



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.
- **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 Parish Scenarios:

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

- Divine Savior Parish
- St. Eugene Parish and School
- St. Monica Parish and School
- Our Lady Mother of the Church Parish
- St. Rosalie Parish

Key data points for each parish are listed on the final 2 pages of this document.

Please note the scenarios do not propose changes to the school programs at St. Eugene and St. Monica.

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, retaining Parish A's name. 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.

Initial Scenarios for Discernment

As noted on page 2, the initial scenarios do not propose any changes to the schools at St. Eugene and St. Monica.

Parish Scenario 1: 2 parishes; 2-4 church sites

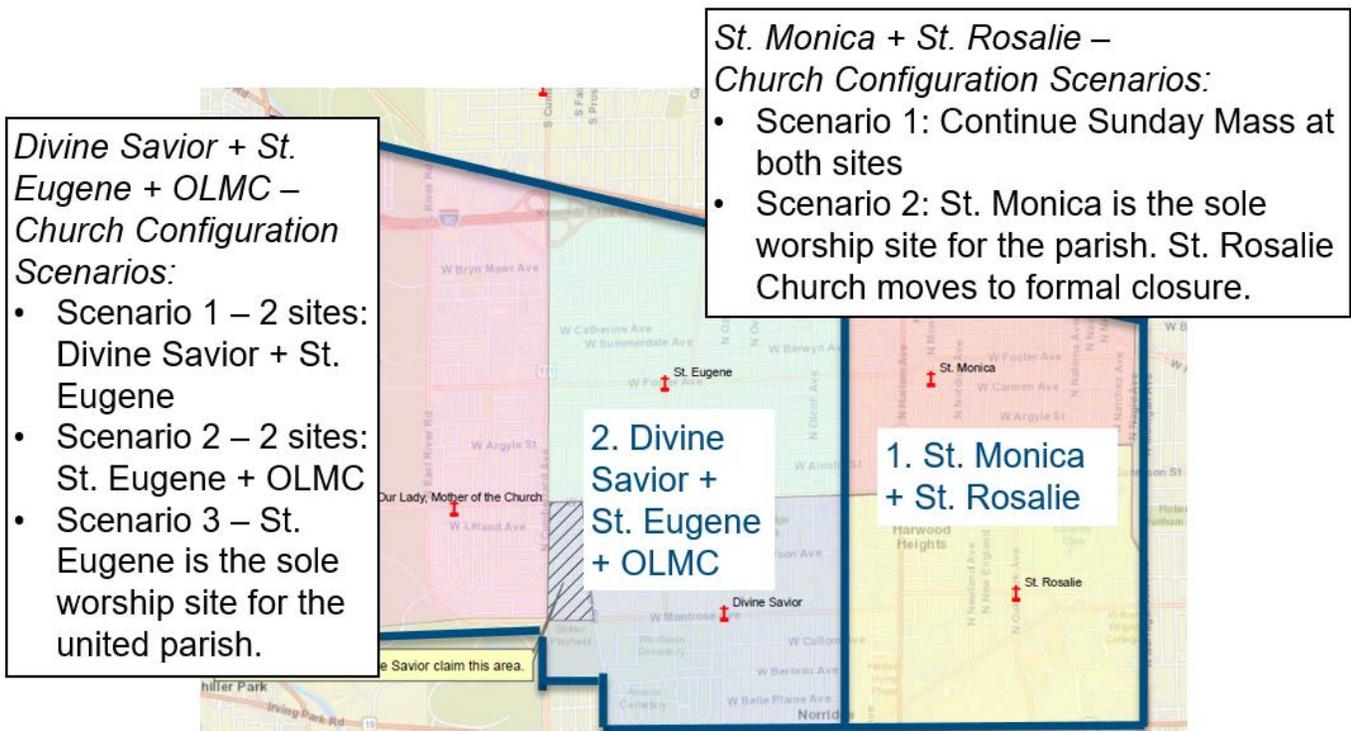
Parish 1: St. Monica + St. Rosalie

- Church configuration 1 (2 sites):
 - o Both churches continue to host a regular schedule of Masses.
- Church configuration 2 (1 site):
 - o St. Monica is the sole worship site for the parish.
 - o St. Rosalie Church moves to formal closure.

