



South Deanery Meeting

State of the Deanery Review

September 12, 2016

Agenda:

Introduction

- Office of Pastoral Resources and Planning
- What's happened in the past year?

Overview of Data

- Brief summary of Diocesan Wide information
- Share deanery specific data

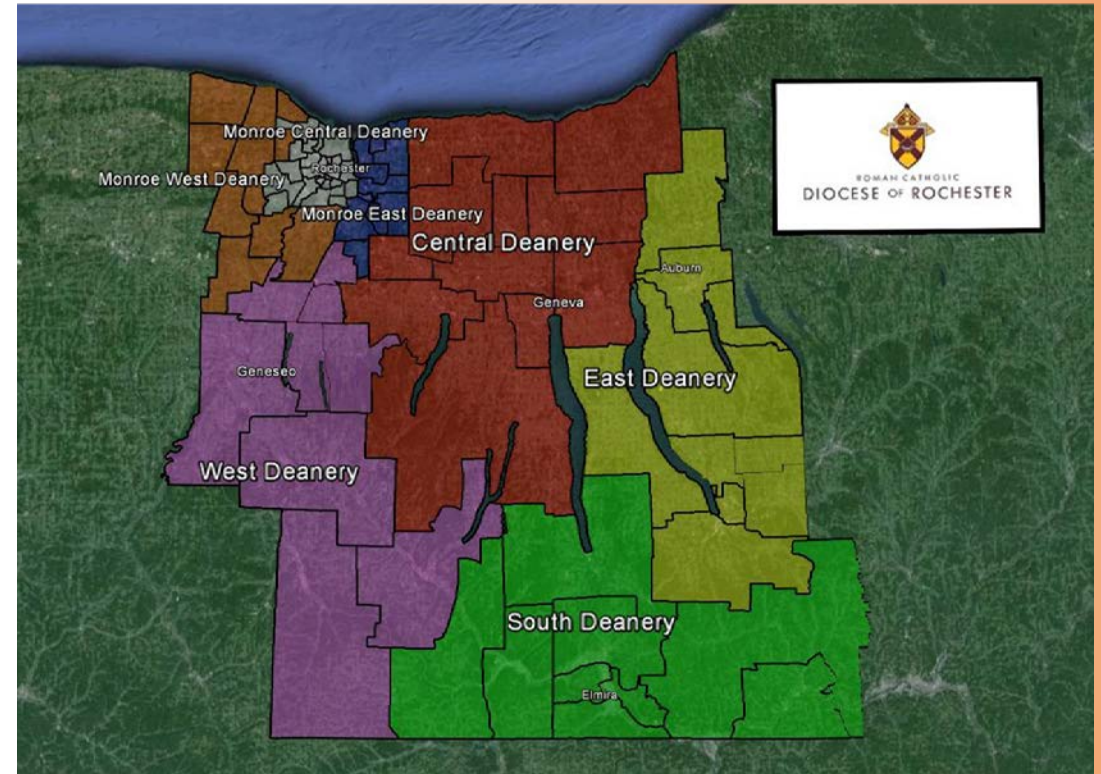
Naturally Affiliated Parishes

- Identifying opportunities for collaboration

Discussion

- What will we need to support healthy ministers as we move forward in planning?
- How can we create and maintain vibrant local communities as we move forward in planning?
- What are the possibilities in this deanery for Ministry Teams? What is needed to make such teams successful?

Next Steps



Office of Pastoral Resources and Planning

- Planning has been a part of the Diocese of Rochester in one form or another for over 20 years
- In the Fall of 2015, the most recent configuration of the Office of Pastoral Resources and Planning began
- Focus on Five Key Areas for 2016 and beyond:
 - Participation in the Sacraments
 - Ministerial Responsibilities (including hospitals, jails, prisons, college campuses, migrant ministry, senior facilities, etc.)
 - Shifts in Available Ordained and Lay Personnel
 - Fiscal Responsibilities
 - Impending Infrastructure Needs
- 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, the Office needs 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
 - State of the Deaneries Report, Parish Ministries Assessments, Community Needs Assessments, New Mass Schedule Process, and the creation of the new webpage have all been a part of that work



Diocesan Demographics

Population:

