Current Reality Report Discussions | June 4, 2020

**St. Andrew**

Planning for 3-5

Data for Hispanic community for meeting needs in more white communities now.

Boomers declining. How to pay for needs? Too many churches in one area.

Impacts for now: change in deanery is dramatic for churches we need. People staying home (work) and impact on facilities.

Wealthy households give less. Too many in wrong places.

Average use of facilities is less (we have too many buildings).

Engage Millennials.

Hispanic ministry, planning.

No new information.

Complexity of finding assistance with liturgies within Family of Parishes.

Millennial lack of giving, group aware of challenges.

Equitable distribution of resources.

Those who retire!!!

Current impact – cost of Catholic schools, danger of priest eligible for retirement doing that if more added.

Support of all priests to plan, plan for better use of retired priests.

New: that schools are generally doing well.

Marketing for schools!!!

10% no new idea.

Current impact if Ed Choice goes away what happens? Growth of Catholic population vs where schools are.

Future – Catholic education value of archdiocese and therefore all.

Look at Catholic culture bearing growth.

What happens to parishes put together in red, in black?

Impact concerning moving demographics.

**Cathedral**

What info is new? Increase in Hispanic population because of under-representation in the past.

Increase in other ethnic groups, more people from African nations and Caribbean islands.

Low percentage of Catholics in Cathedral deanery. Need for evangelization.

Vocation strategies, hope in financials, hard numbers re: religious orders, future ministries.

Impact for 2022+ - cost of education lower for large schools

Promoting all vocations is important as we move forward.

What does the trend and changes tell us about parish boundaries?

Decline in Catholic families will affect number of parishes in our deanery.

Where can we evangelize in our deanery?

Question to consider: is it where they are living or where they are registered?

Need to find a way to get numbers of African, Asian, Hispanic populations.

How does use of space tell us what changes we need to make for the future?

Fewer ministry options for diocesan priests outside parish ministry.

Religious orders have a key role – can that last?

We need to promote lay ministry to provide the support for priests/pastors.

Effort within campus ministry to foster vocations.

Religious orders have a set of values to consider when taking on ministries.

Number of Masses needs to decrease.

Look at the number of schools a priest may need to oversee.

Pros and cons of Ed Choice for strong Catholic identity in our schools.

Catholic schools are not necessarily in the locations where the population is.

Schools for the most part are financially stable.

Cost of education is lower for large schools.

Promoting all vocations is important as we move forward.

Increase the number of children involved in any religious education and formation programs.

We need to use Ed Choice as a means of fostering vocations.

Teachers should be trained to be good catechists.

**Dayton North**

2022 population densities, Hispanics are hard to get in touch with, hard to register.

New? General median income growth, overall 3%, 14% Catholic vs overall.

Concentrate where Catholics are. Leave sparse areas

Impacts? Should all the priests see the current proposed Families now, so we all have more time to pray over it and come up with good feedback?

Develop more lay ministries so the faith can grow in the absence of priests.

Merge into one parish council and finance council.

Reinforce that over 10 years of wages we don’t keep up with secular wages.

We have to collaborate with priests.

We have a lot of money tied into buildings.

What was new? The disparity of financial situations of parishes, that so many parishes are doing ok to well.

Collaborate between schools within a Family.

Diocesan level capital campaigns to help Catholic parents send kids.

Can’t move a school.

Grow advancement.

New? Nope.

**Dayton South**

Data seemed new (actual numbers). Trend is relatively known.

1.8% is average % of income.

80% of giving by 20% of people.

% of Hispanic growth in Dayton.

Larger ministry and outreach via deanery, not only parish family.

Concern about losing inner city. Maintain presence.

# of liturgies has to decline.

Southeast Dayton seeing faster growth.

Respond to increase in Hispanics.

How will parishes that become a family merge finances when one has debt and another has savings?

How do we involve religious orders’ charisms in the process?

How will current successful and failed share staff and ministries be shared? What can we learn from places already sharing?

Combined averages on schools may need further definition.

How do we serve largest number of families?

How will diocesan schools offices assist in daily operations of schools – to remove this administrative duty from pastor.

Parishes without schools could be subject to increased assessment /parish subsidy.

Surprised that our schools are not where our kids are.

Archdiocesan schools office take over the schools.

