



South Deanery Meeting

October 29, 2016

Opening Prayer:

**All: Loving God, you made us into a People,
a Church to continue the mission of your Son,
our Lord.
Sustained by the Spirit,
Help us to discern how best to live that mission
today,
in our time,
in our communities,
with our gifts.
Guide our conversations today
and set us on a path towards a renewed
expression
of your healing mercy in our world.
In the name of Jesus Christ we pray.**

Amen



A Reading from the Letter of St. Paul to the Ephesians (2: 19 – 22)

So then you are no longer strangers and sojourners, but you are fellow citizens with the holy ones and members of the household of God, built upon the foundation of the apostles and prophets, with Christ Jesus himself as the capstone. Through him the whole structure is held together and grows into a temple sacred in the Lord; in him you also are being built together into a dwelling place of God in the Spirit.

The Word of the Lord

Thanks be to God



Reflection and Faith Sharing Questions:

What was my best experience of Church?

What has been the most valuable experience of my parish working with other parishes?



Leader:

As we begin our conversations, let us join ourselves to the mission of Jesus Christ, as the one who proclaimed that “The Spirit of the Lord is upon me, because he has anointed me to bring glad tidings to the poor. He has sent me to proclaim liberty to captives and recovery of sight to the blind, to let the oppressed go free, and to proclaim a year acceptable to the Lord.”

Together let us pray... Our Father...



Overview of the Morning

- Presentation

- 1) What is the current context in the diocese and the deanery—e.g. participation in sacraments, shifts in both ordained and lay personnel, demographics of our community, ministries located within our deanery
- 2) What are possible means and structures to facilitate working together? With naturally affiliated parishes? With the deanery as a whole?
- 3) What are methods of assessing ministries, identifying priorities, and sharing resources?

- Break

- Discussion

- Create Timelines/Action Steps



Our Current Context

Office of Pastoral Resources and Planning

- 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



Our Current Context

Diocesan Demographics

Population:

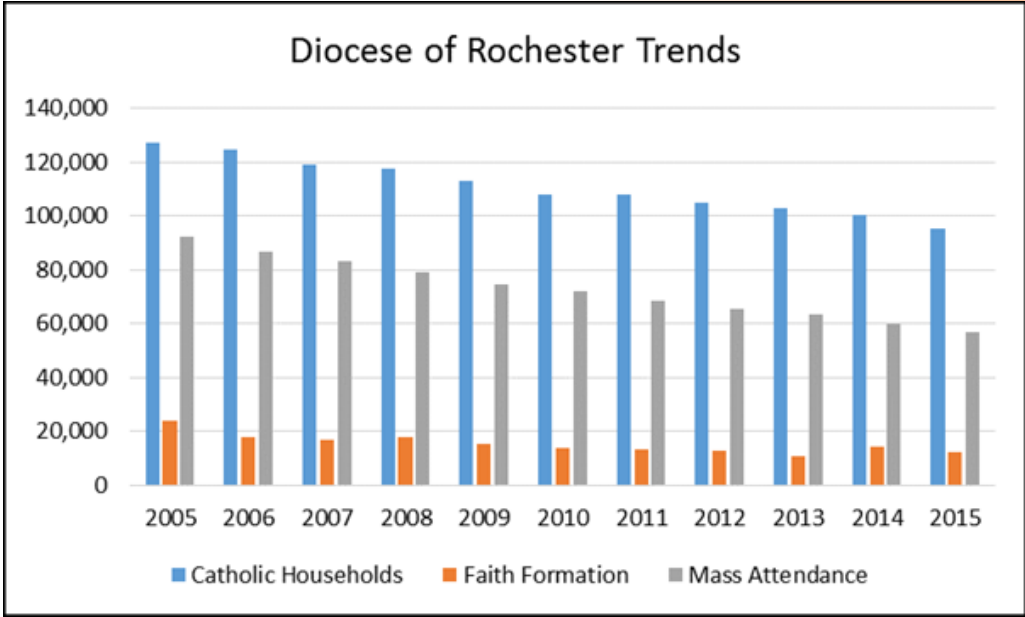
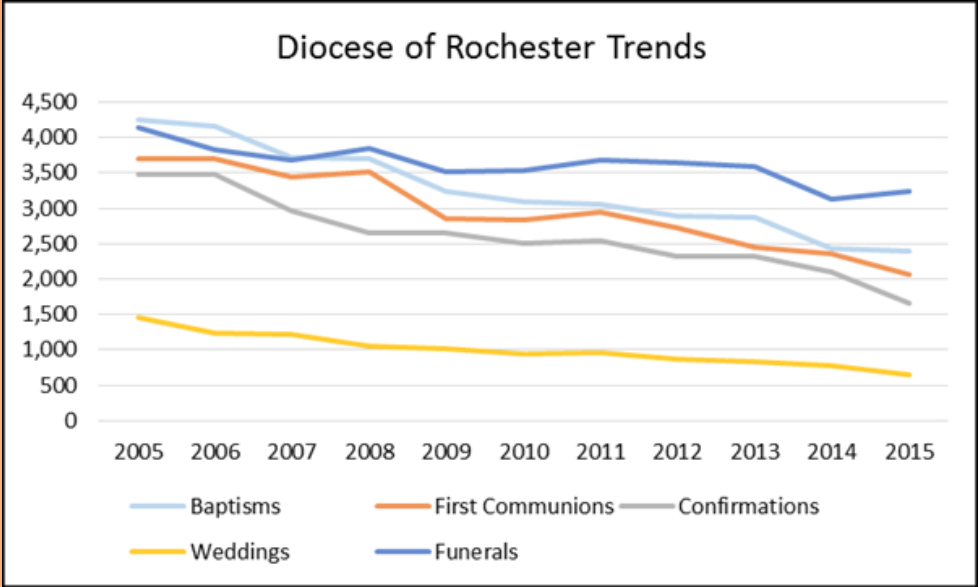
There has been a 1.5% decrease in population since 2000, compared to national increase of 14.6%. Population only projected to increase by 0.7% in the next 5 years.