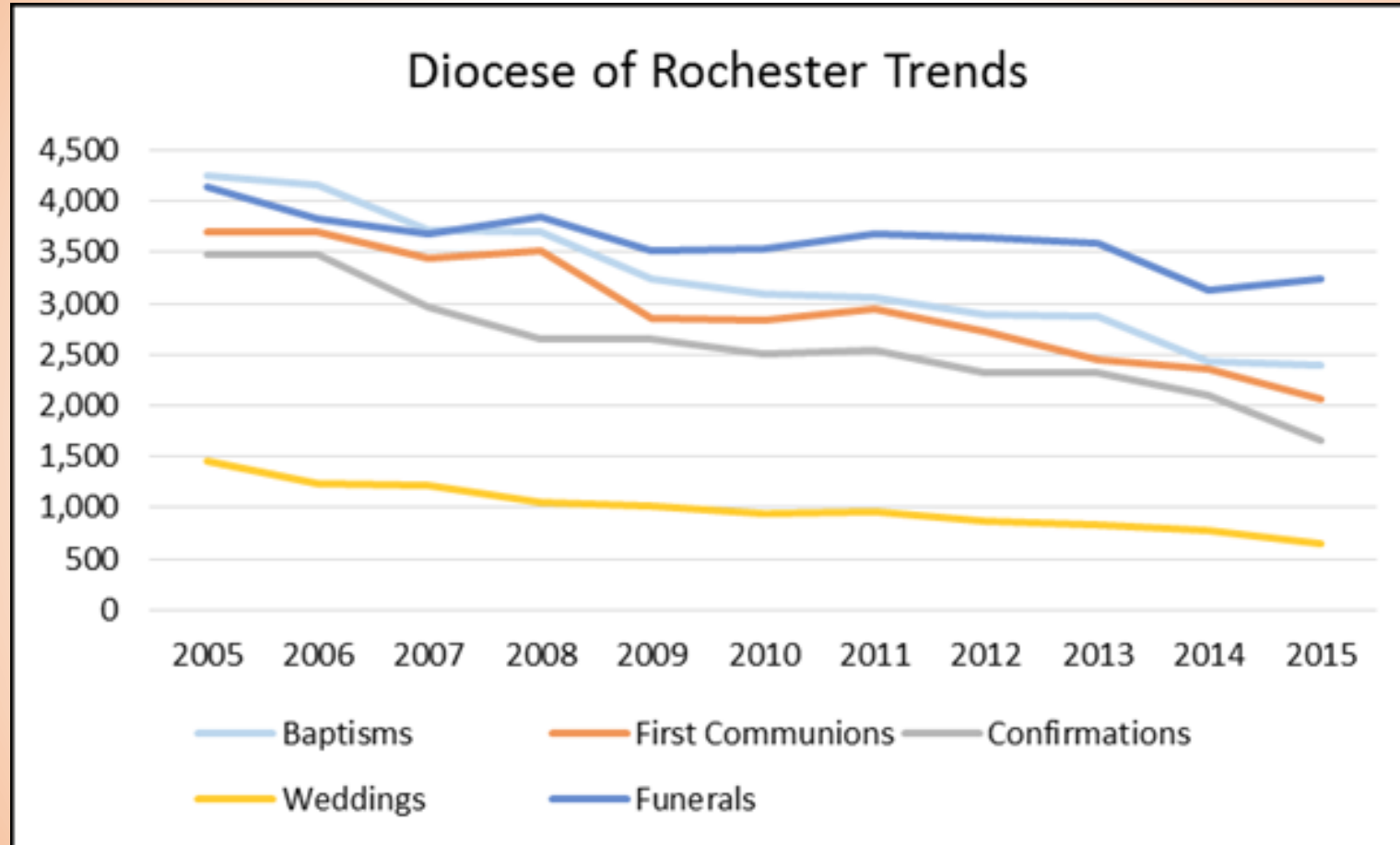
There has only been a 1.5% decrease in population since 2000, compared to national increase of 14.6%. Population only projected to increase by 0.7% in the next 5 years.

The population within the diocesan territory is **lower** than the national average for 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).

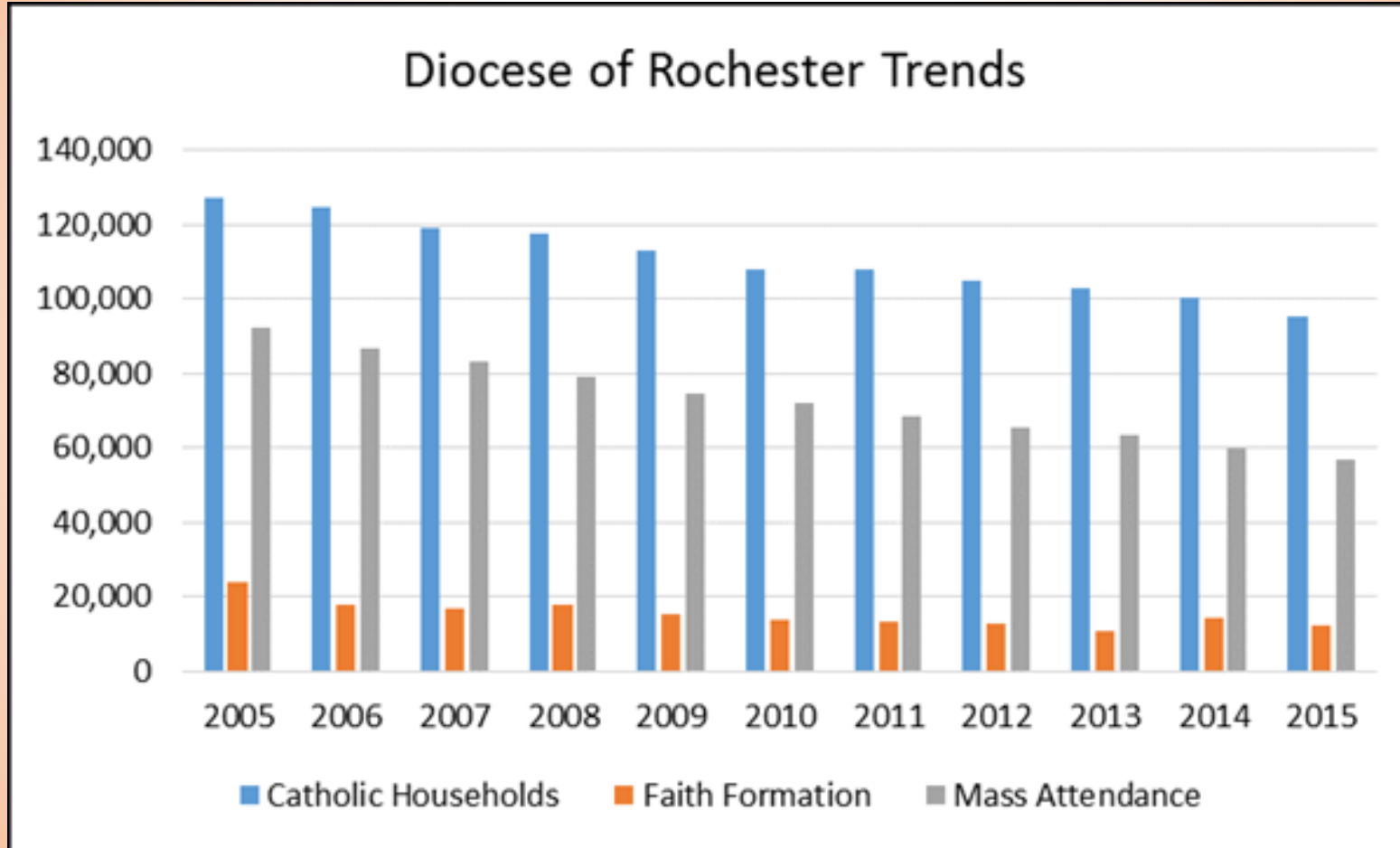
These demographic shifts have an impact on the trends seen in the participation in the sacraments.



