



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:

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

- St. Helen
- Holy Innocents
- Holy Rosary
- St. Malachy + Precious Blood
- Santa Maria Addolorata
- St. Mark
- St. Stephen King of Hungary

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

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

Scenario 1: 1 parish (1 pastor, TBD associate pastor(s), 1 pastoral staff team)

All of the parishes in the grouping become one united parish.

- The parish's regularly scheduled Masses are held in 2 or 3 churches.
- St. Helen is one of the 2-3 Sunday worship centers and designated the parish church where the sacramental records are kept. The business office would also be located at St. Helen.
- The other churches that do not host regularly scheduled Masses are evaluated for their potential to host ministries and some limited liturgical events. Some will move toward formal closure due to financial limitations.
- The united parish has responsibility to continue Hungarian ministry. St. Stephen Church continues to host its one Sunday Mass within the united parish. All are welcome to this Mass, but it is intended to meet the particular needs of the Hungarian community. The church remains open as long as the St. Stephen worshipping community can financially sustain the campus and contribute to the new parish's overall operations.

Scenario 2: 2 parishes (2 pastors, 2 pastoral staff teams) supported by one shared business / facility operations staff team.

Parish 1: St. Helen, Holy Rosary, St. Mark, and St. Stephen King of Hungary unite as one parish.

- All of the united parish's regularly scheduled Masses are held at 2 churches in the first year of the new parish: St. Helen and either Holy Rosary or St. Mark.
 - Parish leadership will take the first year to evaluate what is needed for ministry and language needs and what is sustainable financially. A regular schedule of Mass(es) may continue at St. Helen and a second church (Either Holy Rosary or St. Mark) or all of the parish's regularly scheduled Masses could transition to St. Helen.
- Holy Rosary or St. Mark (whichever does not hold a regular schedule for Sunday Mass) is evaluated for its potential to host ministries and some limited liturgical events. It may move toward formal closure depending on the parish's financial situation.
- The united parish has responsibility to continue Hungarian ministry. St. Stephen Church continues to host its one Sunday Mass within the united parish. All are welcome to this Mass, but it is intended to meet the particular needs of the Hungarian community. The church remains open as long as the St. Stephen worshipping community can financially sustain the campus and contribute to the new parish's overall operations.

Parish 2: Holy Innocents, Santa Maria Addolorata, and St. Malachy + Precious Blood unite as one parish.

- The parish's regularly scheduled Masses are held in 2 churches in the first year: St. Malachy + Precious Blood and either Holy Innocents or Santa Maria Addolorata.
 - Parish leadership will take the first year to evaluate what is needed for ministry and language needs and what is sustainable financially. A regular schedule of Mass(es) may continue at two churches or all of the parish's regularly scheduled Masses could move to one church only.
- The campus(es) not used for regularly scheduled Sunday Mass are evaluated for their potential to host ministries and some limited liturgical events. They may move toward formal closure depending on financial limitations.

Scenario 3: 3 parishes (3 pastors, 3 pastoral staff teams) supported by one shared business / facility operations staff team.

Parish 1: St. Helen, St. Mark, and St. Stephen King of Hungary unite as one parish.

- St. Helen is the designated parish church where the sacramental records are kept. The business office would also be located at St. Helen.
 - *Scenario A:* Both St. Helen and St. Mark have a regular schedule of Mass(es).
 - *Scenario B:* All of the parish's regularly scheduled liturgies are held at St. Helen only. Depending on the parish's financial situation, St. Mark may be used for ministry and special liturgical events or may move toward formal closure.
- The united parish has responsibility to continue Hungarian ministry. St. Stephen Church continues to host its one Sunday Mass within the united parish. All are welcome to this Mass, but it is intended to meet the particular needs of the Hungarian community. The church remains open as long as the St. Stephen worshipping community can financially sustain the campus and contribute to the new parish's overall operations.

Parish 2: Holy Innocents and Santa Maria Addolorata unite as one parish.

- *Scenario A:* Both churches continue to have a regular schedule of Mass(es).
- *Scenario B:* All of the parish's regularly scheduled liturgies are held at one of the two churches. Depending on the parish's financial situation, the other church may be used for ministry and special liturgical events or may move toward formal closure.