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).

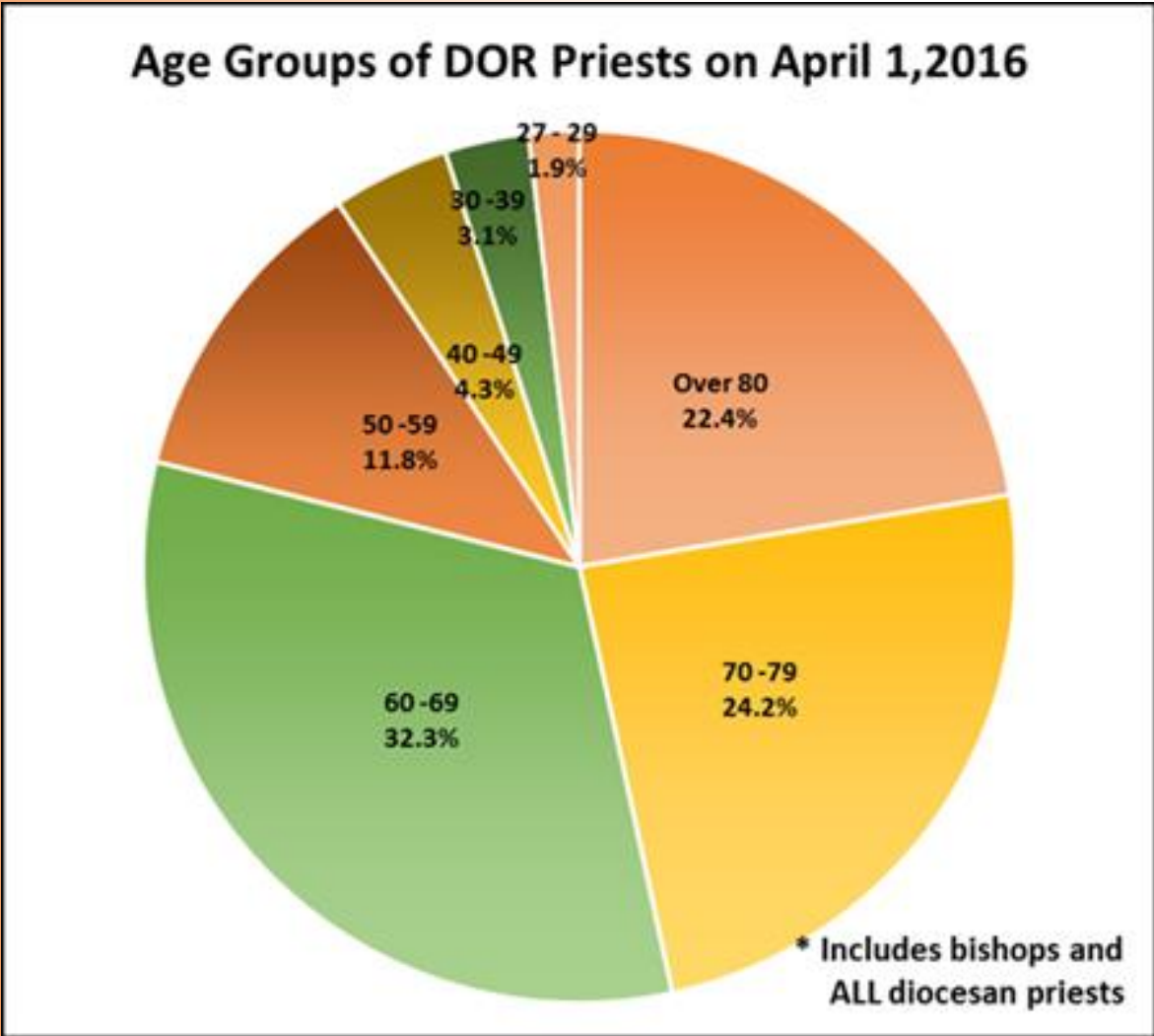
These demographic shifts have an impact on the trends seen in the participation in the sacraments.



