

Pastoral Region Plan



ST. GABRIEL & ST. MICHAEL

Overview



We'll Journey Together

We, as members of St. Gabriel Parish and St. Michael Parish are members of a Collaborative Pastoral Region which currently has

- Two pastors
- Two parishes
- Two schools

This Pastoral Region was formed through a planning process by the archdiocese over many years, in anticipation of the day when the two parishes would share a pastor.

Overview



Our parish leadership has been planning for the time when our region will share *one pastor* as we live the mission of Jesus Christ here in our communities. Since this is a collaborative region:

- Each parish will remain autonomous.
- Each will maintain its own pastoral council, finance council and pastoral staff.
- Both of our churches will be used for worship.
- Each parish's relationship to its school will continue.

Overview



Meet the Pastoral Region Planning Team:

St. Gabriel	St. Michael
Fr. David Fay	Fr. Tom DiFolco
Clare Cohn	Susan Bailey
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Rhonda Snyder	Jason Sauer

Facilitator: Jane Myers

Overview



The document “*A VIBRANT CHURCH: LIVING THE MISSION OF JESUS CHRIST IN THE ARCHDIOCESE OF CINCINNATI*” provided the basis for the topics that are covered in this plan.

The Pastoral Region Planning Team was asked to prepare a report describing how the parishes in the region will work together to sustain a vibrant church.

Please visit the website below to see the full document as the context for our Pastoral Region plan.

<http://www.catholiccincinnati.org/ministries-offices/pastoral-regions>

This report outlines a plan to be implemented at such a time when there will be one pastor for the Pastoral Region.

Overview



There are eight major topics covered in this plan:

- Mass Schedule
- Non-Eucharistic Worship
- Deacons, Staff & Lay Leadership
- Facilities
- Finances
- Catholic School Issues
- Faith Formation
- Areas of Collaboration

Pastoral Region Plan



Mass Schedule

The Team considered three scenarios when designing the schedule for weekday, Holy Day Masses, seasonal liturgies (including Advent, Christmas, Lent and Easter) and Sunday Liturgies.

- A. Schedule for only the Pastor available
- B. Schedule with the Pastor and one Associate Pastor
- C. Schedule with the Pastor and the possibility of assistance from retired and/or religious priests.

It is important to note that at this stage any schedule is merely a proposal based on the best information available at this time. Any Mass schedule adopted by the Region will be informed by the realities of the situation when the plan is implemented.

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Proposed Mass Schedule

Sunday Mass

- ***Current Schedule***

- St. Michael: 5:00p (Vigil), 8:00a, 9:30a, 11:30a
- St. Gabriel: 5:00p (Vigil), 7:30a, 9:30a, 11:30a

- ***Scenario A***

- St. Michael: 5:00p (Vigil); 11:30a
- St. Gabriel: 9:00a

- ***Scenario B***

- St. Michael: 5:00p (Vigil); 9:30a, 11:30a
- St. Gabriel: 5:00p (Vigil), 9:30a, 11:30a

- ***Scenario C***

- St. Michael: 5:00p (Vigil), 8:15a (cut if necessary), 9:30a, 11:30a
- St. Gabriel: 5:00p (Vigil, cut if necessary), 9:00a, 11:30a

A Sunday evening Mass could also be considered as an option if needed.

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Proposed Mass Schedule

Weekday Mass

- ***Current Schedule***

- St. Michael: M-F: 8:15a
- St. Gabriel: M-F: 7:00a, Saturday: 8:00a

- ***Scenario A***

- St. Michael: M, W, F: 8:15a
- St. Gabriel: T, TH: 7:00a

- ***Scenario B***

- St. Michael: M-F: 8:15a
- St. Gabriel: M-F: 7:00a, S: 8:00a

- ***Scenario C***

- St. Michael: M, W, F: 8:15a
- St. Gabriel: T, TH: 7:00a, S: 8:00a

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Proposed Mass Schedule

Holy Days

- ***Current Schedule***

- St. Michael: 7:00p (Vigil), 8:15a, 12:00p
- St. Gabriel: 7:00a, 12:00p, 7:00p

- ***Scenario A***

- St. Michael: 7:00p (Vigil), 8:15a
- St. Gabriel: 12:00p

- ***Scenario B***

- St. Michael: 7:00p (Vigil), 8:15a, 12:00p
- St. Gabriel: 7:00a, 12:00p

- ***Scenario C***

- St. Michael: 7:00p (Vigil), 8:15a, 12:00p
- St. Gabriel: 7:00a, 12:00p

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Proposed Mass Schedule

Holy Thursday

- ***Scenario A***

- St. Michael: 7:00p

- ***Scenario B***

- St. Michael: 7:00p
- St. Gabriel: 7:30p

- ***Scenario C***

- St. Michael: 7:00p
- St. Gabriel: 7:30p

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Proposed Mass Schedule

Good Friday

- ***Scenario A***

- St. Michael: 7:00p
- St. Gabriel: 12:00p

- ***Scenario B***

- St. Michael: 1:30, 7:00p
- St. Gabriel: 12:00p, 7:30p

- ***Scenario C***

- St. Michael: 1:30, 7:00p
- St. Gabriel: 12:00p, 7:30p

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Proposed Mass Schedule

Easter

- ***Current Schedule***

- St. Michael: 15 min. after sunset (Vigil), 8:00a, 9:30a, 11:30a
- St. Gabriel: 7:30p (Vigil), 7:30a, 9:30a, 11:30a