Parish 2: Divine Savior + St. Eugene + Our Lady Mother of the Church

- Church configuration 1 (2 sites):
 - o Divine Savior & St. Eugene both continue to host a regular schedule of Masses.
 - o Our Lady Mother of the Church campus moves to formal closure.
- Church configuration 2 (2 sites):
 - o St. Eugene & Our Lady Mother of the Church both continue to host a regular schedule of Masses.
 - o Divine Savior Church moves to formal closure.
- Church configuration 3 (1 site):
 - o St. Eugene is the sole location for parish’s regular schedule of Masses.
 - o Both Divine Savior & Our Lady Mother of the Church move to formal closure.

Note that a scenario in which all three churches remain open was considered but not included in these initial scenarios. A parish with three sites would pose a significant challenge for priest coverage across the sites, time focused on facility maintenance, and not support shifting funds from facility expenses to re-investment in ministry.



Parish Scenario 2: 3 parishes; 3-5 church sites

Parish 1: St. Monica + St. Rosalie [church configuration scenarios same as in Parish Scenario 1 with either both sites continuing to be used or all Masses being held at St. Monica and St. Rosalie moving to formal closure.]

Parish 2: Divine Savior + Our Lady Mother of the Church

- Church configuration 1 (1 site):
 - o All Masses are hosted at Divine Savior.
 - o Our Lady Mother of the Church campus moves to formal closure.
- Church configuration 2 (1 site):
 - o All Masses are hosted at Our Lady Mother of the Church.
 - o Divine Savior Church moves to formal closure.
- Church configuration 3 (2 sites):
 - o Both churches continue to host a regular schedule of Masses.
 - Please note the archdiocese expressed significant reservation about the viability of this scenario for the long-term given total Mass attendance compared to capacity of either church, priest coverage across sites in the future, and not supporting shifting financial costs from facilities to re-investment in ministry.

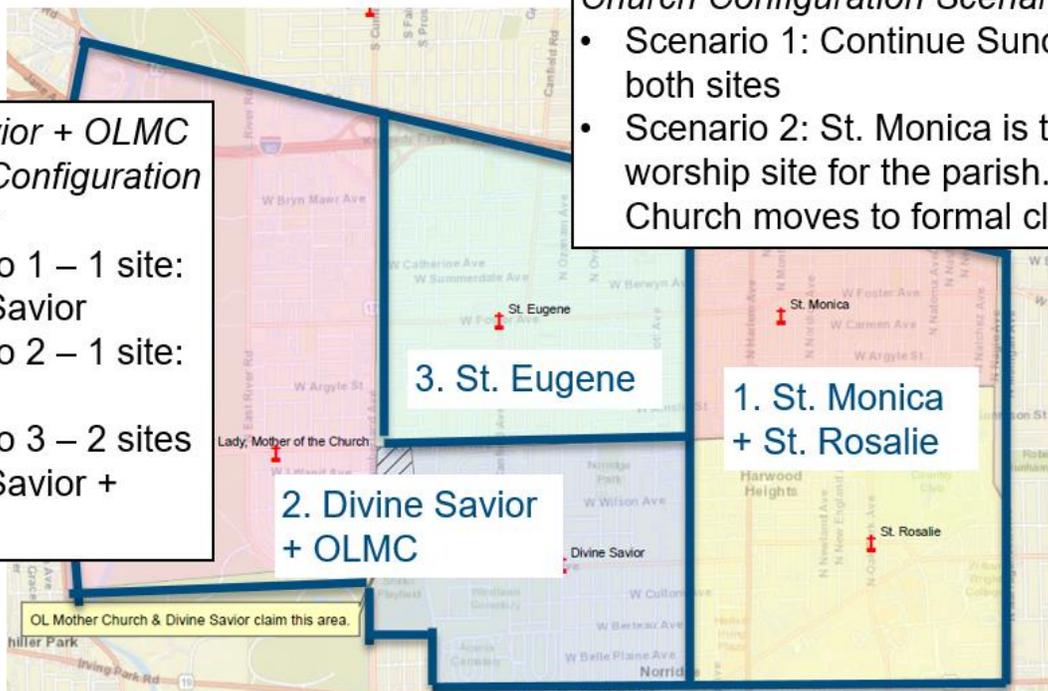
Parish 3: St. Eugene remains in its current parish structure.