Our Current Context



Our Current Context



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%

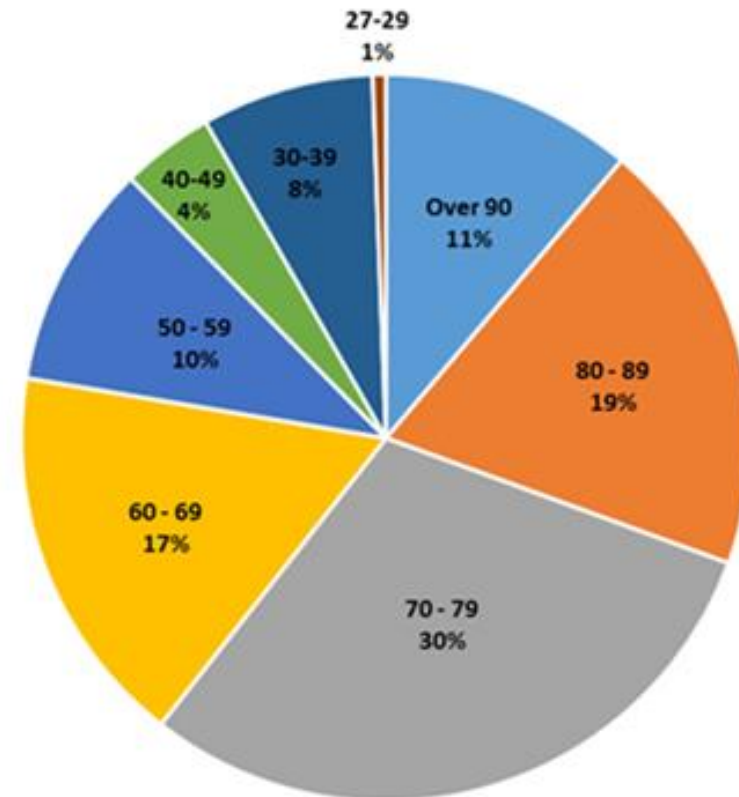
DOR Priests and Bishop under the age of 70: 86 (9 of 86 priests in FT Non – Parish Assignments)
 DOR Priests and Bishop under the age of 73: 101
 DOR Priests and Bishop under the age of 75: 109

