Executive Report:

State of the Deaneries

Initial Research on Trends, Projections and Needs in the Roman Catholic Diocese of Rochester

Winter 2016

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Initial Research on Trends, Projections and Needs in the Roman Catholic Diocese of Rochester

The mission of the Church to proclaim the Good News of Jesus Christ and the Kingdom of God, given by our Lord and sustained by the Holy Spirit, is lived throughout time and history in particular ways depending on the realities of the local Church in unity with the universal Church. As the same mission can be fulfilled in numerous ways, depending on the needs, resources, and circumstances of a given community, it is the responsibility of the local Church, under the direction of its bishop, to constantly evaluate and adapt how it lives out the mission of the Church. In light of that need, Bishop Matano reconfigured the Office of Pastoral Resources and Planning in the Fall of 2015, in order to help parishes look to the future, and decided that the office would help parishes and deaneries within five key areas of parish life:

1) Participation in Sacraments
2) Ministerial responsibilities, including responsibilities beyond the parish
3) Shifts in available personnel, priest and lay, particularly due to retirement or relocation
4) Fiscal responsibilities
5) Impending infrastructure needs

The *State of the Deaneries* report is an overall picture of initial available data in each of the key areas. It intends to show the larger context of trends, projections and needs for the necessary conversations within parishes and deaneries. The Diocese of Rochester has diverse communities across its twelve counties, varying in demographic, geographic, economic and cultural realities. In order to highlight the diversity of the diocese, the report presents the data by key area separated by deanery. The data gathered shows a number of challenges for the

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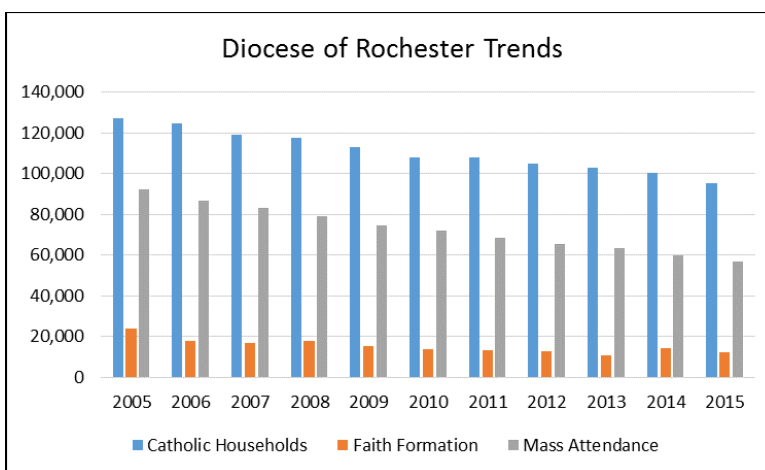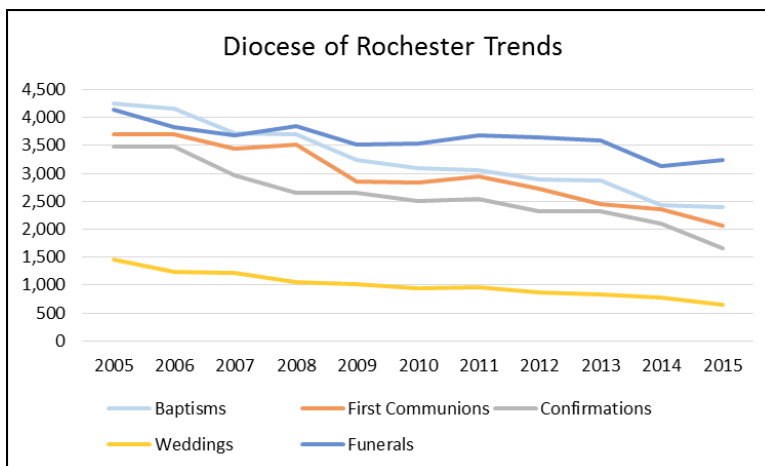Office of Pastoral Resources and Planning

Diocese of Rochester across all five areas. Those challenges, however, are not obstacles to continued, thriving ministry in all deaneries. The challenges can provide motivation for Catholics in each deanery to reimagine how ministry is currently fulfilling the mission of the Church, what new needs exist in an area, and what local people and resources are present or must be developed to fulfill those needs. It is at the local level that people and communities can effectively implement the mission of the Church, along with the necessary support at the deanery and diocesan level to offer oversight and vision. By connecting with the ever present desire in people's hearts to devote themselves to something important and meaningful, we can create structures that enable faith communities to grow most fully.

