

## North Seattle Deanery Long Range

Healthy vibrant parishes/schools carrying out the mission of Jesus  
with 1-3 less priests in 2-10 years.

### Mission Territory

- How do we best reach all of the souls in this part of the Diocese?

### Pastoral Care

- How do we best care for those who are already coming?

### Financial Viability

- How do we best steward and allocate all of our resources to provide for evangelization and pastoral care for the next 20 years?

### Clergy Distribution

- How do we best share the gifts of our priests and deacons given the pastoral needs and their projected availability in the future?

#### Primary Drivers for Suggestions:

1. Combine or close for geographic proximity
2. Eliminate low attending masses
3. Share debt or finances for capital repairs
4. Eliminate under-performing schools (Name the factors: attendance is in a decline trend; financially unstable, parish unwilling/unable to support; facilities in adequate or in need of costly repair; parents unsupportive; problems with curriculum or personnel; other \_\_)
5. Accommodate non-English masses
6. Create a critical mass of lay/deacon coordinators who could mentor/support one another in service to the Church and in partnership with priestly leadership.
7. Create a partnership between parishes that currently excel in different areas
8. Create a partnership between stronger and more challenged parishes
9. Provide mass and services in areas that are meeting a significant need and create a stronger focus on reaching out to specific populations (e.g. the elderly, young families, young adults)
10. Provide mass and services in areas that are expected to grow demographically and create a focus on reaching out to new populations
11. Combine parishes/schools to offer these opportunities: *A, B, C, \_\_\_\_\_*;  
*\_\_\_\_\_*; \_\_\_\_\_

## Outcomes from North Seattle Pastoral Planning Meeting 2/29/16

### Most Common Solutions:

*(parentheses indicate number of tables who responded with the same or similar idea)*

- **Sharing and combining parish resources, staff and programs (15)**
  - Sharing youth ministers/youth ministry programs (8)
  - Combine RCIA, music directors, groundskeepers, other staff (7)
  - Shared leadership between parishes (6)
  - Cluster sacramental preparation and Faith Formation classes (5 )
  
- **Adapting Mass Times (12)**
  - Consolidate Mass times within geographic area (10)
  - Adjust Masses to meet demand for certain area or cultural community (2)
  - Rotating Mass times (1)
  
- **Recruit Priests and Deacons (6)**
  - From other dioceses or countries (4)
  - Encourage more deacons to assist priests (3)
  
- **Pastoral Coordinator Model (6)**
  - Consider the Pastoral Coordinator + Parish Priest model (6)
  
- **Consider Collaboration in Schools (5)**
  - Combine school by grade range, middle school in one building, Jr. High in another (1)
    - This would make it more difficult for families with multiple children in different age ranges (1)
  - Important to protect parishes with schools (1)
  - Sharing resources between schools (1)
  - Consolidating schools that are struggling (1)

### Unique Solutions:

- Start with a “sister parish” relationship before making a formal collaboration or consolidation
- Two parishes merging to create one new parish
- Utilizing Cabrini Training, NET Ministry, etc. for training new
- Re-investigate SCAP program (sacramental celebration in absence of a priest)
- Push to promote vocations in the home and in schools
- Create a retirement home for retired senior priests in the North Seattle Deanery

### General Thoughts and Feelings:

- Importance of protected, healthy, strong pastors
- Need for healthy, vibrant school in every parish (or cluster)
- People are drawn towards certain parishes, pastors or people, no matter where they are geographically
  - If you have strong leaders, people will come fill your pews
- Importance of transparency and communication
  - Communicate early and often – over-communicate if needed
  - Difficult decisions must be made promptly and thoughtfully
  - Get people used to the idea now before decisions are made
  - Find out what’s important to your parish now
- Concerns over parishioners’ reluctance to make a change
  - How do we get people to change churches if they won’t change pews?
  - How do we collaborate while being sensitive to cultural communities?
  - How to preserve the unique culture of each parish even in collaboration?
- Financial concerns
  - If your churches are combined, which church do you support financially?
  - Different collection envelopes for different parishioners?
- Parish boundaries are somewhat irrelevant
- Diversity of women in leadership roles
- How do we reach out to young people and make them stay in our churches?
  - Evangelize changing populations
  - What do evangelical churches do to engage youth?
  - Keep in touch with people who move from parish to parish
- Should we worry about existing parish communities that won’t survive?
- Demographic trends
  - General population increase
  - Economic and cultural diversity increase as you go farther North
  - Increased pressure on housing affordability
  - Educational costs going up, family sizes going down