is generally needed to be assigned a full-time resident pastor. In addition, parishes need enough people power (i.e., parishioner count) to support vibrant ministries.
- **Pastoral manageability:** It is critical that our structures support our pastors and pastoral teams to focus as much time and energy as possible on ministry. These structures need to be realistic to manage, considering potential travel between campuses, sacramental coverage, and administrative, facility, and ministerial needs.
- **Parish financial stability and facilities:** Parish financial stability and adequate, accessible, and safe facilities with capacity for growth and affordable ongoing repair/maintenance.

Note on Foundational Principles in relation to the challenges posed by COVID-19.

The foundational principles written above remain the benchmarks against which to consider the viability of structural scenarios. Parish data will need to be compared against the foundational principles considering both pre-COVID data (i.e., Fiscal Year 2019 financials and October 2019 Mass attendance) and how COVID has impacted the financial sustainability of each parish and potential scenario. What is important is how those financial implications affect the future. Short-term financial challenges should not significantly influence decisions. However, where it is clear the effects will continue into the future, that reality will need to be included in evaluating each scenario.

Additional Information and Definitions for Reading the Initial Parish Scenarios:

The next page includes the initial scenarios for our grouping, which consists of:

- Church of the Holy Spirit Parish
- St. Hubert Parish and School
- St. Marcelline Parish
- St. Matthew Parish

Key data points for each parish are listed on the final page of this document.

Please note that the scenarios do not propose any changes to St. Hubert School.

Reading the scenarios, it is important to distinguish between the words parish and church.

Parish = The People, Community, Organization

Church = Building; the sacred space in which we worship

A united parish has one pastor, budget, staff, Finance Council, etc. – but may have multiple churches. The assets of each parish uniting as one parish become the assets of the united parish.

A united parish may take the form of a new parish with a new name (Parish A and Parish B form New Parish C), or Parish B is becoming part of Parish A. In either case, the church buildings retain their names. So Church B would still be Church B even if it becomes part of Parish A.

When a parish would have two churches, one of the churches would be designated as the parish church where the sacramental records would be kept.

As we review the scenarios, it is important for all of us to do so prayerfully, keeping in mind that the spiritual and structural renewal to which we are called to foster are connected. The best and most effective and efficient stewardship of our resources (structural renewal) can allow us to invest more into the ministries that directly work toward making disciples, building community, and inspiring witness (spiritual renewal).

Just as Jesus asks us to pray always, He also invites us to trust always. Together, we pray for the guidance of the Holy Spirit to determine how Our Lord will use existing structures to create new ones that bring more people into a relationship with Him.



Your input is needed.

Again, these initial scenarios are conversation starters only. **No decisions have been made.** We are asked to provide feedback on the initial scenarios from the Archdiocese and propose alternative scenarios and configuration models.

Please come to our next parish meeting to learn more and share your feedback and input.

Initial Parish Scenarios for Discernment

As noted on page 2, the scenarios do not propose any changes to St. Hubert School.

Scenario 1: 4 parishes – retain the current structure

Each of the four parishes retains a full-time pastor.

Scenario 2: 3 parishes

Parish 1: St. Marcelline and St. Matthew unite as one parish with Mass at both sites.

Parish 2: Church of the Holy Spirit remains in its current structure.

Parish 3: St. Hubert remains in its current structure.

Scenario 3: 2 parishes

Parish 1: St. Marcelline and St. Matthew unite as one parish with Mass at both sites.

Parish 2: Church of the Holy Spirit and St. Hubert unite as one parish with Mass at both sites.

Scenario 4: 2 parishes

Parish 1: Church of the Holy Spirit and St. Marcelline unite as one parish with Mass at both sites.

Parish 2: St. Hubert and St. Matthew unite as one parish with Mass at both sites.

Scenario 5: 2 parishes

Parish 1: Church of the Holy Spirit remains in its current structure.

Parish 2: St. Hubert, St. Marcelline, and St. Matthew unite as one parish.

- **In this scenario, discussing closing a church site would be prudent based on the challenges of managing three campuses under one parish.**

Parish Data:

Avg. weekend Mass attendance (October Count)				
Year	Holy Spirit	St. Hubert	St. Marcelline	St. Matthew
May 2022	1,036	1,290	454	585
Oct. 2021	868	1,050	453	560
Oct. 2019	1,720	1,985	1,073	993
Oct. 2018	1,753	1,985	1,084	1,023
Oct. 2014 (5-yr)	2,020	2,180	1,261	1,430
Oct. 2009 (10-yr)	1,941	2,217	1,233	1,779
Oct. 1999 (20-yr)	2,284	3,254	1,786	2,987
% of attendance at Spanish-language Mass	53-57%	-	-	-
Sacraments and Funerals (July 1, 2018, to June 30, 2019)				
Year	Holy Spirit	St. Hubert	St. Marcelline	St. Matthew
Baptisms < 7 yrs old	667	105	50	39
Weddings	23	27	2	5
Funerals	44	61	32	65
Church seating capacity	800	950	650	850
Financial Data				
Fiscal Year 2019 revenue	Holy Spirit	St. Hubert	St. Marcelline	St. Matthew
Collections	\$764,348	\$1,269,188	\$940,698	\$692,315
Total church operating revenue (inclusive of collections)	\$1,173,588	\$1,466,858	\$895,292	\$847,666
Fiscal Year 2021 revenue	Holy Spirit	St. Hubert	St. Marcelline	St. Matthew
Collections	\$693,825	\$1,099,824	\$825,211	\$677,076
Total church operating revenue (inclusive of collections)	\$900,181	\$1,473,798	\$823,290	\$798,240
Savings and Debt with the archdiocese as of July 31, 2022 (does <u>not</u> include savings / checking held with a local bank)				
Savings	\$1,234,531	\$1,278,073	\$196,780	\$89,682
Capital debt	-	\$2,630,777	-	-