Important Diocesan Trends: Participation in the Sacraments

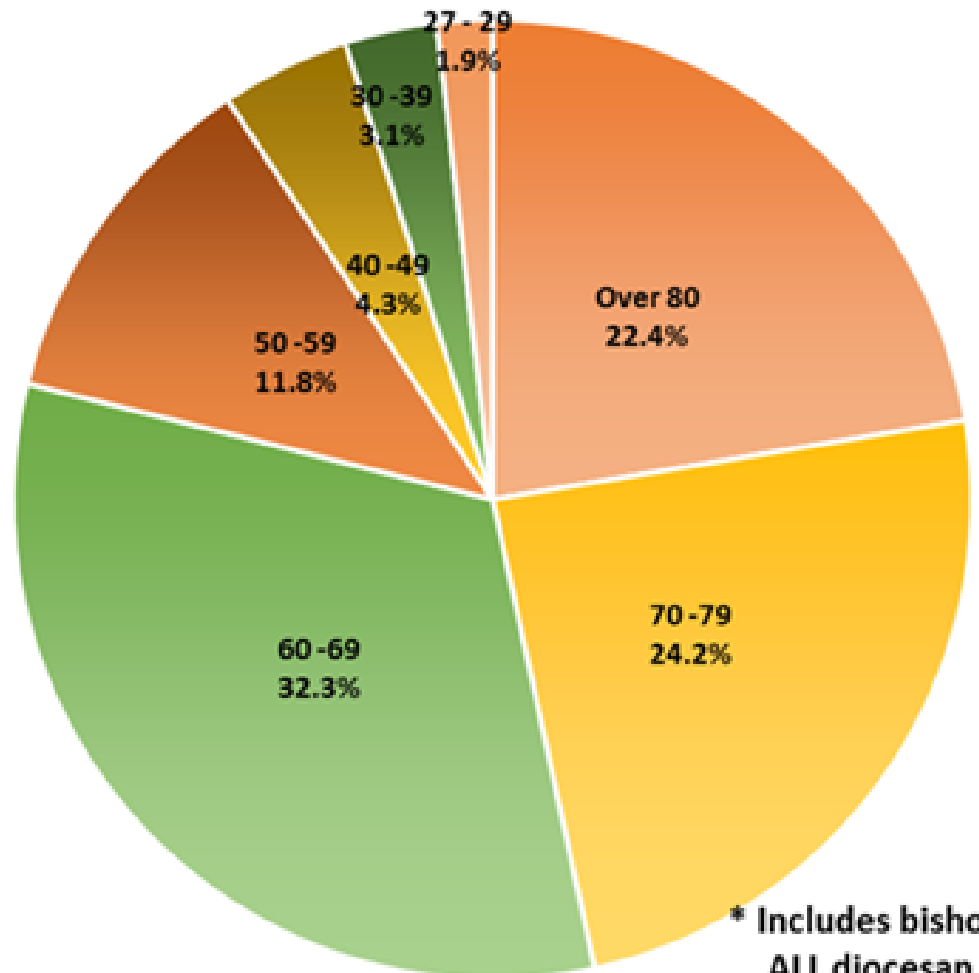


Important Diocesan Trends: Participation in the Sacraments



Important Diocesan Trends: Shifts in Personnel

Age Groups of DOR Priests on April 1, 2016



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%

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

* Includes bishops and ALL diocesan priests

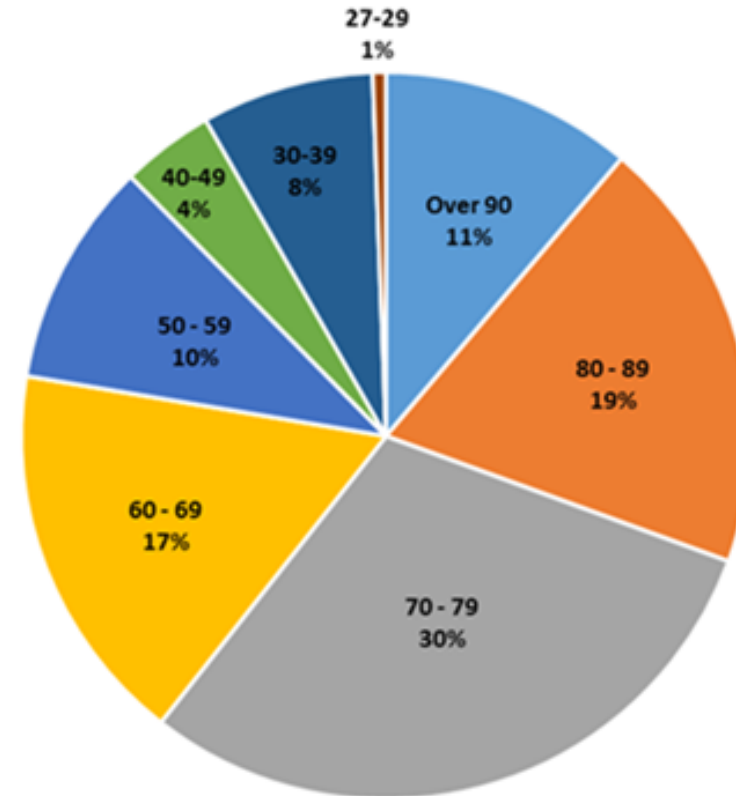
Important Diocesan Trends: Shifts in Personnel

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%

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

As of August 2016, there are 94 parishes, led by 73 pastors, parochial administrators, or pastoral administrators

Age Groups of DOR Priests on July 1, 2020



* Includes bishops and ALL diocesan priests, assumes there are NO DEATHS and ALL 9 Seminarians anticipated to be ordained in the next four years are ordained priests



South Deanery Demographics

Population:

There has been a 3.0% decrease in population since 2000, compared to national increase of 14.6%

Population projected to decrease by 0.7% in the next 5 years.