Summary of Key Areas Data

The collection of data across all five categories is a work in progress. There have been significant gains in the collection of accurate data over the past 10 years. Even with those efforts, there remain gaps in accuracy and content. Continued attention to the need for accurate data will be critical in the coming years to insure a good foundation for decisions. With that note in mind, what follows is a diocesan wide summary of the data and highlights from each deanery.

Participation in Sacraments

There have been significant percentage change decreases in the celebration of the Sacraments across the diocese. Over the past ten years there have been significant, double digit decreases in the percentage change of participation in the Sacraments.

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Diocese of Rochester Trends

(Line chart: Baptisms, First Communions, Confirmations, Weddings, Funerals, 2005–2015)

Diocese of Rochester Trends

(Bar chart: Catholic Households, Faith Formation, Mass Attendance, 2005–2015)

Diocesan Totals	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Percentage Change 2005 - 2015
Baptisms	4,257	4,165	3,710	3,703	3,240	3,099	3,062	2,893	2,876	2,431	2,389	-43.9%
First Communions	3,697	3,695	3,449	3,512	2,855	2,836	2,945	2,719	2,455	2,352	2,056	-44.4%
Confirmations	3,476	3,475	2,969	2,660	2,648	2,499	2,543	2,323	2,317	2,097	1,653	-52.4%
Weddings	1,450	1,239	1,213	1,060	1,019	941	961	873	837	777	650	-55.2%
Funerals	4,144	3,831	3,686	3,851	3,520	3,543	3,681	3,652	3,598	3,135	3,247	-21.6%
Catholic Households	127,220	124,785	118,893	117,482	112,991	107,962	107,922	104,670	102,952	100,406	94,995	-25.3%
Faith Formation	24,134	17,974	16,973	17,828	15,067	13,779	13,226	12,899	10,626	14,531	12,299	-49.0%
Mass Attendance	92,065	86,586	83,022	79,214	74,534	71,965	68,171	65,348	63,254	59,692	56,818	-38.3%

Registered Catholic Households have decreased by 25.3%; however, demographic shifts in the general population are a contributing factor for some of the changes. According to the US Census, the population within the diocesan territory is lower than the national average for

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the Generation Z (ages 0 – 13) and Survivors (ages 34 – 54), and higher than the national average for Boomer (ages 55 – 72), Silent (ages 73 – 90), and Builder (ages 91 and over). The Ministry Area Profiles found in Appendix A of the *State of the Deaneries* report details demographic statistics for the diocesan territory, as well as for each deanery. Additionally, some changes regarding Confirmation reflect the implementation of the new formation policy and will take an additional year or two to reflect more typical participation.
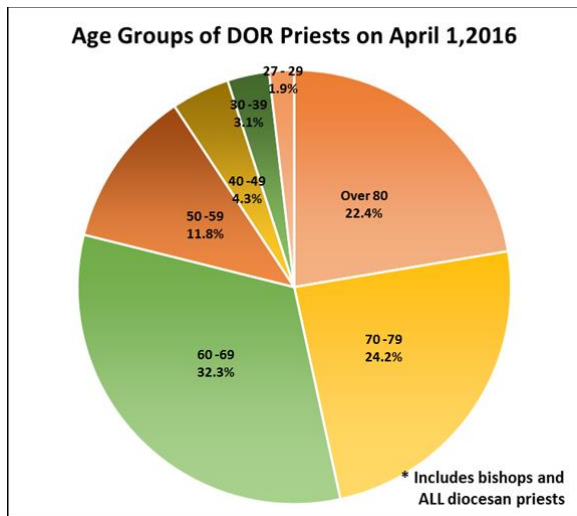
Ministerial Responsibilities

In addition to the ministerial responsibilities with any particular parish, the mission of the church extends to various needs within the parish or deanery territory. The maps in the report identify seven additional ministries: hospitals, jails and prisons, migrant ministry, Catholic Charities, Diocesan Catholic schools, nursing home and adult living facilities where Mass or Communion services are celebrated, and college campuses. Each deanery has its own set of particular ministries that must be considered as planning is underway. Addressing these ministries at a time of changing personnel and financial resources will require attention, if they are to thrive.

