

# DRAFT



To: Archdiocesan Regional Planning Committee

From: Holy Family Parish Council

Date: May 9, 2006

RE: Regional Planning Re-organization Recommendations

Holy Family Parish is pleased to be given the opportunity to offer suggestions for regional reorganization to the archdiocesan regional planning committee. We have thoroughly reviewed the information provided to us by the committee, including regional and parish demographics and the planning documents including the "Pastoral Leadership and Staffing 2005" document.

We believe that our region is unique to the archdiocese. We have a concentrated number of parishes within a relatively small geographic area. Within our region are distinct cultural and historical traditions that have developed our parishes into unique pastoral sites. After much reflection, we determined our goal to be to accommodate the pressing need to reduce the number of priests required to effectively minister to our region, while maintaining the unique and best characteristics of each of our member parishes.

We hope that you find these recommendations helpful. We welcome an opportunity to discuss any questions that the committee may have regarding our proposal.

Respectfully,

A handwritten signature in black ink, appearing to read "Miguel Zamora II".

Miguel A. Zamora II

President, Holy Family Parish Council

### **Parish Leadership and Staffing**

- ❖ The following additional clusters could be created in our region allowing a single pastor to be assigned to two or more parishes:

We suggest a combination of the cluster / cluster team approach as follows:

1. Holy Family w/St. Therese, Guardian Angels and St. Ignatius
2. St. Stephen Martyr w/Our Mother of Sorrows and St. Elizabeth
3. St. Agnes w/St. Brigid and St. James
4. St. Raphael and St. Francis.

Each cluster would have two priests assigned to provide for pastoral and administrative leadership and to provide Eucharistic celebrations and sacraments. The parishes of each group would work together to combine ministries and resources when and as appropriate for each parish and cluster community. For example, certain administrative and business functions might be combined for all members of the cluster, saving resources that could be put to other purposes at each parish.

- ❖ Pastoral Administrators can be assigned to provide leadership to parish communities. In this model, a priest is assigned to provide sacramental care. The following parishes in our region would be good locations for this type of leadership:

Pastoral Administrators could be assigned to any of the clustered parishes above to assist the priests assigned to each cluster. These assignments would be based on the needs of each parish within the cluster in relationship to the availability of priests to provide for adequate leadership outside of the sacramental and liturgical setting.

We believe that it is critical that Pastoral Administrators have adequate education and experience for this role. Further, we believe that the role of the parish administrator / business manager becomes even more critical in this model, requiring folks in these positions to have strong leadership and administrative experience/skills.

- ❖ Other staffing alternatives recommended for your parish, group of parishes or region:

See above. Our recommendations blend what a variety of the options listed in the "Pastoral Leadership and Staffing 2005" document in a manner that best suits the needs of the parishes in or adjacent to our region.

### **Parish Realignment**

- ❖ The following parishes could be merged into a single parish during the next three years. The new parish will work with the Archdiocese to determine which facilities to maintain:

We do not recommend the merger or any parishes at this time. We believe that the combination of the cluster / cluster team approach that we have presented provides the following opportunities for the Archdiocese:

1. Enables fewer priests to serve the existing community of parishes as pastors and leaders.
2. Enables parishes to continue to remain open as traditional entities with minimal immediate disruption of liturgical and sacramental traditions.
3. Clustering parishes with different demographics characteristics provides each member of the cluster to realize benefits of economy of scale while concentrating on its own core competencies with respect to ministry and parish culture.

- ❖ It is possible that there are more parishes in a region than are needed to provide for the pastoral care of this community. The following parishes could be considered for closure:

While we believe that there are more parishes in our region than what is **absolutely** needed to provide for the pastoral care of the community, we do not recommend that any parishes be closed.

We believe that use of the cluster / cluster team approach will provide one of two results for the parishes involved. The parishes involved, particularly the ones that might be considered most vulnerable to closure, will either grow stronger by taking advantage of resources provided by the other cluster members, or not. Those that do not embrace the opportunities provided by this modified clustered approach will not continue to thrive and may be considered for closing at a later date.

We believe that this might be a good time to re-evaluate parish designations, and that the following parishes in our proposal be considered for a change of status to either "mission", "chapel" or "oratory" status:

St. Brigid, St. James, St. Elizabeth, Our Mother of Sorrows, St. Ignatius, Guardian Angels

- ❖ Other suggested realignments:  
None

### **School Realignment**

- ❖ Due to changes in demographics and the cost of education, the following suggestions are made for schools in our region:

Given that this process is primarily aimed at ensuring that our priests are well served and properly utilized, and that many of the changes required will be stressful, we recommend that parish schools be excluded from this process as a rule. Only parish schools that are not operationally sound with respect to either finances or mission execution should be considered for closure or merger. It is our opinion that none of the schools in our region should be considered for reorganization as a part of the current regional planning process.

### **Other Planning Alternatives**

- ❖ In addition to parishes, staffing and schools, the following organizational alternatives are suggested for consideration:

We believe that Parish Councils and Leadership within our clusters should meet to discover what resources can be shared, ie...youth or senior ministries, custodial or administrative resources, etc..

Quarterly or bi-annual regional meetings of parish leaders should be held to discover where different parishes / clusters can help each other outside of their "home" group.