We need to open options i.e., consolidated schools, regional schools, move junior high to the Catholic HS

School finances are an issue.

How to change expectations of priest and laity

How do you keep facilities up to date and shared appropriately?

Effects on staff and deferred or regular maintenance

Outside facilitator will be crucial for Families of Parishes as they try to work together.

Do the 60-69 year old priests have the energy to do this?

Don’t underestimate contention with joining parishes with debt vs surplus

Some parishes are going to have to close.

Imbalance of financial positions by parish.

Surprised by # of parishes under 100K revenue.

There is a life cycle in parishes – circular.

Must engage Millennials.

Is this process adequate and in-depth enough to really measure true impact?

Real concern not enough access to data and time to process.

School merger and consolidation discussions move quickly.

**St. Francis de Sales**

Only 9.8 % of students in enrolled in something – 90% not engaged in anything

Surprised that schools are not where people are.

Utilization and generational information seems important for future planning.

Need to account for areas of large growth like ours (Hyde Park, Madisonville, Oakley). Large scale factors are very different from ours.

What’s up with calling it “Families of Parishes” - not church like. Dumbs it down

Church’s willing to open school in places where there is a need?

Pastors notified about getting two schools to navigate.

Would other families support a new church in their family with school – would they help?

Would be helpful to find what is percentage of Boomers who practice their faith vs. percentage of Millennials who practice their faith – could help with projections.

Seems we should just do the obvious and close parishes with low numbers (despite finances) (Rip the band aid off).

There seems to be an immediate need for a reduction of liturgies when Families of Parishes are formed. The opposite was expressed.

Using averages doesn’t recognize individual differences.

Consider bringing in priests.

Few slides on sweet spots.

Finances are not so bad as on aggregate.

The 10 year projection of priests.

We can’t count on religious priests.

How will finances affect facilities?

Declining births effect on schools.

What resources will be provided to help individuals donate money?

Put Catholic schools where Catholics live.

October counts aren’t sufficient.

Place of residence is not that important.

How will changes of where people of color make a difference?

Access to schools will be important.

How to balance distribution of priests along deaneries?

Look at class schedule.

Coordinate class schedules deanery wide.

How to coordinate priorities with differing debt levels?

If only 10% of kids are in Catholic educations should we expend all these evening resources?

Do we leave schools at the point of enrollment?

Should we close low population parishes so we can focus on parishes with greater populations?

Parish facilities with multiple schools.

How aggressive should we be in opening in sweet spots?

**Hamilton**

Long-term plan: Facility use decline. Number of worship sites will need to decline.

Mass schedule match 2010 attendance, not 2019 attendance.

Generous contributors need a say in the process. Need ownership.

Decline in weddings troubling. Same as decline in other sacraments. It was not more dramatic than others.

What’s new? # of live births is declining and will decline for at least 10 years.

How many will quit the Catholic Church?

High density of parishes in areas with low Catholicity.

Ownership or parishes with groups.

How does decline in priests mesh with data?

Priests age 60-69 are largest cohort. We have 10 years or less to make needed changes.

Forming people for stewardship.

Impact of expenses for Religious Ed/PSR

Nothing new but unwillingness to deal with data.

How will we convince parishes of the need to close?

Cost to educate is inversely proportional to school size. This suggests benefits to consolidation.

What is the opportunity for marketing to Hispanics and people of color?

What about Catholic school and special needs students?

**St. Lawrence Deanery**

Possible impacts: we do not know yet but might see new configurations of parish families.

Will there be parishes exempt due to certain ministries or demographics?

Work together for better facility parish utilization, Sunday Mass schedule.

Schools with high and low Catholic population.

Some were surprised with 80/20 giving, thought 93/7.

How many remain in faith after RCIA?

Restructure schools from parish based to others.

In our deanery, numbers not sustainable for all parishes.

Unclear for planning based upon lack of use of parish boundaries.

How will decreased sacramental prep impact planning?

Missing data on physical plant deferred maintenance.

Priority is to change people’s expectations on priest availability.

Excellent to have coordinated retired priest resources.

Priest’s level of skill sets i.e., language, culture, administrative ability.

Add to risk assessment of property assessment of capital improvements.

Some hope all Families of Parishes contiguous.

Depends on people coming on board to change.

