

February 22, 2024

Summary Report to Holy Spirit Family of Parishes Pastoral Council

NE8 March 2024 BOL Pathway Progress Report

Overview

Where We Are Today

As we continue the Beacons of Light (BOL) Pathway, we are well through Phase 2, creating a unified Vision. Collaboration through the Visioning Process (Visio Days, Family Visioning effort) is complete. Communication of the unified Vision throughout the Holy Spirit Family of Parishes has begun and will continue. Also, we will continue to build on our established Pastoral Leadership, including the Pastoral Council, Leadership Team, and staff through prayer and teamwork.

As we enter Phase 3, the focus will be creating a unified Ecclesial Culture around the Liturgy, Stewardship/Love in Action, and Evangelization principles while valuing the diversity of our heritage and aligning activities of the four parishes within the Family.

Recall that Phases can take several months to 18 months—2 years, and work will be ongoing and constantly evolving. Also, each Family of Parishes' unique characteristics are given consideration.

Archdiocese Request for Progress Update

As a part of the BOL Pathway, each Family of Parishes must provide an update on the progress report. Recall that we submitted an Annual Report in the Summer of 2023. Due in March 2024 is the following Pastoral Planning Pathway report. This report differs from the Annual Report (which focused on the 6 BOL Principles) by drilling down to the 31 BOL Parameters. We are to respond "yes or no" on conformity and then update our progress on each Parameter. We will also provide an overall update by responding to a few questions.

Holy Spirit Family of Parishes Role

This summary reviews the Holy Spirit Family of Parish's progress with the Pastoral Council, receives feedback and input, and informs and enhances the report prior to submission to the archdiocese.

Summary of March 2024 Pathway Progress Report

Parameters 1 - 3, General—#1: Must observe Canon law, Civil Law, Universal and Church Law, and Archdiocesan policies; #2: Must develop a pastoral plan for parish vitality, submitted annually, reviewed by the Dean, and approved by the archbishop; #3: Must form a Planning Team, led by the Pastor, to coordinate pastoral planning geared toward the unification of the Family by June 30, 2027.

Holy Spirit Family of Parish Response - We answered "yes" to all three parameters.

Parameter 1: The Pastoral Council and Leadership Team was formed, with representation from the four parishes within the Family, through Communication through town halls, mass bulletins, and website-posted updates. Members of the above groups and/or above-referenced tools acknowledge and respond to parishioner inquiries. Participation and engagement of parishioners are encouraged through Commission activities, special quarterly combined masses, and other activities (Diversity Event, Mass, and Summer Picnic).

Parameter 2: The compilation of plan(s) submitted by each of the four parishes formed the pastoral plan, which was submitted to the Worship Commission and the other Commissions—Stewardship/Love In Action, Evangelization, and Leadership. The Dean will review this as this effort continues. The Dean provided input into the initial report submitted in the Summer of 2023.

Parameter 3: Planning Team formed; Includes Pastoral Council, Leadership Team, and Commissions. All meet regularly and work in coordination and collaboration with one another, ensuring Communication and engagement with parishioners.

Parameters 4 - 8, Eucharist - #4: Regular Mass schedule no more than 2 per day/per priest; #5: Regularly scheduled Mass for Sunday Precept must have an annual average attendance of 50% of capacity; #6: Regular Mass schedule must allow time for the priest to prepare and be available to the community after Mass; #7: Must be a sufficient number

of trained and formed liturgical ministers to serve as readers, servers, EMsHC, music ministers, et al.; #8: Sacramental Formation must be provided.

Holy Spirit Family of Parishes Response - "Yes" to all but Parameter #5, a "No."

Parameter 4: Regular Mass schedules do not exceed more than 2 per day/per priest.

Parameter 5: We do not meet the attendance minimums. '23 from '22 number comparisons—NE8 is -7%; Deanery Region—10%, AOC—4%. Actions taken to meet this challenge: Efforts with youth -St. Benedict the Moor School, Youth Outreach Programs in the Community like Life Wise, Social Action engagement with UD students, and outreach to Dayton immigrant families.

Parameter 6: Modified Mass schedules as necessary. Priests have time to prepare for Mass and encourage parishioner engagement after Masses.

