



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 at our next parish meeting. Please see the bulletin for specific date/time. 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.**

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.
- **School quality and financial stability:** The school should be best positioned to provide the very highest quality of faith formation and academic quality in a manner that is financially sustainable. A key measure is the **potential to enroll a minimum of 240 students in PK-8**, considering area demographics and parish student population.

Initial Scenarios for Discernment

Below are the initial scenarios for our grouping, which consists of St. Hilary Parish and School, St. Matthias Parish and School, Queen of Angels Parish and School, and Transfiguration of Our Lord Parish.

There are 5 initial scenarios for how the parishes could be organized differently from today. The school scenarios are included on the next page;

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.

Due to the significant amount of money needed for capital repairs at Transfiguration, it is likely the church building will need to close, and that is reflected in all scenarios. A productive discussion for the discernment process should focus on the vibrancy, blessings, and the most promising future of the community at Transfiguration. This discussion should include where the Filipino community would best find a vibrant home for the future in the grouping and where the Spanish speaking community would best find a vibrant home for the future in the grouping. In the scenarios below, an expectation is that Spanish Mass would only be held in one of the parishes.

Parish Scenario 1:

Parish 1: St. Hilary and St. Matthias unite as one parish. Both churches remain open; the sustainability of operating both churches would be continuously reviewed by parish leadership; with a formal re-evaluation with the archdiocese in no more than 5 years.

Parish 2: Queen of Angels and Transfiguration unite as one parish at Queen of Angels Church. Transfiguration Church would close.

Parish Scenario 2:

Parish 1: St. Hilary and Transfiguration unite as one parish at St. Hilary Church. Transfiguration Church would close.

Parish 2: St. Matthias and Queen of Angels Parishes unite as one parish. Both churches remain open; the sustainability of operating both churches would be continuously reviewed by parish leadership with a formal re-evaluation with the archdiocese in no more than 5 years.

Parish Scenario 3:

Parish 1: St. Hilary, St. Matthias, and Transfiguration unite as one parish. Transfiguration Church would close. St. Hilary and St. Matthias churches remain open; the sustainability of operating both churches would be continuously reviewed by parish leadership with a formal re-evaluation with the archdiocese in no more than 5 years.

Parish 2: Queen of Angels Parish remains in its current structure.

Parish Scenario 4:

Parish 1: St. Hilary, St. Matthias, and Transfiguration unite as one parish. St. Hilary remains open as the parish church. Both St. Matthias Church and Transfiguration Church would close.

Parish 2: Queen of Angels Parish remains in its current structure.

Parish Scenario 5:

Parish 1: St. Hilary Parish remains in its current parish structure.

Parish 2: St. Matthias, Queen of Angels, and Transfiguration unite as one parish. Transfiguration Church closes. Both St. Matthias and Queen of Angels Churches remain open; the sustainability of operating both churches would be continuously reviewed by parish leadership with a formal re-evaluation with the archdiocese in no more than 5 years.

Initial Scenarios for Discernment

Schools:

Schools must be self-sustaining going forward and not require financial support from the archdiocese. Schools that are unable to remain financially sustainable will be considered for closure in subsequent years.

School Scenario 1:

- Each of the three schools continues in their current programs.

School Scenario 2:

- St. Hilary and St. Matthias Schools unite as one school program and operate lower grades at one campus and upper grades at the other campus.
- Queen of Angels School continues in its current program.

These school scenarios have various governance implications under each parish scenario, i.e., how a school relates to the parish(es). These implications will be discussed by the Grouping Feedback & Discernment Team throughout the coming weeks.

Based on past experience in the archdiocese, operating 2 school programs under 1 parish is very difficult. In parish scenarios in which the parishes of 2 current schools unite as one parish, a possibility that may be considered is for one of the current schools to remain a parish school under the new parish and for the other school to operate under governance separate from the parish.

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.