- ***Scenario A***

- St. Michael: Vigil Mass, 11:30a
- St. Gabriel: 9:00a

- ***Scenario B***

- St. Michael: Vigil Mass, 9:30a, 11:30a
- St. Gabriel: 7:30p (Vigil), 9:30a, 11:30a

- ***Scenario C***

- St. Michael: Vigil Mass, 9:30a, 11:30a
- St. Gabriel: 9:30a, 11:30a

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Proposed Mass Schedule Christmas

- ***Current Schedule***

- St. Michael: 3:00p, 5:00p, 11:00p 9:00a, 11:00a
- St. Gabriel: 6:00p, Midnight, 9:30a, 11:30a

- ***Scenario A***

- St. Michael: Midnight, 11:30a
- St. Gabriel: 9:00a

- ***Scenario B***

- St. Michael: 5:00p, Midnight, 11:30a
- St. Gabriel: 6:00p, Midnight, 9:30a

- ***Scenario C***

- St. Michael: 5:00p, Midnight, 11:30a
- St. Gabriel: Midnight, 9:00a

Pastoral Region Plan



Non-Eucharistic Worship

Baptisms

Group Baptisms will continue to be celebrated outside of Mass on the 4th Sunday of the month at St. Michael Church by a deacon, and at St. Gabriel on the 3rd Sunday of the month during Mass or on Sunday afternoon at the request of the parents. In addition, parishioners may request to celebrate the sacrament of Baptism during a Sunday Mass at either parish, but these requests are limited to one per month. If individual baptisms during Mass become too difficult to facilitate with one priest, we propose moving both parishes to a group Baptism schedule.

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Non-Eucharistic Worship

Reconciliation

Reconciliation will be offered every Saturday at 4:00 at whichever parish the Pastor is presiding. For the parish where there is no Saturday Mass offered, Reconciliation will be offered at a different specified time (possibly Saturday morning) to be determined by the pastor. If an additional priest is able to preside at a second Saturday vigil Mass, he would be available for Reconciliation.

- First Confessions: TBD by DRE schedule and pastor's schedule
- Communal Celebration of Sacrament of Reconciliation: Morning celebrations for the school children will continue during Advent and Lent at both parishes. Evening celebrations will alternate between parishes during Advent and Lent.

Pastoral Region Plan



Non-Eucharistic Worship

Anointing of the Sick

This sacrament will continue to be offered after certain Masses or by appointment. As a region, we will continue to encourage communal celebration of Anointing of the Sick by incorporating it into special Masses or services at both parishes (subject to pastor availability).

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Non-Eucharistic Worship

Marriage

As a region, we typically have 20- 30 weddings per year. These marriages will be scheduled according to the pastor's and the deacons' schedules. If necessary, we would be willing to consider more weddings performed outside of Mass so that the deacon(s) can assist.

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Non-Eucharistic Worship

Funerals

Based on current numbers, our region would have approximately 60 funerals per year. These will be scheduled according to pastor's and deacons' schedules. However, with the influx of more retirement communities in our region, we are concerned that the number of funerals will continue to grow and may become a challenge for the pastor of this region. If so, we recommend using more retired priests (if possible) or encouraging more funerals outside of Mass so we can better utilize our deacons.

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Non-Eucharistic Worship

Benediction and Adoration

Currently this is celebrated at St. Michael every Monday evening and on the first Friday of the month. This is celebrated only during Lent at St. Gabriel. We will keep the current schedule in place until Lent. During Lent, an alternating schedule could be developed and we could look for assistance from our deacon(s) and lay ministers.

Pastoral Region Plan



Deacons, Staff & Lay Leadership

In a collaborative Pastoral Region:

- Both parishes remain autonomous and share a Pastor.
- Both parishes retain their staffs, including deacons and consultative bodies.
- The Pastoral Region Coordinating Committee, comprised of members of both parishes, will remain in place, to advise the Pastor on implementation and modification of the plan.
- The Pastor will determine how to lead the two parishes in order to form a Vibrant Church in the region. There are several models the Pastor may choose from to form a Vibrant Church. The decision as to which model would be most appropriate would be made by the pastor at the time, and not in advance.

Pastoral Region Plan



Deacons, Staff & Lay Leadership

Sample Model 1

The pastor divides himself between the two parishes, as time and energy allow, in an effort to provide the same leadership and services that two priests did previously.