The percentage of children under the age of 18 is projected to continue decreasing in the next 5 years.

Family Structures for Households with Children (ages 0 – 18):

Married Couple Family: 61.6% (national 65.2%, diocesan 61.7%)

Non- Married Female Head of Household: 25.9% (national 25.3%, diocesan 28.2%)

Non- Married Male Head of Household: 10.9% (national 8.5%, diocesan 8.9%)

Education:

89.5% over the age of 25 graduated from high school (national 86.4%, diocesan 90.1%))

22.9% over the age of 25 have graduated from college (national 29.4%, diocesan 31.2%)



South Deanery Demographics

Racial/Ethnic Diversity:

Anglos 90.3% (national 61%, diocesan 80%)

Hispanics 2.5% (national 17.3%, diocesan 6%)

Asian 3.8% (national 5%, diocesan 5.3%)

African American 3.5% (national 12.3% , diocesan 8.8%)

Income:

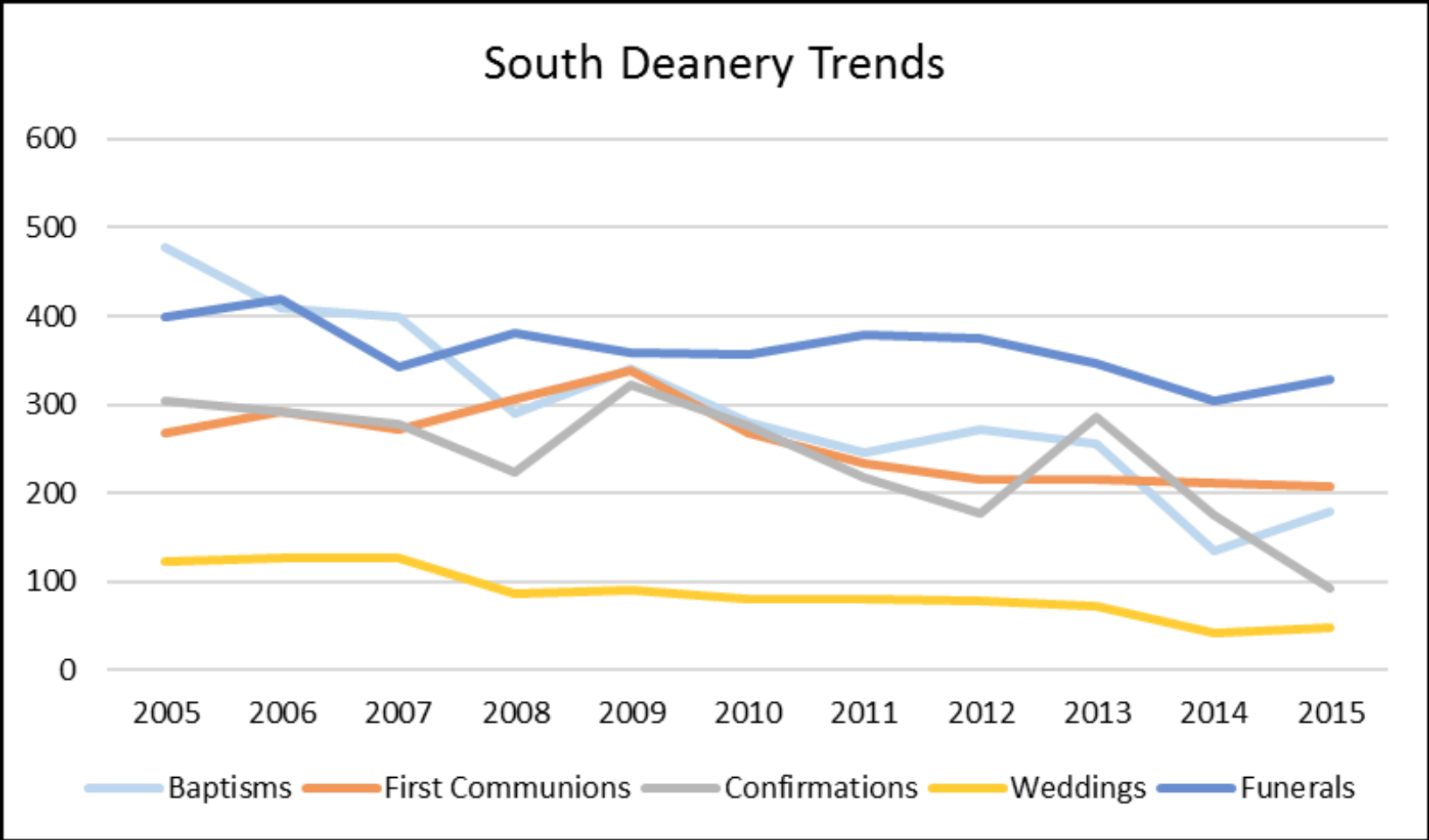
Median Household Income: \$53,572 (national \$53,657, diocesan \$56,596)

Per Capita: \$27,323 (national \$28,889, diocesan \$28,515)

