

## Possible Outcomes for Parishes, Schools and Leadership in the Deanery

**Note:** An evaluation of mass schedules across the deanery will be part of the process and is likely to affect all parishes.

### One parish – 1 Pastor

### Affiliated parishes – 1 Pastor

- Two parishes share one pastor.
- Each parish/school operates independently in terms of staff and advisory councils.
- Ideally, the parishes develop a plan to work in collaboration across ministries and programs.

### Collaborative parishes – 1 Pastor, with clergy and lay assistance, leads 3 or more parishes

- Parishes are canonically separate but share many aspects including: a Pastor, a team of appointed Clergy (Parochial Vicar and Deacons), a Pastoral Staff Team, a Pastoral Council, and, ideally a Pastoral Plan which they develop together.
- Each Parish/School maintains its own identity – its own name, its own church, its own bank accounts, its own books, its own financial assets, and its own financial obligations. Common costs (staffing, shared programs) are shared between the member Parishes of the Collaborative. Each maintains its own Finance Council but these councils function in collaboration.

### Collaborative Schools

- The needs, opportunities and resources of each school would be considered as adaptations are made for collaboration. For example, concentrating grade levels and/or programs in specific locations could be an outcome.

### Changing of Status of a “Parish” to a “Mission”:

- A mission is attached to a parish for all ministries, services and programs.
- A mission has, at most, one Sunday mass. There are no weekday liturgies.

### Pastoral Coordinator (Deacon or Lay Person) + Parish Priest lead one or more parishes.

- Respective to roles, each provides for the needs of the parish: administrative, pastoral care of parishioners and sacramental leadership.

### Closing of a parish or a school:

Note: Closing of a parish/school does not relieve the custodial care of the property. If property is intended to be sold completion of such action can take many years.

- A. Outright closing of a parish/school.
- B. Blending of 2 or more parishes and/or schools to become a newly named parish/school through an intentional community process.

### No Change.

### Other ideas?

## **PASTORAL PLANNING CONSIDERATIONS**

### **The Vision for the Planning Process:**

- We trust in God's providence because this is the Lord's work and we will move joyfully and hopefully into the future
- The Lord's work which the Archdiocese has been entrusted with is EVANGELIZATION, sharing the kerygma, the core, effective proclamation of the gospel, through word and the witness of our lives.
- The pastoral and spiritual care of the people of God is of the utmost importance
- Fostering vocations to the priesthood will continue to be emphasized
- Evangelization efforts (promoting the role of the baptized as missionary disciples) will be emphasized
- The vocation of the laity to carry out the mission of the Church in the world will continue to be emphasized as well as lay roles in volunteer ministry and consultative leadership within the Church

### **The Process for Planning:**

- Archbishop leads the planning process with the help of the Planning Office and the Vicar for Clergy Office
- It is expected there will be various models of pastoral leader within deaneries and across the archdiocese.
- Particular needs of ethnic communities will be considered
- Statistical research will be balanced with pastoral insight of current experience and discernment of path for the future
- An Archdiocesan Pastoral Council /Envisioning Team will be formed in the future and use the deanery pastoral plans as a major source of input

### **Principles around Decision-Making regarding Parishes:**

- Quality pastoral care is the prime mover to decisions and for any plans that impact a parish or mission
- Current status of parish/mission/station could change
- Such changes could be reversed later
- Number of masses in an parish or mission is a critical component to planning:
  - Capacity of venue versus number of attendees will be a determining factor in changes to number of mass

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### **Principles around Decision-Making regarding Pastoral Leadership:**

- Normative Pastoral Leader of the Parish is the one who celebrates the Eucharist.
  - Normative number of masses per weekend to celebrate for any priest is no more than 4
- Normative standard remains a resident priest in each parish
- Consistently and well –formed deacons or lay leaders, with a common ecclesiology, can be named as pastoral leaders of a parish
  - Selection of next deacon aspirants will be with regard to possible pastoral leadership
- Where there is not a priest as Pastoral Leader (Pastor) a priest is assigned to a parish to have a consistent presence with the people
- Pastoral leadership should be trained and prepared for emergencies wherein the Sunday Celebration in the absence of a priest could be employed.

#### **Principles regarding Priests:**

- Healthy balance of workload
- A priest's assignment will take into consideration each priest's mental, physical, and spiritual health as well his leadership strengths and limitations
- There could be new forms of living arrangements, such as priests living in community while serving different parishes

#### **Principles regarding Implementation of New Parish or Deanery Models:**

- After pastoral leadership is assigned within new models the standards will be toward stability of leadership
- Changes in the model will be discerned and planned through consultation