Ordained and Lay Personnel

Aging personnel is a diocesan wide issue for both ordained and lay ministers. By July 2020, 42 out of the 114 currently assigned priests (diocesan and order) will be at or past eligible retirement age; 39 of those 42 priests are Pastors, Parochial Vicars or assisting priests in parishes. In addition to retired priests formally appointed to parishes, many parishes rely on retired priests to celebrate Masses, visit the sick, or lead other ministries in the community.

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Diocesan priests as a whole are aging at a rate which will require ongoing attention:

DOR Priests and Bishop under the age of 70: 86
(9 of 86 priests in FT Non – Parish Assignments)
DOR Priests and Bishop under the age of 73: 101
DOR Priests and Bishop under the age of 75: 109

| over 80	36	22.4%
70 - 79	39	24.2%
60 - 69	52	32.3%
50 - 59	19	11.8%
40-49	7	4.3%
30-39	5	3.1%
27-29	3	1.9%
Total DOR Priests on April 1, 2016	161	100%

* The graph above was created using the most current information at the time of the disbursement of the report. The projection graph uses July 1, 2020 as a target date to stay consistent with the timeline presented in the State of the Deaneries Report.
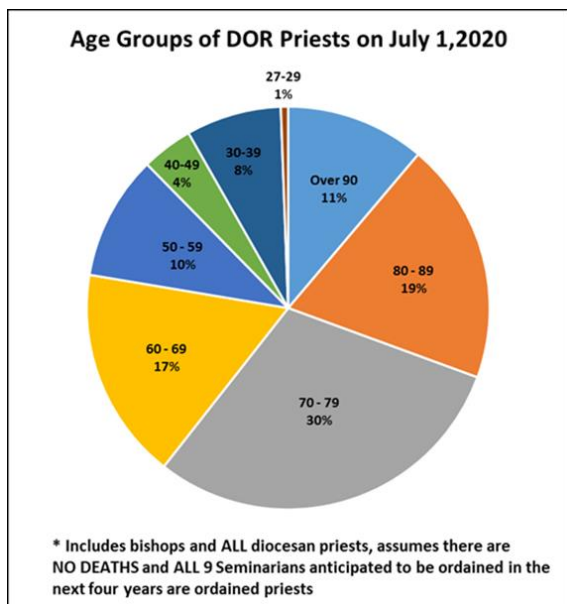
DOR Priests under the age of 70: 67
(9 of 67 priests in FT Non – Parish Assignments?)
DOR Priests under the age of 73: 83
DOR Priests and Bishop under the age of 75: 99

Over 90	19	11.2%
80 - 89	33	19.4%
70 - 79	51	30.0%
60 - 69	29	17.1%
50 - 59	17	10.0%
40-49	7	4.1%
30-39	13	7.6%
27-29	1	0.6%
Total DOR Priests on July 1, 2020	170	100.0%

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Ordinations to the priesthood have begun to rise over the past three years, and continued efforts to encourage vocations to both the priesthood and the permanent deaconate will be critical in the next five years:

Diocese of Rochester Ordinations
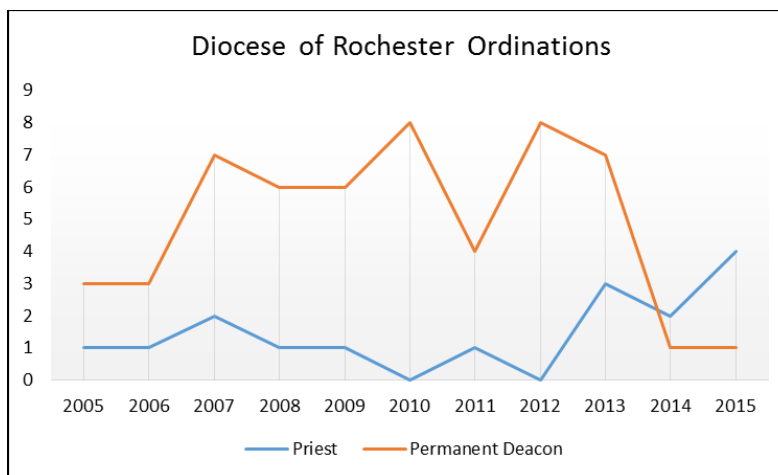
Ordination Type	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Total
Priest	1	1	2	1	1	0	1	0	3	2	4	16
Permanent Deacon	3	3	7	6	6	8	4	8	7	1	1	54

The population of permanent deacons is also aging, with active deacons currently at a median age of 64.