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:

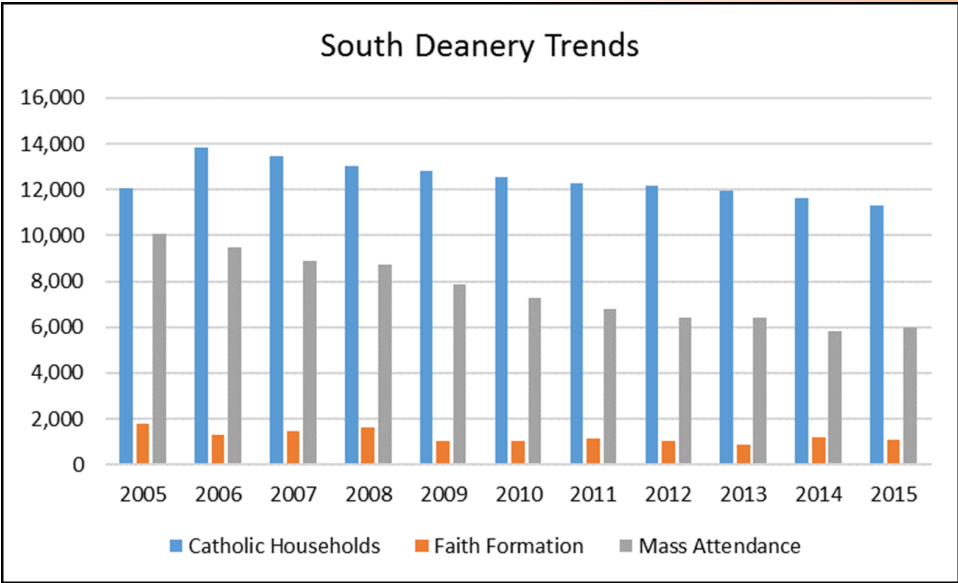
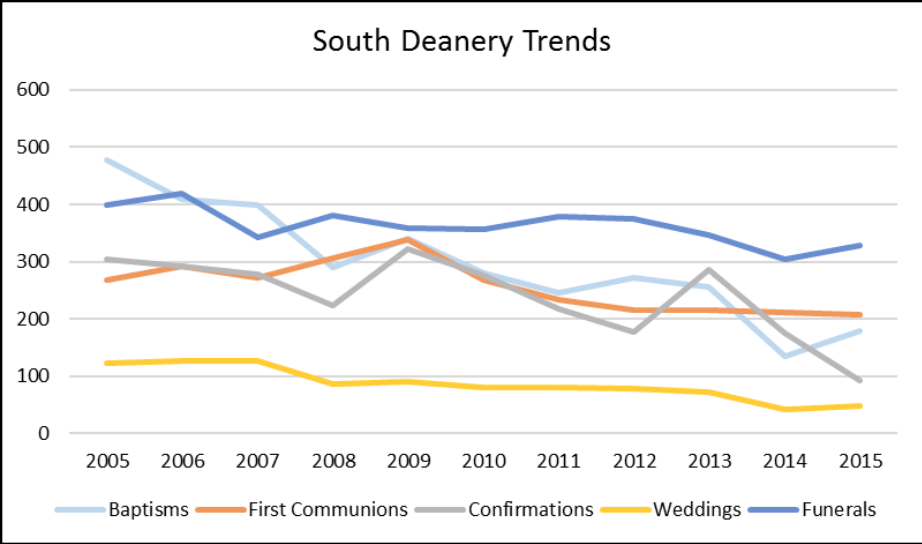
Median Household Income: \$53,572 (national \$53,657, diocesan \$56,596)