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Deacons, Staff & Lay Leadership

Sample Model 2

The pastor requests that a priest be assigned to the region as Parochial Vicar, and then divides the priestly leadership responsibilities for the two parishes between the two priests. If the Vicar, often referred to as an Associate Pastor, is from among the junior clergy, it may be unlikely that the pastor would delegate leadership/administrative duties to him. The pastor would likely be expected to work with consultative bodies of both parishes. If, however, the Vicar has experience and competence, then the duties could be shared. One priest would work with the Councils and Commissions of one parish, while the other priest worked with the Councils and Commissions of the other parish. The pastor would have the ultimate responsibility for both. Sacramental and liturgical responsibilities would be shared on a rotation basis, under the supervision of the pastor, so that both priests would have a presence as preside at both parishes.

Pastoral Region Plan



Deacons, Staff & Lay Leadership

Sample Model 3

The pastor hires a Pastoral Administrator, (deacon or lay person) and delegates the non-sacramental leadership roles in one of the parishes to that person. Thus, the Administrator would work with the Councils and Commissions of the parish, supervise employees and volunteers, and in general lead the parish. The pastor would supervise the Administrator, and would also enlist the sacramental/liturgical assistance of retired and/or religious priests, especially for Sunday liturgies.

Pastoral Region Plan



Facilities

- For St. Gabriel, there are no plans for future expansion.
- For St. Michael, there is interest to purchase the house on the corner of Oak and Creek Rd. and the house on the corner of Maple and Creek Rd. in order to expand.

Pastoral Region Plan



Finances

Since our Pastoral Region is a collaborative region:

- Each parish will keep its own respective set of financial records, its own savings and checking accounts.
- Each parish would have its own Finance Council.
- The responsible parties of both parishes will work together to determine the criteria by which they will make financial decisions.
- Sharing the costs related to shared resources will be agreed upon by the responsible parties in advance and put in writing.
- The terms of financial decisions will be reviewed annually by both parishes.

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Catholic School Issues

- Currently, each of the two parishes in the Pastoral Region operates a school.
- It is the understanding of the Pastoral Region Coordinating Committee that there will be no foreseeable changes to either school as a result of a shared pastor.

Pastoral Region Plan



Faith Formation

This proposal assumes these four principles:

- Current staff persons who coordinate Faith Formation at each parish will remain in place.
- The staff persons, volunteer leaders, and commission members for Faith Formation at each parish will be in regular communication with each other
- Cooperative and collaborative efforts between both parishes will build relationships
- Careful scheduling of Faith Formation programs by staffs and volunteers will create more opportunities for success



Faith Formation (continued)

These four assumptions will guide the following Faith Formation ministries in the Pastoral Region:

- Adult Faith Formation
- Baptismal Preparation
- Children's Faith Formation
- High School Faith Formation
- Marriage Preparation
- RCIA
- Sacrament Preparation
- Training of Lay Ministers
- Vacation Bible School
- Confirmation

Updated Pastoral Region reports

It is recommended that updated reports on the status of Faith Formation be channeled through one identified person so that the pastor receives one report in order to facilitate timely and clearer understanding of developments in the Pastoral Region.

Pastoral Region Plan: Areas for Collaboration



Group	Type	St. Gabriel	St. Michael	Opportunity
Altar Rosary Society	Social/Liturgical	yes	yes	no
Women Together	Social (book club)	no	yes	maybe
Knights of Columbus	Service	Men's Roundtable	Council	maybe
CCD	Faith Formation	yes	yes	no
RCIA	Faith Formation	yes	yes	yes
Vacation Bible School	Youth Faith	yes	no	yes
Festival	Fundraising	June	June	maybe
Spaghetti Dinner	Fundraising	no	yes	no
Bible Study	Adult Faith	sometimes	sometimes	yes
Other Religious Classes for Adults	Adult Faith	sometimes	sometimes	yes
St. Vincent de Paul Society	Service	yes	yes	no
Youth Commission	Youth	no	yes	yes
Young Families	Family	no	yes	yes
Network of Care	Health & Wellness	yes (funerals, hostings)	yes	no
Caregivers	Health & Wellness	no	yes	no
Thanksgiving Ecumenical Service	Faith/Service	yes	no	yes
Maple Knoll Village Outreach	Service/Liturgical	yes	no	no
Brookwood	Service/Liturgical	no	yes	No
Cottingham	Service/Liturgical	no	yes	No
Lenten Fish Fry	Fundraising	no	yes	no
Fr. Lay Generation	Social	no	yes	no
Community Outreach	Service	no	yes	no
Peace & Justice Commission	Service	no	yes	maybe
Christmas Giving Tree	Service	yes	yes	no
Liturgy Committee / Worship Commission	Liturgy	yes	yes	no
Education Commission	Faith	no	yes	maybe
Bereavement	Health & Wellness	yes	yes	maybe

Pastoral Region Plan



The two parishes will continue to search for ways to effectively collaborate.

While some collaboration has already begun, further implementation of this *Pastoral Region* will unfold in the future when we share one pastor.

We ask for your continued prayers to the Holy Spirit to inspire and guide our way into the future!

Pastoral Region Plan



Questions?