



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 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. Anastasia Parish and School and St. Dismas Parish. Through the structural discernment process, we will also explore opportunities for ministry collaboration with Most Blessed Trinity. Initial ideas for focus areas for that collaboration are included on the next page.

There are two initial scenarios for how the parishes could be organized differently from today; both involve uniting the two parishes as one parish.

The differences among the scenarios involve the future of church buildings. Reading the scenarios, it is important to distinguish between the word parish and the word 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. In a parish with multiple churches, one church will need to be designated the parish church where sacramental records will be kept.

Scenario 1: 1 parish; 2 churches

St. Anastasia and St. Dismas form a new parish, continuing to use both churches regularly as part of the new parish.

St. Anastasia School continues as the parish school of the new parish as long as enrollment and finances remain at levels the parish and archdiocese can support.

Scenario 2: 1 parish; 1 church

St. Anastasia and St. Dismas form a new parish.

In this scenario, St. Anastasia becomes the one church for the parish, and St. Dismas Church would close for worship.

St. Anastasia School continues as the parish school of the new parish as long as enrollment and finances remain at levels the parish and archdiocese can support.

Alternative Scenario: 1 parish; 1 church

St. Anastasia and St. Dismas form a new parish.

In this scenario, St. Dismas becomes the one church for the parish, and St. Anastasia Church would close for worship.

St. Anastasia School continues as the parish school of the new parish as long as enrollment and finances remain at levels the parish and archdiocese can support.

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.

Areas for ministry collaboration

In either scenario or any other scenarios proposed through the rest of the process, the following are areas of ministry for a new parish formed by St. Anastasia and St. Dismas to explore with Most Blessed Trinity for best serving the Waukegan and North Chicago communities.

- Evangelization efforts
- Religious education
- Retreats
- Social service outreach
- Serving senior citizens
- Hospital and Sunday communion coverage
- Ministerial support of Cristo Rey St. Martin de Porres School

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.