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

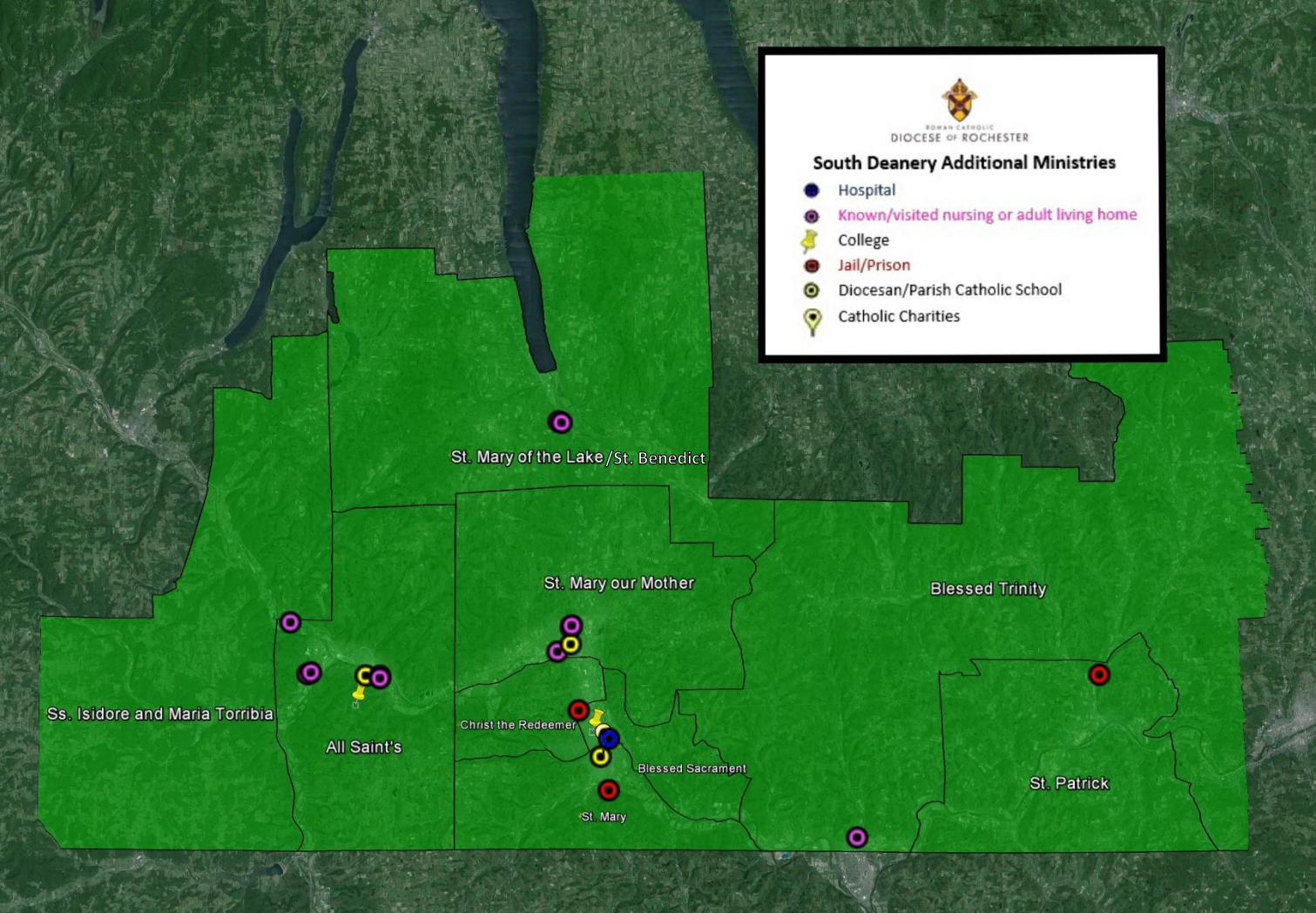
Full report available at opr.dor.org under the Resources Tab