Each priest personnel rep have candid interview with priests in their years of ordination.

What is the determination of who is pastor or P.V.? Do we have input?

Important to have insurance plan.

With the goal of ten years stability for parish and the priest/pastor.

New info? Not really - If you have a school, you know this. Smaller pool of teachers – how to get them? Confirmed a lot of what we thought.

Impact on parishes – we don’t know yet.

June – November?

How do retired priests fit in the distribution for parish help?

Seems to be pretty good overall financial management

Is it time for a different governance structure for all schools?

We have a concern if only 10% of Catholic children are receiving Catholic formation in a Catholic school or faith formation.

Schools are not located in sweet spots. Do we need to build here?

Need equitable way to support school/schools in Family of Parishes.

What does school-parish relation exactly mean?

**St. Margaret Mary Deanery**

Nothing surprising but confirmed intuition.

Large decline in Catholicity but now too many facilities.

We have seen the trend for decades and now we have confirmation of it and can tell our people.

Some parts of deanery have seen 0% growth in Latinos and others, great growth.

It is necessary to track movement of migrants and plan to minister where there is growth.

There is need to revise deanery boundaries.

Busing issues must be considered for those with schools.

Financial consolidation will impact staffing needs.

We cannot wait until the end of the process to implement some changes – urgency!!

Mass schedules definitely need adjustment – for real!

If $$$ or Mass attendance declines, what will happen with existing debt?

Decisions need to be made soon about aging facilities and investment in maintenance.

What will multiple parishes look like (some without Sunday Mass?) How many buildings will be maintained?

We need to be realistic (not overly optimistic) about numbers of priests.

What is the financial stability of parishes with significant debt?

How much is deferred maintenance? We really need to know this!!!

How do retired priests actually fit in?

How will parish investment in schools be distributed among Families of Parishes?

Do we need to institute schools where the children are?

How many poor areas are Catholic?

Are some schools too small?

We need to develop a new way of financing schools.

Competition between schools must be addressed.

Income level of Catholic school families.

What is the purpose of the Catholic school? What are the metrics for success?

Will we have regional schools?

Will school expenses be divided according to % of enrollment from parishes?

Is it presumed that elementary schools are parish run?

What is the role of parish boundaries in schools?

Did the data gathering account for duplicates?

1 Family should mean one schedule. Is this being planned?

To depend on Ed Choice – this seems to be a problem in several areas rather than a benefit.

Start establishing a retirement community now to assist with vacations and days off.

Have 40-45 parish families moving forward and thus set up a better insurance policy given retirees and save newly ordained priests as associates for 2-3 year terms.

Will Mass schedules stay the same in a family and gradually decrease or are we going to rip the bandaid?

Why aren’t we scaling down more quickly given the number of priests over 70, why aren’t they required to retire at 75 rather than giving a “better picture” now?

Is there a plan to consistently place Spanish-speaking priests where they are needed?

Who will be assigned pastors under 58 vs over 58 since the goal is stability, why not put younger as pastors and older as vicars?

Hispanic growth is lower than thought.

More parishes in lower Catholic areas.

Catholic population in decline.

Decline in birth rate will destroy us in 25 years.

Hispanics being pooched by Protestants.

Focus resources on increase areas not declining.

Increase Mass attendance, those attending Catholic schools, mandate!

How does pastor run multiple schools?

Reduce Mass schedules. Mass should be at least 2/3 full.

Will diocese require minimum schedule for Mass when implemented or leave to pastor to decide?

**St. Martin**

People work in cities but want to live in suburbs: minorities move into former Catholic neighborhoods need ministry.

Notice a “comic book” level of Catholic education, lack of understanding the faith: need to challenge and promote practice of faith in the home.

No matter how much we combine parishes are there resources. If people are not feeling needed or wanted or have a sense of purpose they will not come. Show that the faith is different from daily life.

Millennials will pay into something if they see the purpose/gain a reward – if the community has a sense of purpose for parishioners Millennials would be more inclined to give.

Challenge Millennial generation in the faith. They desire a purpose to their faith and faith community, not to be entertained.

Impact on June – November planning: align parishes, activities where people are/will be.

Balance geographic needs, especially rural, inner city. How far have to drive?

Make sure plan systemically, not loudest voices.

Look at long term goals.

