



## **Renew My Church**

This is the information I would like you to read before our meeting this Monday, November 23rd after the 6:30 PM Mass . Please take a moment to do it, your opinion is very important.

We will have to do this meeting completely virtually. The Zoom link to the meeting will be on the parish web site, and we will put it up after the Mass for those viewing on Facebook Live. For those who do not have internet access, you can still participate by phone. The phone number for both nights is: 1-312-626 6799. The Meeting Identification Number on Monday (English) is: 826 6277 9809.

Fr. Don



## ***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 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. Agnes of Bohemia Parish
- Epiphany Parish
- Good Shepherd Parish

St. Agnes of Bohemia School and Epiphany School are important ministries in the grouping. Any discussion about their structures / programs will be out of the scope of this RMC discernment process.

Key data for each parish are listed on the final page 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

*Please note all of the scenarios propose all three churches remain open for a regular schedule for Mass. This is based on the pre-Covid Mass attendance reality that Mass attendance exceeds church seating capacity at peak attendance times – namely between 12pm and 1pm.*

### **Scenario 1: 1 parish, 3 active church sites**

- All three parishes unite to form one new parish.
- The parish would have 1 pastor and multiple associate pastors.
- All three churches would continue to be used for a regular schedule for Mass. The specific schedule of Masses would be determined by the pastor after consultation with parish leadership.

### **Scenario 2: 2 parishes, 3 active church sites**

#### *Parish 1:*

- Epiphany and Good Shepherd unite to form one parish.
- The parish would have 1 pastor and at least 1 associate pastor.
- Both churches would continue to be used for a regular schedule for Mass. The specific schedule of Masses would be determined by the pastor after consultation with parish leadership.

#### *Parish 2:*

- St. Agnes of Bohemia remains in its current structure.

### **Scenario 3: Continue as three parishes (Note: This scenario has concerns about financial long-term financial sustainability).**

- Each parish continues to remain an independent parish, each with its own pastor.
- The parishes would explore ways to share resources, e.g., staff who support operations and administration, and enhance ministry support.
- This scenario poses concerns about the ability to support long-term vitality due to financial viability concerns.



**Parish Data:**

<b>Avg. weekend Mass attendance (October Count)</b>				
<b>Year</b>	<b>St. Agnes of Bohemia</b>	<b>Epiphany</b>	<b>Good Shepherd</b>	<b>Combined</b>
Oct. 2019	2,718	1,139	2,605	6,462
Oct. 2018	2,928	1,364	2,747	7,039
Oct. 2009 (10-yr)	5,054	1,221	2,967	9,599
Oct. 1999 (20-yr)	3,914	1,846	3,324	6,659
<b>Baptisms, Weddings, and Funerals (July 1, 2018, to June 30, 2019)</b>				
<b>Year</b>	<b>St. Agnes of Bohemia</b>	<b>Epiphany</b>	<b>Good Shepherd</b>	<b>Combined</b>
Baptisms under 7 yrs old	68	46	227	341
Weddings	15	11	16	42
Funerals	70	10	20	100
<b>Church seating capacity</b>	650	900	650	
<b>Annual church operating revenue</b>				
<b>Fiscal Year 2019 revenue</b>	<b>St. Agnes of Bohemia</b>	<b>Epiphany</b>	<b>Good Shepherd</b>	<b>Combined</b>
Collections	\$475,518	\$272,653	\$303,792	\$1,051,963
<b>Operating revenue, inclusive of collections</b>	<b>\$898,700</b>	<b>\$377,755</b>	<b>\$542,372</b>	<b>\$1,818,827</b>
Additional revenue from rental	-	\$77,339	\$196,977	\$274,316
<b>Total operating revenue, including all sources</b>	<b>\$898,700</b>	<b>\$455,094</b>	<b>\$739,349</b>	<b>\$2,093,143</b>