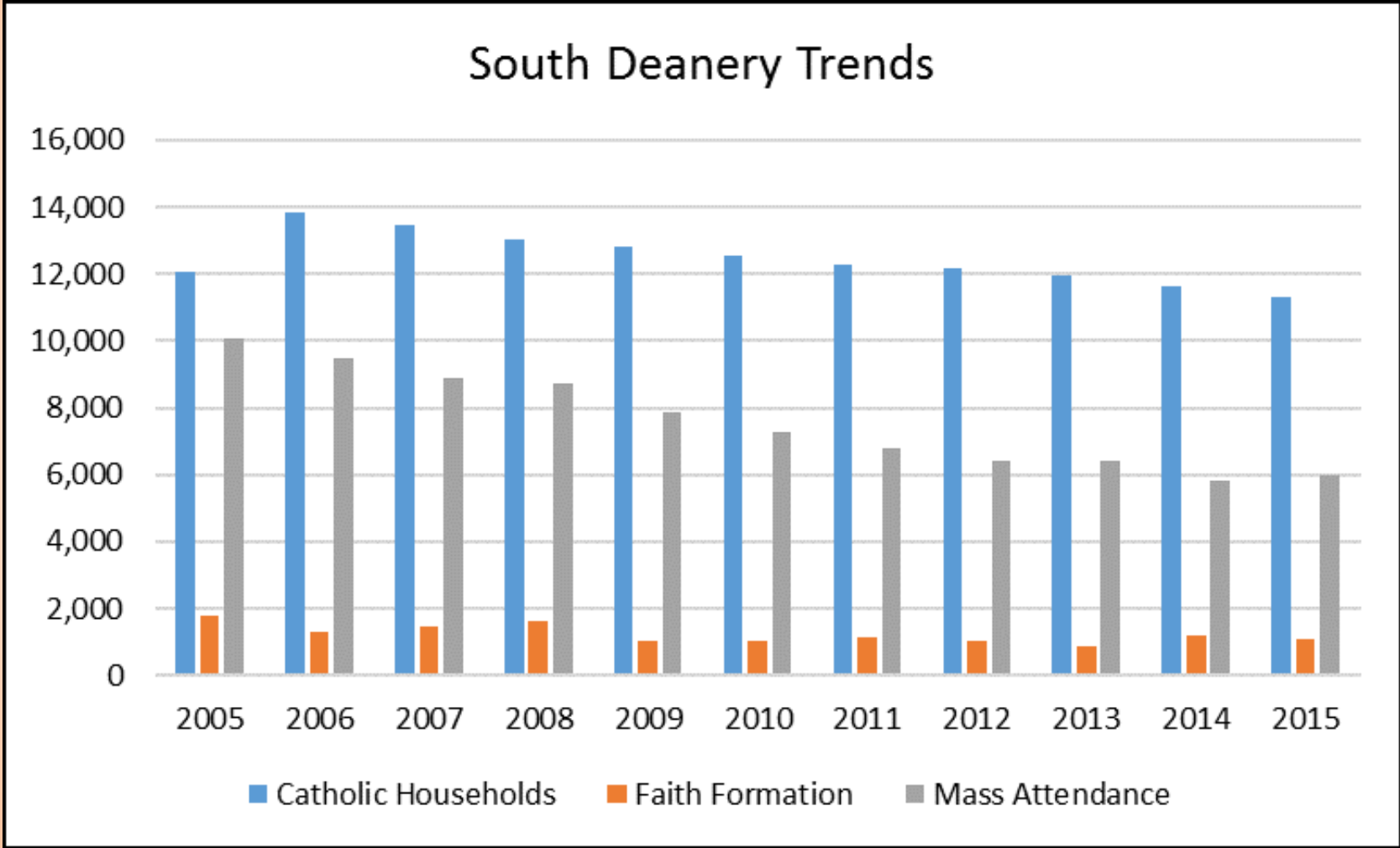
Full report available at opr.dor.org under the Resources Tab



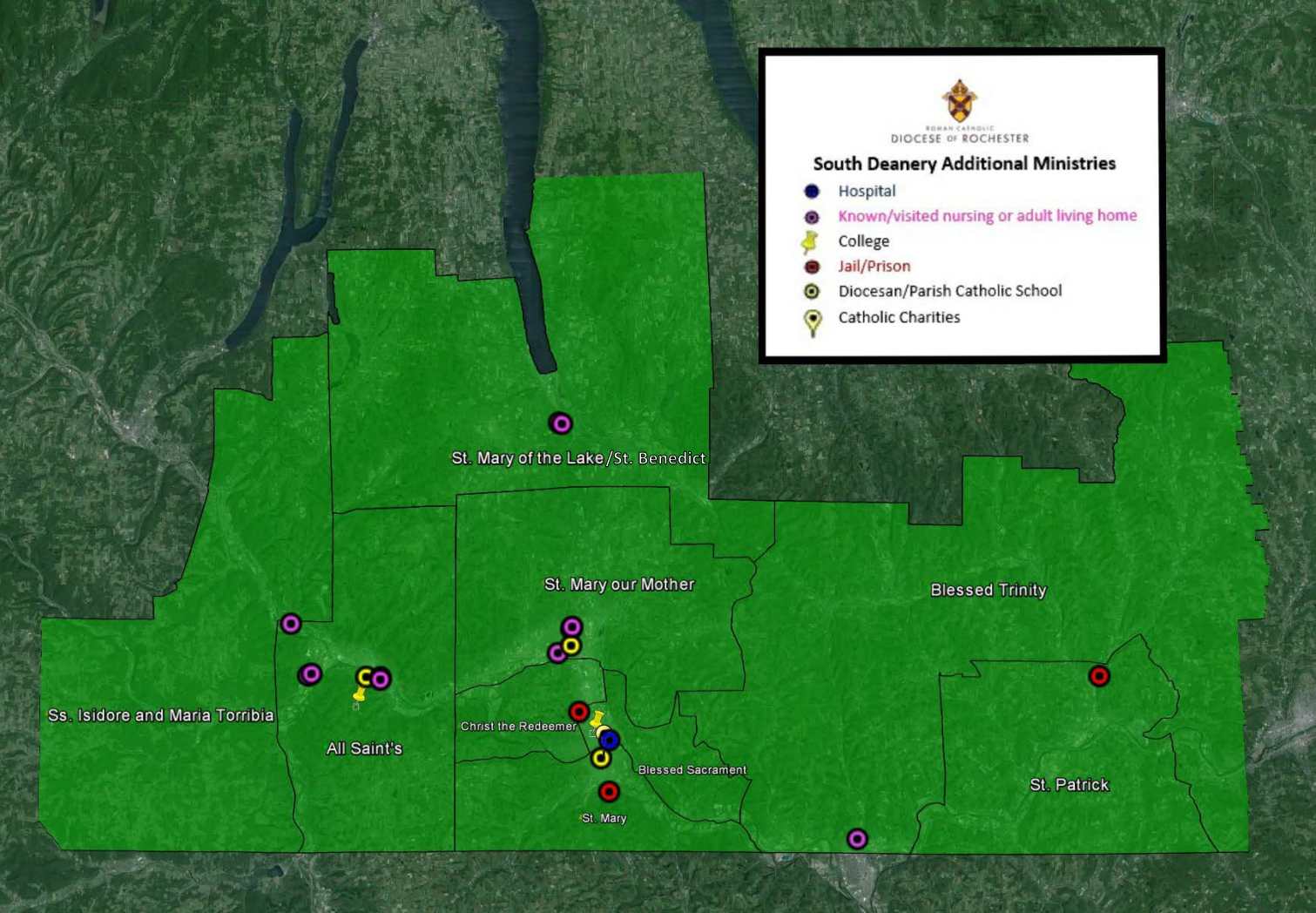
South Deanery Participation in the Sacraments