Parameter 7: Sufficient participation. Priests, deacons, and other Parish leaders, as well as Archdiocese representatives, provide training as needed. Parishioners are invited and encouraged to participate and serve.

Parameter 8: Sacramental classes are ongoing at all four parishes within the Family.

Parameters 9 - 10, Church - #9: Must adhere to spirit and norms of Vatican Instruction (pastoral conversion of the parish community in service of the evangelizing mission); #10: Family of Parishes collaboration within the NE8 Deanery on coordinated pastoral ministry (e.g., hospitals, young adults, high school, etc.).

Holy Spirit Family of Parishes Response - "Yes" to Parameter #10.

Parameter 9: Cells frozen - unable to answer.

Parameter 10: Pastoral ministry is coordinated by priests, deacons, and Commissions to reach those in hospitals, care facilities, evangelization to young adults, etc.).

Parameters 11 - 15, Leadership - #11: Must have a Unified Pastoral Council, Consultative groups - Leadership Team, Commissions; #12: Finance Councils of each Parish within the Family work together to monitor finances of the Family. #13: Qualified and competent staff to serve the Parish Family as unified as possible; #14: Priests must have regularly

scheduled days off, vacations, and retreats. #15: Priests, deacons, and staff participation in ongoing spiritual formation and training.

Holy Spirit Family of Parishes Response - "Yes" to all Parameters.

Parameter 11: The Unified Pastoral Council has a representative membership from all parishes within the Family. The consultative and supporting groups (Deacons, staff, Commissions, and Leadership Team) are also representative of all four parishes within the Family. They all facilitate informed decision-making, Communication, and productivity.

Parameter 12: Four Parishes within the Family share the cost of expenditures where appropriate. For example, the cost of the workshop might be divided among parishes. A process is in place to share status and monitor finances among all four parishes.

Parameter 13: Staff is established and functioning within the Family—a recently filled administration function (Regional Parish Assistant). The Pastor will review staff roles and functions to ensure effective sharing among the four parishes within the Family.

Parameter 14: Priests are provided the required time off for retreats, training, etc.

Parameter 15: Priest, deacons, staff, and lay leaders are encouraged to participate in ongoing spiritual formation and training offered by the Archdiocese and locally offered training and development on topics such as Communications, Team Building, Management Skills, BOL Process Updates, etc.).

Parameters 16 - 17, Stewardship - #16: Form people to embrace stewardship; #17: Actively promote vocational discernment.

Holy Spirit Family of Parishes Response - "Yes" to both Parameters.

Parameter 16: Various efforts are made within the Family to support the answer - Sunshine in a Bag - Food for weekends to students in Valley View school district, a Recycling project which exchanges collected plastic to fund benches made of recyclable materials for our church gardens, St. Vincent de Paul support, Food for the Journey, and Giving Trees.

Parameter 17: Our commitment to Vocations is expressed at each Mass when we recite the prayer for vocations. Examples include Adoration for Vocations, Reciting of the Rosary, and Outreach to the Community.

Parameters 18 - 19, Evangelization—#18: Create and Implement a plan that ministers to all persons in every season of life and every stage of evangelization. #19: Evangelization Team—overseen by the Pastor and led by competent and qualified staff.

Holy Spirit Family of Parishes Response - "Yes" to both Parameters.

Parameter 18: 6-7 RCIA candidates, Deacons engaged in marriage prep sessions with couples planning to be married, Extraordinary Ministers of the Eucharist taking communion to the homebound and sick, Food and meals to the homebound and sick, the LikeWise program which supports outreach and prayer to youth in the community, and parishioner volunteers at the St. Benedict the Moor school.

Parameter 19: Coordinator appointed to Evangelization Team, representatives participate from all four parishes within the Family, they have been trained on what it means to evangelize, plans for outreach (first, a workshop, named "Life in the Spirit").

Parameters 20 - 22, Love In Action—#20: Support the community through corporal and spiritual works of mercy, promoting a culture of life, charity, and justice. #21: Incorporate Principles of Catholic Social Teaching into faith formation for youth and adults. #22: Promote intercultural competence and facilitate the participation of all people in the life of the Church.

Holy Spirit Family of Parishes Response - "Yes" to all Parameters.