In addition to shifts in the age groups and number of ordained ministers, the population of lay ecclesial ministers is aging. The median age of lay ecclesial ministers across the diocese is 58, with some deaneries reporting much higher median ages. The use of part time employees *under 20 hours per week* and on the RBA payroll is another shift in personnel, particularly lay ecclesial ministry personnel. The RBA payroll shows 23% of all lay Catechetical and Pastoral Ministers in the Diocese of Rochester are in this category. A comprehensive approach to vocations will need to include an intentional component to address the recruitment, education, and ongoing support of lay ecclesial ministers.

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Finance and Infrastructure

Underlying all of these areas is a diverse financial reality that has some parishes thriving and others struggling to meet operating expenses. Coupled with as yet to be determined infrastructure needs in the coming five years, the financial needs of the parishes can easily overwhelm the conversations on ministerial responsibilities. Ongoing and targeted data collection in both of these areas will be necessary to facilitate effective decision making. Currently parishes are ranked fiscally based on their Income versus Expenditures as well as their total Balance Sheet. The Income and Expense Statement reflects the operating income of a parish compared to its expenses, and ideally reflects a parish that has neither a deficit in spending nor runs huge operating profits. The Balance Sheet accounts for the parish assets minus any liabilities. Ideally a parish should have 40 times its property insurance premium as an indicator of fiscal health. These two measures of fiscal health provide the basis of ranking parishes compared to other communities in the diocese. An equation accounts for differences between parishes in geography, size, and need.

Data Highlights by Deanery

Central Deanery

The general population within the Central Deanery boundaries has increased by 3.2% since 2000, compared to a 14.6% population growth in the U.S. as a whole during the same time period. The population is expected to remain stable, but not grow, in the next five years. Since 2005, there has been a 35.6% decrease in Mass attendance, a 26.6% decrease in

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baptisms, a 35.1% decrease in weddings, and an 8.8% decrease in funerals. There is a diverse amount of additional ministries in the deanery, with all seven types of ministry categories present. The deanery has 11 parishes with 26 worship sites, with Pastors eligible for retirement at 4 of those parishes by July 1, 2020. This deanery has the lowest number of Catechetical and Pastoral Ministers on RBA (under 20 hours per week) compared to other deaneries. Fiscally, 3 of the 11 parishes are ranked in the highest quartile and 6 in the lowest quartile for Income versus Expenditures; 4 are in the highest quartile and 1 in the lowest quartile for Balance Sheet.

East Deanery

The general population within the East Deanery boundaries has increased by 4.3% since 2000, compared to a 14.6% population growth in the U.S. as a whole. The population is expected to grow by 1.4% in the next five years. Since 2005, there has been a 36.7% decrease in Mass attendance, a 53.9% decrease in baptisms, a 26.1% decrease in weddings, and a 12.8% decrease in funerals. Five of the seven types of additional ministry categories are present in the deanery. There are 4 parishes in the city of Auburn that previously were national churches, and therefore have no "parish boundaries" per se, and another 11 parishes including some that are clustered or in the process of merging. There are a total of 21 worship sites. There are 10 Pastors/Parish Administrators in the deanery; 3 Pastors and 1 Pastoral Administrator are currently eligible for retirement. Fiscally, 4 of the parishes are ranked in the highest quartile and 2 are ranked in the lowest for Income versus Expenditures; 3 are in the highest quartile and 5 are in the lowest for Balance Sheet.

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South Deanery

The general population within the South Deanery boundaries has decreased by 3.0% since 2000, and is expected to decrease by 0.7% in the next five years. Since 2005, there has been a 40.4% decrease in Mass attendance, a 62.7% decrease in baptisms, a 60.7% decrease in weddings, and a 17.5% decrease in funerals. Six of the types of additional ministry categories are present in the deanery. It has 10 parishes, two of which are clustered, and 19 worship sites. Two Pastors/Parochial Administrators, will be eligible for retirement by July 1, 2020. Fiscally, 2 parishes are ranked in the highest quartile and 2 are in the lowest for Income versus Expenditures; 3 are in the highest quartile and 5 are in the lowest for Balance Sheet.

West Deanery

The general population within the West Deanery boundaries has decreased by 0.9% since 2000, and is expected to remain stable in the next five years. Since 2005, there has been a 44.3% decrease in Mass attendance, a 62.7% decrease in baptisms, a 60.7% decrease in weddings, and a 17.5% decrease in funerals. There is a diverse amount of additional ministries in the deanery, with all seven types of ministry categories present. The deanery has 9 parishes under 6 Pastors, with 18 worship sites. Fiscally, 2 parishes are ranked in the highest quartile and 2 are in the lowest for Income versus Expenditures; 1 is in the highest quartile and 3 are in the lowest for Balance Sheet.