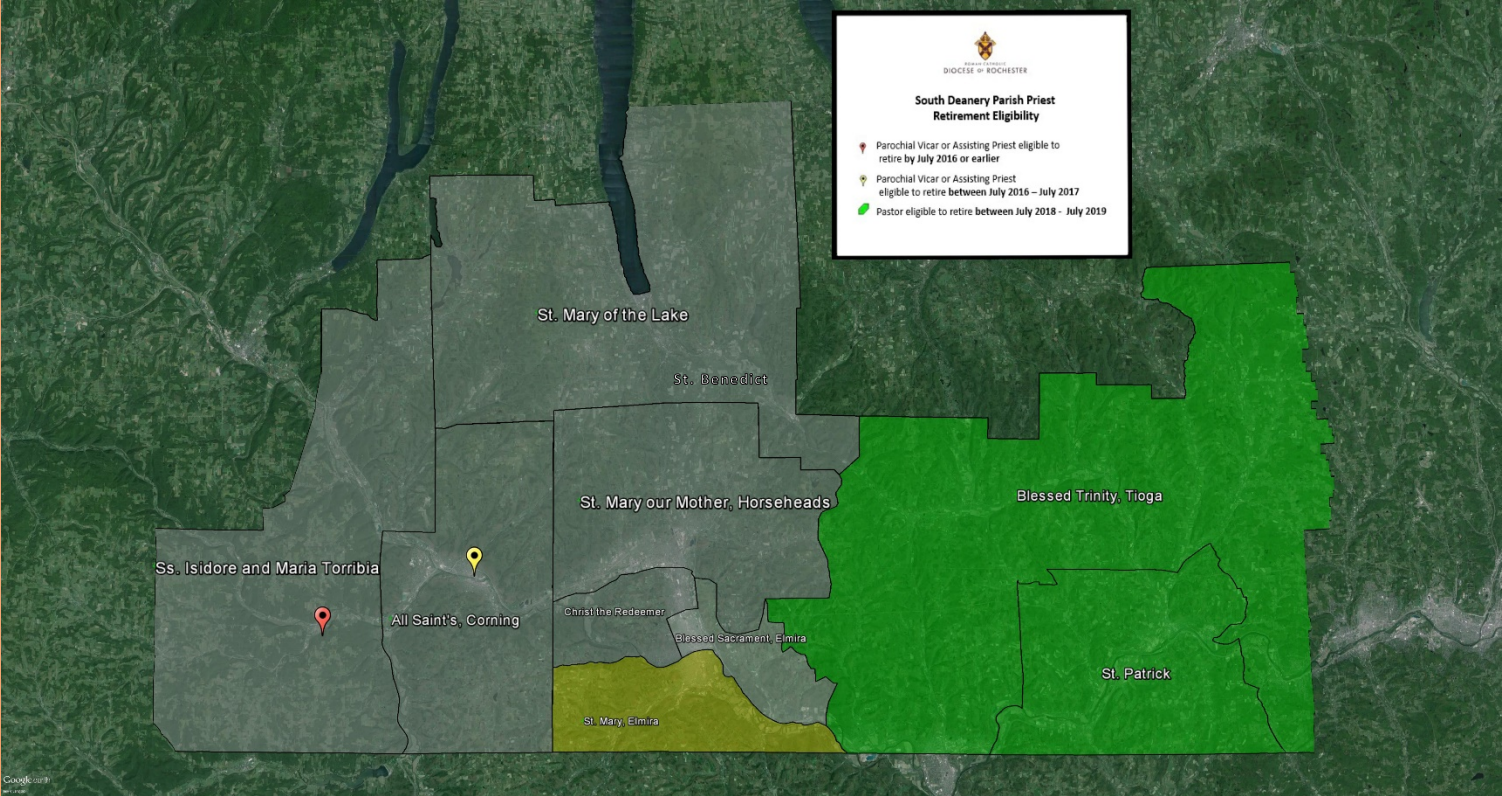
South Deanery Participation in the Sacraments



