



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 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.

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 Parish Scenarios:

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

- St. Alexander Parish and School
- Incarnation Parish
- St. Terrence Parish

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

Please note these initial scenarios do not propose any changes to the school program at St. Alexander.

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.

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 and input.

Initial Parish Scenarios for Discernment

As noted on page 2, the initial scenarios do not propose any changes to the school program at St. Alexander. Additionally, based on the parish statistics and geography of this grouping, none of the initial scenarios propose a structural change for St. Alexander Parish.

Scenario 1: Continue as three separately organized parishes

Note the archdiocese will have questions / concerns about this scenario given St. Terrence's position relative to the Mass attendance and revenue benchmarks.

Please note each scenario below proposes St. Alexander remain in its current structure. The scenarios below articulate how each scenario would impact Incarnation and St. Terrence.

Scenario 2a: New parish name – 2 sites

- Incarnation and St. Terrence would form a united parish with a new name.
- Masses would continue at both churches. (Note each church retains its name).
- The worshipping community at each church would need to support the facility operations and capital costs of that campus.

Scenario 2b: New parish name – 1 site

- Incarnation and St. Terrence would form a united parish with a new name.
- All Masses would be held at Incarnation Church.
- St. Terrence Church would move to formal closure.

Scenario 3a: United parish, no new parish name – 2 sites

- St. Terrence unites to Incarnation Parish. The united parish remains known as Incarnation Parish.
- St. Terrence operates as a second church of the parish.
- The worshipping community at each church would need to support the facility operations and capital costs of that campus.

Scenario 3b: United parish, no new parish name – 1 site

- St. Terrence unites to Incarnation Parish. The united parish remains known as Incarnation Parish.
- All Masses would be held at Incarnation Church.
- St. Terrence Church would move to formal closure.

Scenario 4: Parish and Mission

- St. Terrence would convert from a canonical parish to a canonical mission. (Canonical = how a community is defined in church law).
- St. Terrence Mission would be connected to Incarnation Parish.
 - A canonical mission is an option when a current parish does not have the size/scale to remain a full-service parish as envisioned for the future in the archdiocese (i.e., in comparison to the 800 Mass attendance and \$750,000 operating revenue benchmarks) but has a unique charism, mission, or geography that merits retaining a separate identity and some separate financials.
 - A mission and the parish with which it connects would share the same pastoral leadership and work under one pastoral plan and overall budget, but the mission could retain separate financial accounts and some separate ministries.

See page 4 for data about each parish.



Parish Data:

Year	St. Alexander	Incarnation	St. Terrence
Oct. 2019	1,311	1,001	798
Oct. 2018	1,378	1,130	866
Oct. 2014 (5-yr)	1,647	1,245	893
Oct. 2009 (10-yr)	1,754	1,583	1,110
Oct. 1999 (20-yr)	2,597	2,003	1,618
Sacraments and Funerals (July 1, 2018, to June 30, 2019)			
Sacrament / Funeral	St. Alexander	Incarnation	St. Terrence
Baptisms under 7 yrs old	64	32	52
Weddings	26	7	12
Funerals	91	57	41
Church seat capacity	540	725	900
Financial data			
Fiscal Year 2020 revenue	St. Alexander	Incarnation	St. Terrence
Collections	\$1,164,100	\$688,148	\$306,936
Total church operating revenue (inclusive of collections)	\$1,317,867	\$764,567	\$331,751
Additional rental income	\$12,860	\$9,873	-
Additional bequests	\$12,275	\$61,187	\$12,063
Fiscal Year 2019 revenue	St. Alexander	Incarnation	St. Terrence
Collections	\$1,251,379	\$732,517	\$369,600
Total church operating revenue (inclusive of collections)	\$1,385,430	\$1,017,185	\$414,480
Additional rental income	\$16,513	\$4,263	-
Additional bequests	\$244,012	\$98,350	\$1,978