



## ***Renew My Church: Parish Feedback***

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 are conversation starters only. **No decisions have been made.**

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.

*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 lists the initial scenarios for our grouping, which consists of:

- St. Gertrude Parish
- St. Ignatius Parish
- St. Jerome Parish

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

While each parish is a sponsor of Northside Catholic Academy, the structure of Northside Catholic Academy is not in the scope of the current parish discernment process. Once parish structures are clear, a fresh review of parish support and governance of NCA will be undertaken.

There are six initial scenarios for how the parishes could be organized differently from today. Within each of the scenarios are considerations for how the church buildings would be used.

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.

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.





## Initial Parish Scenarios for Discernment:

### Consideration in all scenarios – potential “Mission Center” on St. Ignatius campus:

An option currently being explored that affects all scenarios is a “Mission Center” on the St. Ignatius campus. The Mission Center vision is for Loyola University to purchase / long-term lease a portion of or the whole campus at St. Ignatius. Loyola U would re-purpose or replace existing buildings for the Mission Center. Depending on the parish structure emerging from this process, the neighboring parish(es) would collaborate in the work of the Mission Center. How the St. Ignatius Church building would or would not be used by the parish(es) and Mission Center could depend on the feedback your Grouping Feedback & Discernment Team provides on each of the scenarios listed below. It is possible the Jesuit community at Loyola U could collaborate with the parish(es) to support 1 English Mass and 1 Spanish Mass on a weekend. More details about this possibility will continue to be discussed throughout the coming weeks.

**One parish scenarios:** The three parishes would form one new (and newly named) parish with one pastor and pastoral team. If the Mission Center on St. Ignatius campus proceeds, the new parish would collaborate with Loyola U on ministry on the Mission Center. The three scenarios propose various ways the churches would be used within the new parish.

Scenario 1: St. Gertrude and St. Jerome remain Sunday worship centers, and one of the two is designated the parish church where the sacramental records are kept for the parish. St. Ignatius ceases to have regularly scheduled Sunday Mass.

Scenario 2: St. Gertrude and St. Ignatius remain Sunday worship centers, and St. Gertrude is designated the parish church where the sacramental records are kept for the parish. St. Jerome ceases to have regularly scheduled Sunday Mass and moves toward formal closure.

Scenario 3: St. Jerome and St. Ignatius remain Sunday worship centers, and St. Jerome is designated the parish church where the sacramental records are kept for the parish. St. Gertrude ceases to have regularly scheduled Sunday Mass and moves toward formal closure. [Note: An immediate concern with this scenario is the impact on NCA if St. Gertrude Church were to close.]

**Two parish scenarios:** 2 parishes (2 pastors, 2 pastoral teams) supported by one shared business / facility operations team. If the Mission Center on St. Ignatius campus proceeds, the two parishes resulting from each scenario would collaborate on ministry with each other and Loyola U at the Mission Center.

Scenario 4: Parish 1: St. Ignatius and St. Jerome become one parish. St. Jerome is designated the parish church where the sacramental records are kept for the parish. St. Ignatius ceases to have regularly scheduled Sunday Mass. This parish union could take the form of either:

St. Ignatius and St. Jerome form a new (and newly named) parish OR St. Ignatius becomes part of St. Jerome Parish.

Parish 2: St. Gertrude Parish remains in its current canonical parish structure.

Scenario 5: Parish 1: St. Ignatius and St. Jerome become one parish. Both churches continue to hold a regular Sunday Mass schedule. St. Jerome is designated the parish church where the sacramental records are kept for the parish. This parish union could take the form of either:

St. Ignatius and St. Jerome form a new (and newly named) parish OR St. Ignatius Parish becomes part of St. Jerome Parish.

Parish 2: St. Gertrude Parish remains in its current canonical parish structure.

Scenario 6: St. Gertrude and St. Ignatius become one parish. St. Gertrude is designated the parish church where the sacramental records are kept for the parish. St. Ignatius ceases to have regularly scheduled Sunday Mass. This parish union could take the form of either:

St. Gertrude and St. Ignatius form a new (and newly named) parish OR St. Ignatius Parish becomes part of St. Gertrude Parish.



Parish 2: St. Jerome Parish remains in its current canonical parish structure.

**Parish Data:**

<b>Avg. weekend Mass attendance (October Count)</b>				
<b>Year</b>	<b>St. Gertrude</b>	<b>St. Ignatius</b>	<b>St. Jerome</b>	<b>Combined</b>
Oct. 2019	733	930	1,565	3,228
Oct. 2018	650	1,235	1,798	3,683
Oct. 2009 (10-yr)	899	953	3,602	5,454
Oct. 1999 (20-yr)	1,104	944	2,478	4,526
<b>% of parish's Mass attendance by language</b>				
<b>Language</b>	<b>St. Gertrude</b>	<b>St. Ignatius</b>	<b>St. Jerome</b>	<b>Combined</b>
English	100%	24%	15%	36%
Spanish	-	76%	74%	59%
Bilingual	-	-	11%	5%
<b>Church seating capacity</b>	700	900	1,000	
<b>Annual church operating revenue (excluding rental income)</b>				
<b>Fiscal Year</b>	<b>St. Gertrude</b>	<b>St. Ignatius</b>	<b>St. Jerome</b>	<b>Combined</b>
2019 (year ended June 30, 2019)	\$831,291	\$377,842	\$646,850	\$1,855,983
<b>Estimated capital needs by building in next 7 years</b>				
Estimated needs over a 7-year period based on a walk-through visual assessment conducted by a contracted facilities firm.				
<b>Building</b>	<b>St. Gertrude</b>	<b>St. Ignatius</b>	<b>St. Jerome</b>	<b>Combined</b>
Church	\$272,550	\$514,250	\$561,550	\$1,348,350
School	\$242,250	\$389,800	\$832,250	\$1,464,300
Rectory	\$142,200	\$240,650	\$158,200	\$541,050
Ministry Center or Convent	\$109,200 (Ministry Center)	NA	\$353,200 (Convent)	\$462,400



Parish Center / Gym	\$315,600	\$1,173,650	\$1,178,700	\$2,667,950
Garage	\$61,250	NA	NA	\$61,250
<b>Total</b>	<b>\$1,143,050</b>	<b>\$2,318,350</b>	<b>\$3,083,900</b>	<b>\$6,545,300</b>