

## ***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, but **much more will be shared in our next parish meeting. Please come to learn more and share your feedback and input.**



### **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 and schools could be configured in the future. These initial scenarios have been developed accounting for data such as demographics, Mass attendance, 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 a 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.
- **School quality and financial stability:** The school should be best positioned to provide the very highest quality of faith formation and academic quality in a manner that is financially sustainable. A key measure is the **potential to enroll a minimum of 240 students in PK-8**, considering area demographics and parish student population.

### ***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 evaluation of each scenario.

**Additional Information and Definitions for Reading the Initial Scenarios:**

On the next 2 pages are the initial scenarios for our grouping, which consists of:

- St. Constance Parish and School
- Our Lady of Victory Parish (OLV)
- St. Pascal Parish
- Pope Francis Global Academy (PFGA)
- St. Robert Bellarmine Parish and School (SRB)

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

There are five initial parish scenarios for how the parishes could be organized differently from today, and two initial scenarios for how schools could be organized differently from today.

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 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.

Please note the initial scenarios are presented in a way that separates parishes and schools to help understand the scenarios and have initial discussions. Any changes to parishes and schools will have an impact on governance and relationships of parishes and schools. Those implications will be incorporated in the coming weeks after the initial round of discussion and feedback.

As we review the scenarios, it is important for all 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 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.**

**Initial Parish Scenarios for Discernment (School Scenarios + Parish Data on next page):**

**Scenario 1:** 2 parishes, 3 churches total

*Parish 1:* St. Pascal and Our Lady of Victory (OLV) unite to form a new parish. St. Pascal is the location for all regularly scheduled Masses within a united parish formed by St. Pascal and OLV. OLV Church moves toward formal closure.

*Parish 2:* St. Constance and St. Robert Bellarmine (SRB) unite to form a new parish. Both churches continue to have regularly scheduled Sunday Mass.

Polish ministry: This united parish hosts all Polish ministry in the grouping. The current Polish Mass held at St. Pascal ceases.

**Scenario 2:** 2 parishes, 2 churches total

*Parish 1:* St. Constance and Our Lady of Victory unite to form a new parish. St. Constance is the location for all regularly scheduled Masses within a united parish formed by St. Constance and OLV. OLV Church moves toward formal closure.

Polish ministry: This united parish hosts all Polish ministry in the grouping. The current Polish Mass held at St. Pascal ceases.

*Parish 2:* St. Pascal and St. Robert Bellarmine unite to form a new parish. One of the two churches is the location for all regularly scheduled Masses within the parish. The other church may either remain open for occasional liturgies (e.g., funerals, special Masses) or move toward formal closure.

**Scenario 3:** 2 parishes; 3 churches total

*Parish 1:* St. Constance, OLV, and SRB unite to form a new parish. 2 of the 3 churches continue to host a regular Sunday Mass schedule. The other church does not have any regularly scheduled Masses and moves toward formal closure.

*Parish 2:* St. Pascal Parish remains its own parish.

Polish ministry: Parish 1 is the host location for all Polish ministry in the grouping. The Polish Mass at St. Pascal ceases.

**Scenario 4:** 2 parishes; 3 churches

*Parish 1:* St. Constance remains its own parish and receives responsibility for the territory north of Lawrence / Gunnison to the Expressway.

Polish ministry: St. Constance hosts all Polish ministry in the grouping. The current Polish Mass at St. Pascal ceases.

*Parish 2:* Our Lady of Victory, St. Pascal, and St. Robert Bellarmine unite to form a new parish. 2 of the 3 churches continue to host a regular Sunday Mass schedule. The other church does not have any regularly scheduled Masses and moves toward formal closure.

**Scenario 5:** All four parishes unite as 1 new parish with 2 or 3 churches with a regular schedule of Sunday Masses. Significant concerns exist about the manageability of a 1-parish scenario (sacramental work load, facilities, and school complexities).

**School scenarios:**

School Scenario 1:

Each school continues in its current program.

Schools must be self-sustaining and not require financial support from the archdiocese. School that are unable to remain financially sustainable will be considered for closure in subsequent years.

School Scenario 2:

St. Constance School continues to operate as its own program, as long as it does not require any financial aid from the archdiocese.

SRB School and PFGA become one school program, either at one campus or two campuses.

**Parish Data:**

<b>Avg. weekend Mass attendance (October Count)</b>				
<b>Year</b>	<b>St. Constance</b>	<b>Our Lady of Victory (OLV)</b>	<b>St. Pascal</b>	<b>St. Robert Bellarmine (SRB)</b>
Oct. 2019	2,164	487	960	854
Oct. 2018	2,028	462	1,031	829
Oct. 2009 (10-yr)	2,920	755	1,587	1,125
Oct. 1999 (20-yr)	4,136	1,390	1,649	1,744
<b>% of parish's Mass attendance by language</b>				
<b>Language</b>	<b>St. Constance</b>	<b>OLV</b>	<b>St. Pascal</b>	<b>SRB</b>
English	18%	100%	65%	100%
Polish	82%	-	35%	-
<b>Church seating capacity</b>	1,000	Upper church: 800  Lower church: 430	1,200 (including choir loft)	650
<b>Annual church operating revenue (excluding rental income)</b>				
<b>Fiscal Year</b>	<b>St. Constance</b>	<b>OLV</b>	<b>St. Pascal</b>	<b>SRB</b>
2019 (year ended June 30, 2019)	\$847,576	\$463,129	\$683,401	\$689,038

\*School enrollment data will be reviewed throughout the process as current year enrollment numbers settle after the start of school.