Parameter 20: Examples include the donation of Food and school supplies to St. Benedict the Moor students, the "Sunshine in a Bag" project, which provides Food for weekends to Valley View students, partnership with "Food for the Journey", meals and clothing to St. Vincent de Paul Shelter, Social Action activities that support education and cultural diversity sessions involving the immigrant community, Respect for Life effort that encourages participation of parishioners.

Parameter 21: Examples include Retreats and revivals are offered periodically throughout the year, Bible Study sessions, Prayer of the Rosary, Partners in Preaching, ministering to

the poor through our efforts with St. Vincent de Paul, promoting solidarity through our efforts to grow a diverse family of parishes.

Parameter 22: Reflective of our commitment to intercultural competence and participation of all is our diversity - we are a Family representing several countries and many different cultural backgrounds across the socio-economic spectrum. We value the human spirit in its diversity. We nurture all and encourage sharing, showing that we are more alike as humans than we are different, using our Catholic faith as our foundation. RCIA programs are offered to inform and grow our community; Masses are offered in multiple languages. Diversity Sunday celebration is an annual event.

Parameters 23 - 31, Administration & Communication - #23: Parish/School Financial ID # cannot be changed unless a new parish is formed or a parish formally changes its name. #24: Each Parish must maintain financial and sacramental records until parish territories are merged. #25: Families must be fiscally accountable. #26: Parishes within the Family must have an agreed upon, signed, and shared expense agreement annually when planning the fiscal budget. #27: Each parish/school must follow all policies within the Temporal Affairs Handbook. #28: Must follow relevant civil law and archdiocesan policies for information (record) retention and location). #29: Must work with the Pastoral Center Dept. of Human Resources to review staffing models. #30: Each school must follow the approved School Change Process when making structural changes or closing decisions. #31: Every Family of Parishes shall utilize the archdiocese-provided census database for managing parishioner contact information and sacramental records.

Holy Spirit Family of Parishes Response - "Yes" to all Parameters.

Parameter 23: Adhering to Financial ID # separation requirement.

Parameter 24: Each Parish continues to maintain their own financial and sacramental records.

Parameter 25: Holy Spirit Family of Parishes conducts itself with the understanding that we are fiscally accountable.

Parameter 26: We have established and are using an expense agreement between all four parishes within the Family. It will be reviewed in the context of the yearly budget.

Parameter 27: St. Benedict the Moor School follows the policies of the Temporal Affairs Handbook.

Parameter 28: We follow all civil law and archdiocesan policies for record retention and location.

Parameter 29: Holy Spirit Family of Parishes works with the Pastoral Center Dept. of Human Resources to review staffing models.

Parameter 30: St. Benedict the Moor School follows the approved School Change Process on structural changes or closure decisions.

Parameter 31: Holy Spirit Family of Parishes leadership has been briefed and provided access to the use of the archdiocese census database to manage parishioner contact information and sacramental records.

Summary Questions & Holy Spirit Family of Parishes Response

Parameter Conformity - The Holy Spirit Family of Parishes views Communication as a key parameter and will continue to use meetings/town halls, Mass bulletin, and website updates on BOL progress within our Family of Parishes, including promoting archdiocese-sponsored events such as the BOL Info sessions and training session to ensure and promote an understanding of the Family of Parishes—growth through the BOL process. The Holy Spirit Family of Parishes will continue to leverage the Leadership legs - the Pastoral Council, Finance Council, Leadership Team, and Commissions to strengthen the community through collaboration and engagement. We have reached out to the Pastoral Planning Vitality office to provide insight on finances in light of canon law as we come together as one canonical parish. An information session is to be scheduled.

Best Practices to Share - One of our "successes" has been all engagement within the Family. We have involved representatives from each of the four Parishes in key roles/functions in support of the Leadership within the Pastoral Council and Leadership Team. Also noteworthy is how we have representatives from each parish on the Commissions - which increases participation and collaboration across the parish and supports Communication between the Leadership (Pastor, Pastoral Council, Leadership Team) and the Family of the parish community. The Pastor encourages all four parishes to share in the celebration of each parish. For example, one of our four parishes celebrated its 75th anniversary. There were roles for all parishes to participate in this celebration.

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