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Monroe West Deanery

The general population within the Monroe West Deanery boundaries has increased by 6.9% since 2000, and is expected grow another 2.2% in the next five years. Since 2005, there has been a 41.1% decrease in Mass attendance, a 47% decrease in baptisms, a 63% decrease in weddings, and a 5.3% increase in funerals. Five of the types of additional ministry categories are present in the deanery. It has 11 parishes, 5 of which are clustered, and 13 worship sites. Five Pastors will be eligible for retirement by July 1, 2020. Fiscally, 2 parishes are ranked in the highest quartile and 5 parishes in the lowest for Income versus Expenditures; 2 are in the highest quartile and 3 are in the lowest for Balance Sheet.

Monroe Central Deanery

The general population within the Monroe Central Deanery boundaries has decreased by 2.4% since 2000, and is expected to remain stable, but not grow, in the next five years. Since 2005, there has been a 43% decrease in Mass attendance, a 45.4% decrease in baptisms, a 64.2% decrease in weddings, and a 35.2% decrease in funerals. Five of the types of additional ministry categories are present in the deanery. It is the most complex deanery in terms of parishes. There are 27 parishes, 15 of which are clustered, and 33 worship sites. Seven Pastors are currently or will be eligible for retirement by July 1, 2020. This deanery has the highest number of lay ecclesial ministry employees on RBA (under 20 hours per week), with a total of 236. The majority of those (220) are Liturgical Ministers and musicians. Fiscally, 8 parishes are ranked in the highest quartile and 7 are in the lowest for Income versus Expenditures; 9 are in the highest quartile and 7 in the lowest quartile for Balance Sheet.

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Monroe East Deanery

The general population within the Monroe East Deanery boundaries has increased by 8.7% since 2000, and is expected to grow by 2.4% in the next five years. Since 2005, there has been a 30.2% decrease in Mass attendance, a 33.9% decrease in baptisms, a 59.6% decrease in weddings, and a 5.7% increase in funerals. This deanery has the least diverse amount of additional ministries in the diocese, with three types of additional ministry categories present. The deanery has 12 single parishes, none with multiple worship sites, and 10 Pastors. Six Pastors are currently or will be eligible for retirement by July 1, 2020. Fiscally, 3 are in the highest quartile for Income versus Expenditures and 2 are in the highest quartile for Balance Sheet. None are in the lowest quartile for either fiscal category.

Implications

The initial research points to the need for the Office of Pastoral Resources and Planning, under the direction of the Bishop's Office, and in collaboration with other departments at the Pastoral Center and the leadership at the parish and deanery levels, to provide resources and direction for effective decision making. Tools for evaluating ministries, resources to support transition, and formation of trainings for leadership and volunteers at the parish or deanery levels will be necessary. The office should also be a bridge with other Pastoral Center departments to respond to needs at the parish or deanery levels. Due to the limits of the Office of Pastoral Resources and Planning, which currently has 4 persons with multiple other responsibilities, creative options for methods of support are needed.

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To that end, and in light of the wider needs of the diocese in the next five years, it is recommended that a two tiered infrastructure be implemented within each deanery. The first tier would consist of parishes within a deanery working together at the local level to assess all five key areas, explore ways that parishes can improve or expand ministries, and collaborate to meet those ministerial needs. Parishes would identify one or two other parishes with whom they share a natural affiliation, so that discussions can be held at the level where people are closest to the ministerial needs of the communities and where local talent exists or can be cultivated.   The second tier would be a deanery wide committee consisting of the Dean and pastoral leadership from across the deanery. This committee would provide oversight to the first tier, ensure that the additional ministries present in a deanery were included in conversations, and be a conduit for communication. This type of structure would allow the Office of Pastoral Resources and Planning to work with the different tiers in a way that allows for the diversity, needs, and gifts of each deanery to be fully recognized.

Faced with the needs and realities within the Diocese of Rochester, the task can seem as overwhelming as trying to feed thousands with five loaves of bread and two fishes (Mt 14: 15 – 21). The giftedness of the faithful in the diocese will allow us to create a future we cannot yet imagine. When we trust in the ongoing shepherding of our Lord, and work together to seek new ways to implement His mission in our own time in history, we can be confident that there will be an abundance to share.

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