Divine Savior + OLMC – Church Configuration Scenarios:

- Scenario 1 – 1 site: Divine Savior
- Scenario 2 – 1 site: OLMC
- Scenario 3 – 2 sites: Divine Savior + OLMC.

St. Monica + St. Rosalie – Church Configuration Scenarios:

- Scenario 1: Continue Sunday Mass at both sites
- Scenario 2: St. Monica is the sole worship site for the parish. St. Rosalie Church moves to formal closure.





Parish Data:

Average weekend Mass attendance (October Count)					
Year	Divine Savior	St. Eugene	St. Monica	Our Lady Mother of the Church	St. Rosalie
Oct. 2019	536	1,407	1,551	491	839
Oct. 2018	581	1,582	1,540	470	941
Oct. 2017	677	1,660	1,553	476	1,066
Oct. 2016	713	1,734	1,394	494	986
Oct. 2015	720	1,777	1,436	589	1,035
Oct. 2014 (5-yr)	836	1,781	1,495	606	1,089
Oct. 2009 (10-yr)	1,046	1,760	1,665	734	1,493
Oct. 1999 (20-yr)	1,500	2,696	2,265	989	1,273
% of parish's Mass attendance by language (Oct. 2019)					
Language	Divine Savior	St. Eugene	St. Monica	Our Lady Mother of the Church	St. Rosalie
English	100%	100%	64%	100%	39%
Polish	-	-	36%	-	61%
Church seating capacity	600	1,000	800	500	600
Sacraments (based on July 1, 2018, to June 30, 2019)					
Baptisms <7 yrs old	9	58	51	18	9
Weddings	1	12	15	1	2
Funerals	37	84	55	48	34



Finances					
FY19 income statement (church)	Divine Savior	St. Eugene	St. Monica	Our Lady Mother of the Church	St. Rosalie
Collections	\$360,965	\$810,793	\$566,850	\$277,855	\$247,924
Total operating revenue incl. collections, excl. rental	\$494,743	\$1,056,365	\$731,104	\$398,321	\$298,536
Rental income	-	\$12,914	\$6,050	\$4,274	\$34,274
<i>Total operating revenue</i>	<i>\$494,743</i>	<i>\$1,069,279</i>	<i>\$737,154</i>	<i>\$402,595</i>	<i>\$332,810</i>
Operating expenses	\$541,581	\$864,337	\$684,618	\$461,347	\$394,281
<i>Surplus / (Deficit)</i>	<i>(\$46,838)</i>	<i>\$204,942</i>	<i>\$52,536</i>	<i>(\$58,752)</i>	<i>(\$61,471)</i>
FY20 income statement (church)	Divine Savior	St. Eugene	St. Monica	Our Lady Mother of the Church	St. Rosalie
Collections	\$338,094	\$720,342	\$516,673	\$244,033	\$214,499
Total operating revenue incl. collections, excl. rental	\$447,149	\$928,581	\$680,446	\$315,869	\$253,713
Rental income	-	\$15,004	\$1,365	\$1,985	\$37,169
<i>Total operating revenue</i>	<i>\$447,149</i>	<i>\$943,585</i>	<i>\$681,811</i>	<i>\$317,854</i>	<i>\$290,882</i>
Operating expenses	\$543,904	\$791,026	\$638,641	\$424,947	\$380,176
<i>Surplus / (Deficit)</i>	<i>(\$96,755)</i>	<i>\$152,559</i>	<i>\$43,170</i>	<i>(\$107,093)</i>	<i>(\$89,294)</i>
Savings / Debts held with the archdiocese (as of July 31, 2021)					
TTWCI savings	\$389,036	\$6,657	\$142,293	\$36,094	\$14,999
All other savings	\$1,471,722	\$109,444	\$93,629	\$108,798	\$33,977
<i>Total savings</i>	<i>\$1,860,758</i>	<i>\$116,101</i>	<i>\$235,922</i>	<i>\$144,892</i>	<i>\$48,976</i>
Total church debts	-	-	\$231,964	-	-
Total school debts	-	-	\$97,451	-	-