What was new? Not much. We know the data.

In restructuring of parishes, priests would have to be prudent in where he is present to various ministries in the parish.

Impact long term – how decide where to worship when churches may be full capacity.

Question of pooling the financial resources – how to decide?

Facing parish non-sustainability.

Priests would be knowledgeable in importance of ministries. What is needed? What is affordable? What can a parish go without? Can a parish survive without certain ministries?

What ministries are important to duplicate at multiple parishes? K of C, SVdP, Scout chapters, what can/should be merged? Men’s groups, RCIA, PREP, Maintenance volunteers, Festival committees, Liturgy planning, office staff

Accelerate vocation promotion.

“Evolving into one council.”

How to avoid duplication.

Decisions on facility use.

Canonical implications because finance must be separate.

Rip the band aid off now. Who becomes pastor?

What was new? Not much. Some surprised that have multiple parishes.

How to manage one FoP with multiple schools?

Maintaining Catholic identity a challenge.

What didn’t know? School principals don’t need to be licensed?

Apples and oranges – much information within presentation not useful because schools are diverse. Some schools have little state help and low tuition. Much state help/low tuition. Little state help/higher tuition, much state help/higher tuition.

Some didn’t know how important Ed Choice is in propping up finances.

Highland county – got many converts from schools. Some anti-Catholicism.

In merging parishes would school be “Parish school” or “Family of Parishes school?”

2 parishes with schools form a family, would schools merge too?

Look at dependence on Ed Choice.

How factor in rise of home schooling after Covid.

Raise assessment of parishes not paying into school -or- lower assessment of parishes with schools.

**St. Marys**

3 liturgies per weekend? Seriously. Includes funerals and weddings?

Feedback from the bottom up is not the same as a “bottom-up process.”

What are we doing to teach millennials to be generous?

**Sidney**

No surprises, not seen in local parish, low percentage of growth Northern area, increase of Millennials, attendance at Mass.

What was new? Growth in unexpected areas (Springfield), Hispanic growth greater than expected.

Challenges: distribution of priests.

June – November planning: How to account for generational differences in religiosity? How to reconcile higher density parishes with low density Catholicity? Must make tough decisions.

Balance Gospel mandate in practical necessity in largely non-Catholic areas.

2022 and Beyond: Higher population of older parishioners means greater resistance to change? Need for speaking in layman’s terms, “palatable changes.”

Fiscal responsibility, increase vocations, population trends, problem with priests, vocations.

Does each FoP have a school? Low number of pastors?

What was new? Finally seeing talke of single parishes getting liked with others (Russia, Sidney, etc.), great to see talk of an insurance policy, stable finances – great! Lack of giving among younger people, plan for 10 year stability.

2022 Impact and beyond: Mass schedules need to be an immediate concern, parishes push a unified vocation mission with the vocation office, where religious priest presence and change will have greatest impact?

What is the stability of new pastors going forward? Just assigned? Then reassigned after 1 or 2 years? Can we condense schools in families with two or three Catholic schools?

Pastor stability in general – are we to expect we might be moved at will? Priest health during intense restructuring period (2-3 years out)? Backing/support/unified vision at diocesan level.

Are Catholic schools necessary? Metric for measuring how will the school impact the Family? Learn from home schoolers! Encourage domestic church as most successful way of handing on faith.

How to be committed to Catholic schools. North has issues beyond/regional Catholic school.

What was new? Everything seems better than expected – potential for growth.

Possibility of civil government becoming more hostile to Catholic education, loss of Ed Choice.

**Springfield**

Baby Boomer most support when pass?

Mass attendance should reflect number of Masses.

Divorce, re-marriage, annulments = “defections” but returning Catholics.

Hispanic growth much larger, anticipated growth in Hispanics.

Mass attendance – huge decline in past ten years.

Young marrieds leave town, state.

Hospital ministry – vital to outreach.

Evangelization, appeals to younger Millennials, lower birth is devastating.

New learning – 50% of priests over 58 years!!!

Reduction of Masses.

Finances cannot pay bills.

Parishes NOT getting along!

Uniform diocesan model for how to implement Family of Parishes i.e., daily Masses, finance councils, pastoral councils, meetings, etc.

Reduced number of regional families by 5 or 10

Parish families have to be aligned with Catholic schools.