Parish 3: Holy Rosary and St. Malachy + Precious Blood unite as one parish.

- *Scenario A:* Both churches continue to have a regular schedule of Mass(es).
- *Scenario B:* All of the parish's regularly scheduled liturgies are held at one of the two churches. Depending on the parish's financial situation, the other church may be used for ministry and special liturgical events or may move toward formal closure.





Parish Data:

Average weekend Mass attendance (October Count)								
Year	St. Helen	Holy Innocents	Holy Rosary	St. Malachy + Precious Blood	Santa Maria Addolorata	St. Mark	St. Stephen	Combined
Oct. 2019	263	726	396	760	400	537	41	3,123
Oct. 2018	215	719	542	1,011	406	502	50	3,445
Oct. 2014	265	569	515	911	708	578	57	3,603
Oct. 2009	452	647	502	414	711	800	109	3,635
Oct. 1999	1,316	929	515	493	1,076	1,184	153	5,666
% of parish's Mass attendance by language								
Language	St. Helen	Holy Innocents	Holy Rosary	St. Malachy + Precious Blood	Santa Maria Addolorata	St. Mark	St. Stephen	Combined
English	63%	18%	68%	24%	35%	20%	-	33%
Spanish	-	75%	32%	65%	65%	80%	-	59%
Polish	37%	7%	-	-	-	-	-	5%
Twi - Ghanaian	-	-	-	11%	-	-	-	2%
Hungarian	-	-	-	-	-	-	100%	1%
Church seating	1,100	800	450	550	750	850	400	4,725
Fiscal Year 2019 Church Operating Financials								



Revenue / expense item	St. Helen	Holy Innocents	Holy Rosary	St. Malachy + Precious Blood	Santa Maria Addolorata	St. Mark	St. Stephen	Combined
Operating revenue	\$187,087	\$210,768	\$194,256	\$200,033	\$118,841	\$212,533	\$81,642	\$1,205,160
Rental income	\$5,950	\$187,353	\$29,780	\$532,829	\$217,154	\$176,049	\$800	\$1,149,915
Total operating revenue, including rent	\$193,037	\$398,121	\$224,036	\$732,862	\$335,995	\$388,582	\$800	\$2,355,075
Operating expenses	\$272,641	\$422,612	\$311,056	\$671,032	\$356,400	\$402,242	\$74,145	\$2,510,128
Surplus / (deficit)	(\$79,604)	(\$24,491)	(\$87,020)	\$61,830	(\$20,405)	(\$13,660)	\$8,297	(\$155,053)
Parish Savings and Church Related Debt (as of February 2020, pre Covid)								
Savings	\$75,714	\$1,322,678	\$568,241	\$211,857	\$282,617	\$137,043	\$324,166	\$2,922,316
Church Debt	\$82,936	\$2,754,647	-	-	-	-	-	\$2,837,583
Estimated capital needs by building in next 7 years								
Estimated needs over a 7-year period based on a walk-through visual assessment conducted by a contracted facilities firm.								
Building	St. Helen	Holy Innocents	Holy Rosary	St. Malachy + Precious Blood	Santa Maria Addolorata	St. Mark	St. Stephen	Combined
Church	\$377,950	\$643,050*	\$270,450	\$435,000	\$772,550	\$397,500	\$305,650	\$3,202,150
Rectory	\$41,000	\$137,000	\$199,100	\$93,450	\$186,400	\$130,950	\$142,050	\$929,950
Parish Center	\$239,200	-	\$90,000	\$40,150	-	-	-	\$369,350
School	\$841,050	\$295,850*	-	\$670,700**	\$98,250	\$330,050	-	\$1,565,200
Other	-	-	\$900	\$57,950	-	\$2,650	-	\$61,500
Total	\$1,499,200	\$1,075,900	\$560,450	\$1,297,250	\$1,057,200	\$861,150	\$447,700	\$6,128,150
*Holy Innocents' school capital and \$250,000 of expected future boiler replacements are split with the school tenant. The full amount is reflected here, though the parish would not be responsible for the full amount of those repairs.								
**The archdiocese and Big Shoulder Fund are responsible for the capital repairs of St. Malachy School.								