South Deanery Additional Ministries



South Deanery Personnel



Permanent Deacons

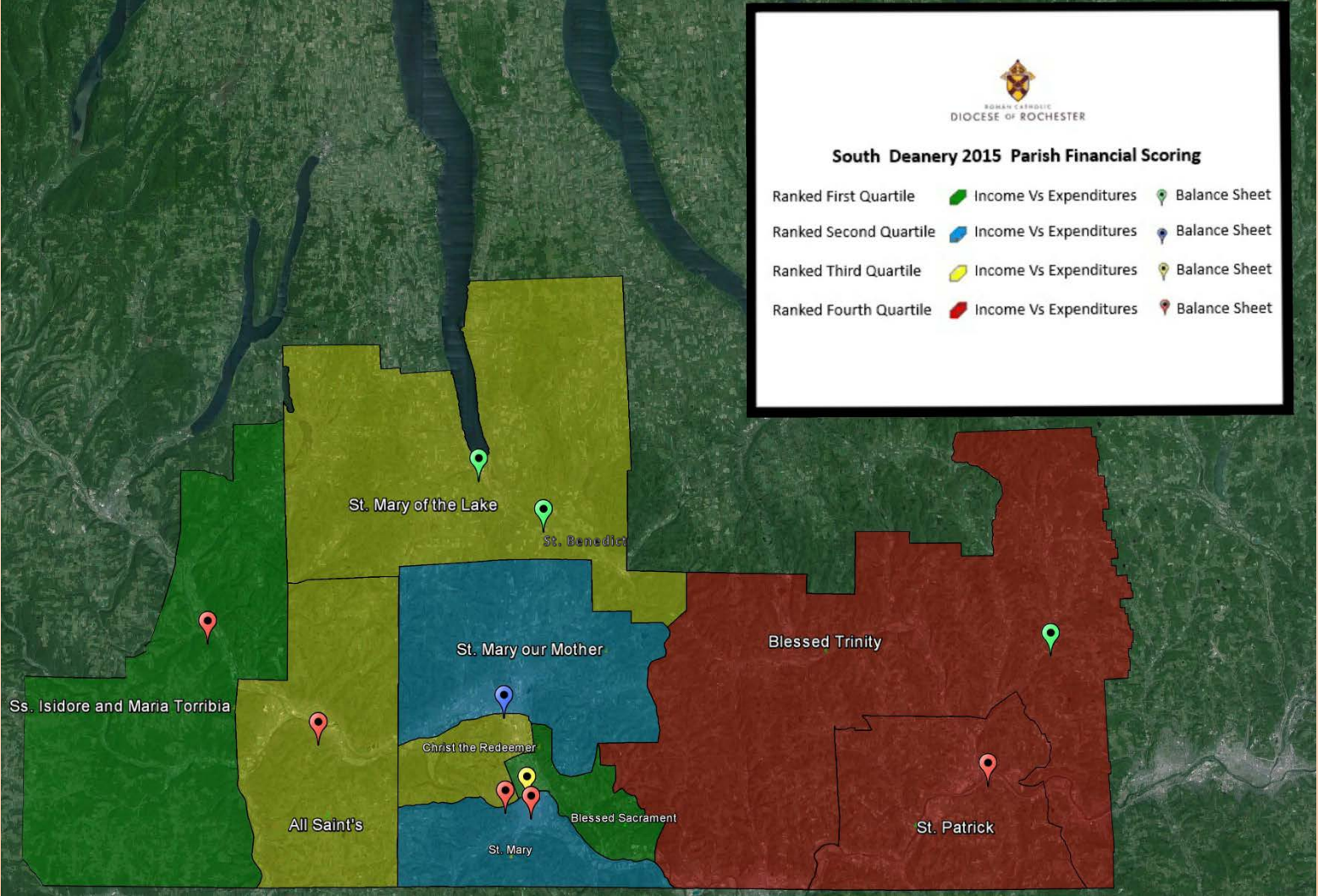
15 Active Deacons

Median age: 60

South Deanery Personnel

Lay Ministers on DOR Payroll as of 1/6/2016	MW Deanery	MC Deanery	ME Deanery	Central Deanery	East Deanery	South Deanery	West Deanery	Total
Catechetical and Pastoral Ministers	21	51	38	15	16	12	8	161
FT	12	33	32	11	8	10	4	110
PT (not RBA)	9	18	6	4	8	2	4	51
Median Age	56	59	56	61	60	59.5	51.5	59
Liturgical Ministers and Musicians	3	21	23	13	5	4	17	86
FT	2	11	6	4	0	3	0	26
PT (not RBA)	1	10	17	9	5	1	17	60
Median Age	63	42	56	56	32	60	59	56
Total Lay Ministers on DOR Payroll	24	72	61	28	21	16	25	247
Total FT	14	44	38	15	8	13	4	136
Total PT (not RBA)	10	28	23	13	13	3	21	111
Total Median Age	56	58.5	56	58.5	54.5	59.5	58	58
Lay Ministers on RBA Payroll as of 2/22/16	MW Deanery	MC Deanery	ME Deanery	Central Deanery	East Deanery	South Deanery	West Deanery	Total
Catechetical and Pastoral Ministers	4	16	10	2	7	7	3	49
Median Age	35	59	54	58	65	55	42	55
Liturgical Ministers and Musicians	51	220	73	37	37	23	15	456
Median Age	64	52	58	59	61	44	53	56

South Deanery Finances



Structural Needs



- Buildings and Grounds Committees
- Looking ahead to anticipated maintenance/reconstruction needs



Recommendation:

Implement a two tiered infrastructure within each deanery

First Tier:

- naturally affiliated 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 in light of their available resources
- 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

Second Tier:

- deanery wide committee consisting of the Dean and pastoral leadership from across the deanery
- provide oversight to the first tier, ensure that the additional ministries present in a deanery are included in conversations, and be a conduit for communication

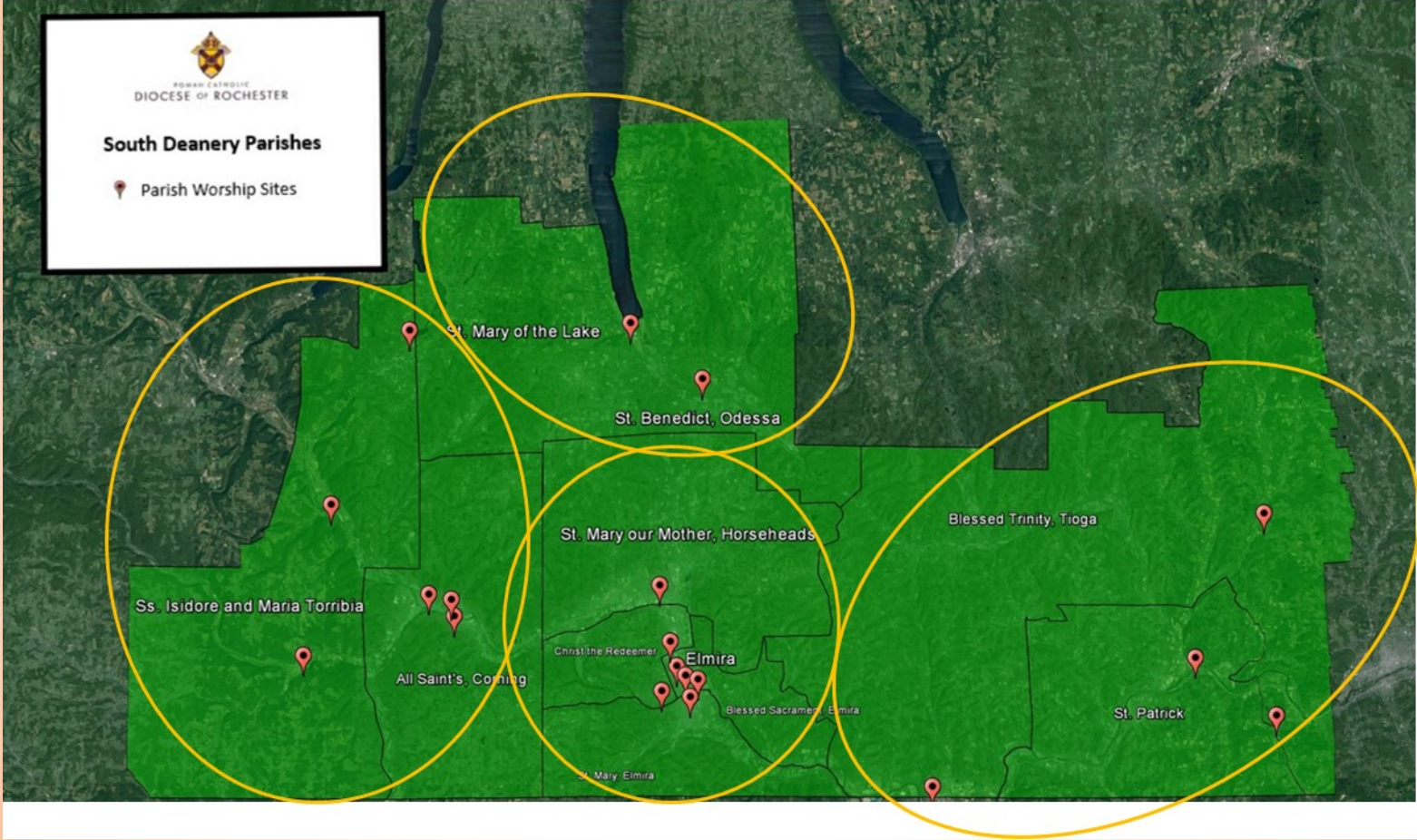


Naturally Affiliated Parishes

- In cases where collaboration is possible, which parishes would best work together?
- Collaboration could include programs, training, workshops, etc. depending on the needs in the deanery
- Possible factors for identifying naturally affiliated parishes:
 - Which school districts connect?
 - Where do people do their shopping or business?
 - Which major roads connect communities?
 - What physical boundaries (rivers, lakes, etc.) impact connections?
 - What cultural considerations need to be considered?



One Possible Example:



Discussion

- What will we need to support healthy ministers as we move forward in planning?
- How can we create and maintain vibrant local communities as we move forward in planning?
- What are the possibilities in this deanery for Ministry Teams? What is needed to make such teams successful?



Next Steps?

Pilot Deanery

- Gathering of Pastoral Councils and Staff
 - Overview of data
 - Discuss possible naturally affiliated parishes
 - Timeline for Assessment
- Each parish will evaluate parish ministries based on categories of Word, Worship, Service and Community
 - Identify the top three priorities
 - Identify ways to connect with naturally affiliate parishes to meet those needs



Next Steps?

Non-Pilot Deaneries

- What would help to get this started?
 - What are the constituencies who need this information?
 - How can naturally affiliated parishes be finalized?
 - Parish ministries assessments?
 - Other opportunities?



Pastoral Resources and Planning Personnel

Bernard Grizard

bgrizard@dor.org

(585) 328-3210 ext. 1218

Shannon Loughlin, Ph.D.

sloughlin@dor.org

(585) 328 – 3210 ext. 1218

Tom Kubus

tkubus@dor.org

(585) 328 – 3210 ext. 1339

Karen Rinefierd

krinefierd@dor.org

(585) 328 -3210 ext. 1255

<http://oprp.dor.org>



Evaluation Questions

What worked well?

What could be improved?

