



## **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 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. Athanasius Parish
- St. Joan of Arc Parish
- St. Mary Parish
- St. Nicholas Parish
- Sheil Center Campus Ministry

The schools of St. Athanasius, The Academy of St. Joan of Arc, and Pope John XXIII are important Catholic education ministries in the grouping. However, school structures are not in the scope of this discernment process. Some parish scenarios may require discussion about school governance / relationship to parish, but no changes are proposed to school structures nor programs.

Key data points 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**

As noted on page 2, school structures / programs are not in scope of this discernment process. Some parish scenarios may necessitate discussion about school governance / relationship to parish, but no changes are proposed to school structures nor programs.

### **Parish scenario 1 – Sheil Center + 2 parishes**

*Sheil Center* remains in its current structure as campus ministry with a full-time priest director.

*Parish 1:* St. Nicholas remains in its current parish structure.

*Parish 2:* St. Athanasius, St. Joan of Arc, and St. Mary unite as one parish at three sites, two sites, or one site.

### **Parish scenario 2 – Sheil Center + 2 parishes**

*Sheil Center* remains in its current structure as campus ministry with a full-time priest director.

*Parish 1:* St. Mary + St. Nicholas unite as one parish at two sites.

*Parish 2:* St. Athanasius + St. Joan of Arc unite as one parish at two sites or one site.

### **Parish scenario 3 – 3 parishes, connecting Sheil campus ministry with a parish**

*Parish 1:* St. Nicholas remains in its current parish structure.

*Parish 2:* St. Athanasius + St. Joan of Arc unite as one parish at two sites or one site.

*Parish 3 + campus ministry:* St. Mary + Sheil Center campus ministry unite as one with two locations in Evanston.

- Priest staffing scenario 1: 1 priest leader with dual roles of Pastor + Director of Sheil Center
- Priest staffing scenario 2: 2 priests; 1 pastor + separate priest Director of Sheil Center

### **Parish scenario 4 – 3 parishes, connecting Sheil campus ministry with a parish**

*Parish 1:* St. Nicholas remains in its current parish structure.

*Parish 2:* St. Mary + St. Joan of Arc unite as one parish at two sites or one site.

*Parish 3 + campus ministry:* St. Athanasius + Sheil Center campus ministry unite as one with two locations in Evanston.

- Priest staffing scenario 1: 1 priest leader with dual roles of Pastor + Director of Sheil Center
- Priest staffing scenario 2: 2 priests; 1 pastor + separate priest Director of Sheil Center

***See pages 4-5 for data about each parish.***



**Parish Data (page 1 of 2)**

<b>Average weekend Mass attendance (October Count)</b>					
<b>Year</b>	<b>St. Athanasius</b>	<b>St. Joan of Arc</b>	<b>St. Mary</b>	<b>St. Nicholas</b>	<b>Sheil Center</b>
Oct. 2019	438	555	527	1,177	512
Oct. 2018	447	472	576	1,124	573
Oct. 2014 (5-yr)	630	528	706	1,040	619
Oct. 2009 (10-yr)	683	505	673	1,256	778
Oct. 1999 (20-yr)	865	582	954	1,048	968
<b>% of parish's attendance by language (2019)</b>	100% English	100% English	98% English 2% French Creole	53% English 47% Spanish	100% English
<b>Church seating capacity</b>	600	400	500	550	-
<b>Baptisms, Weddings, and Funerals (based on July 1, 2018, to June 30, 2019)</b>					
Baptisms <7 yrs old	24	9	18	76	-
Weddings	7	1	9	14	-
Funerals	14	14	14	36	-



**Parish Data (page 2 of 2)**

<b>Finances (church only; no school financials included)</b>				
<b>FY19 income statement</b>	<b>St. Athanasius</b>	<b>St. Joan of Arc</b>	<b>St. Mary</b>	<b>St. Nicholas</b>
Collections	\$592,383	\$368,065	\$400,155	\$817,864
Total operating revenue incl. collections, excl. rental	<b>\$739,616</b>	<b>\$508,589</b>	<b>\$483,001</b>	<b>\$1,171,015</b>
Additional rental income	\$16,000	\$15,000	\$286,978	-
<i>Total operating revenue</i>	<i>\$755,616</i>	<i>\$523,589</i>	<i>\$769,979</i>	<i>\$1,171,015</i>
Total operating expenses	\$709,042	\$472,392	\$935,603	\$1,143,392
<i>Operating surplus / (deficit)</i>	<i>\$46,574</i>	<i>\$51,197</i>	<i>(\$165,624)</i>	<i>\$27,623</i>
<b>FY20 income statement</b>	<b>St. Athanasius</b>	<b>St. Joan of Arc</b>	<b>St. Mary</b>	<b>St. Nicholas</b>
Collections	\$569,326	\$328,378	\$356,458	\$820,779
Total operating revenue incl. collections, excl. rental	\$718,862	\$430,553	\$420,186	\$1,158,465
Rental income	\$14,240	\$76,003	\$296,144	-
<i>Total operating revenue</i>	<i>\$733,102</i>	<i>\$506,556</i>	<i>\$716,330</i>	<i>\$1,158,465</i>
Total operating expenses	\$663,108	\$570,790	\$889,816	\$1,164,997
<i>Operating surplus / (deficit)</i>	<i>\$69,994</i>	<i>(\$64,234)</i>	<i>(\$173,486)</i>	<i>(\$6,532)</i>
<b>Savings on deposit with archdiocesan bank (no parish has debt)</b>				
Total savings	\$1,998,630	\$218,846	\$950,983	\$1,614,292

As a campus ministry, the Sheil Center reports to the archdiocese’s Department of Parish Vitality and Mission (as do the other Newman Centers in the archdiocese), so the financials follow a different reporting structure than what parishes use. Thus, there is not an ‘apples to apples’ financial comparison to the parishes since it is not a parish and follows different financial reporting.

Sheil has operated without financial subsidy from the archdiocese, i.e., it has covered its expenses with donations at Mass from students and those who support Sheil’s mission, continued alumni support, cultivated donor relationships, and some grants from outside sources.