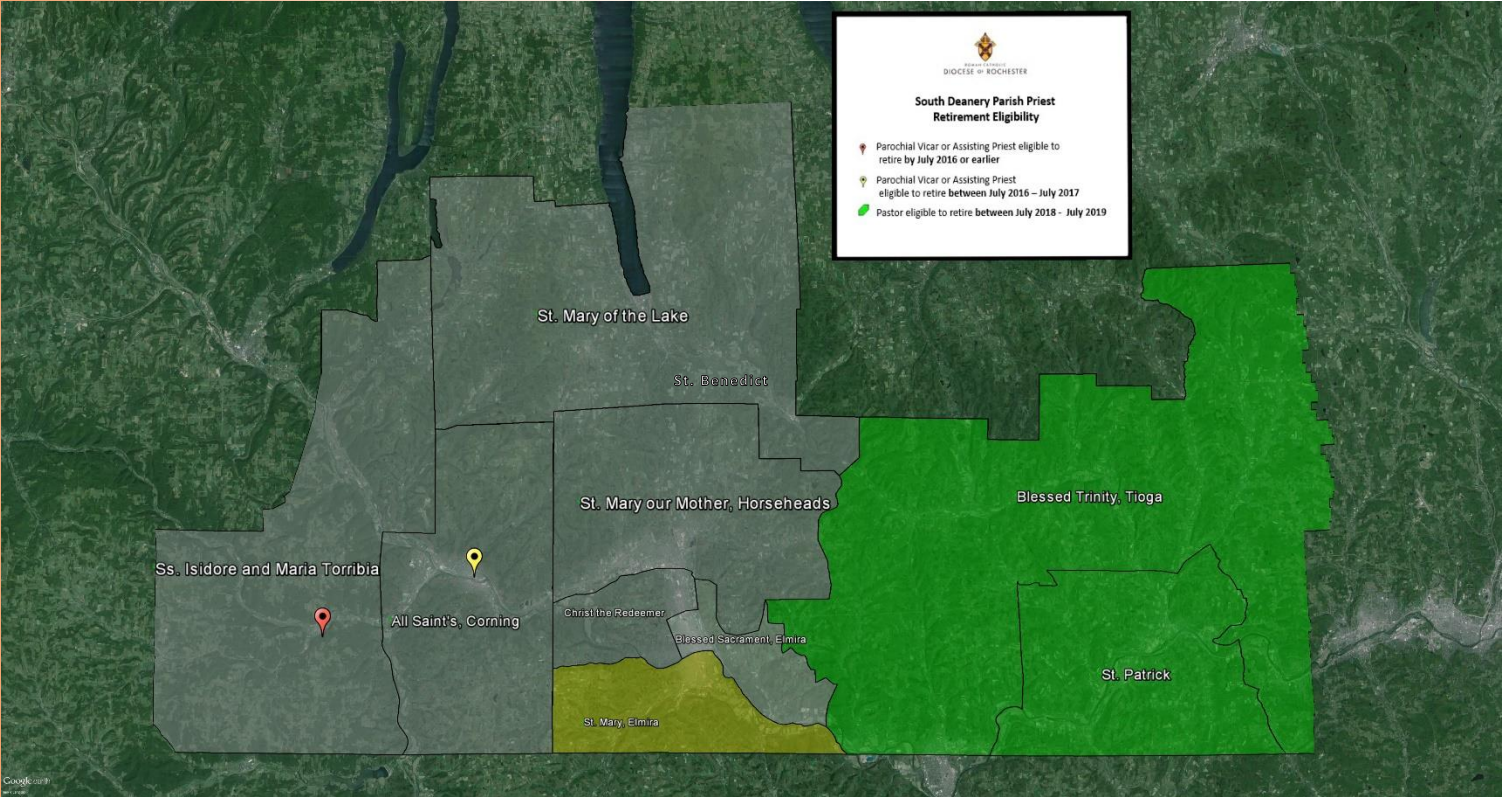
South Deanery Participation in the Sacraments



South Deanery Additional Ministries



South Deanery Personnel



Permanent Deacons

15 Active Deacons

Median age: 60

South Deanery Lay Personnel

(From Personnel Database 1/2016)

Lay Catechetical and Pastoral Ministers:

On DOR payroll: 10 FT 2 PT (over 20 hours per week)

Median age: 59.5

On RBA payroll (under 20 hours per week): 7

Median age: 55

Liturgical Ministers and Musicians:

On DOR payroll: 3 FT 1 PT (over 20 hours per week)

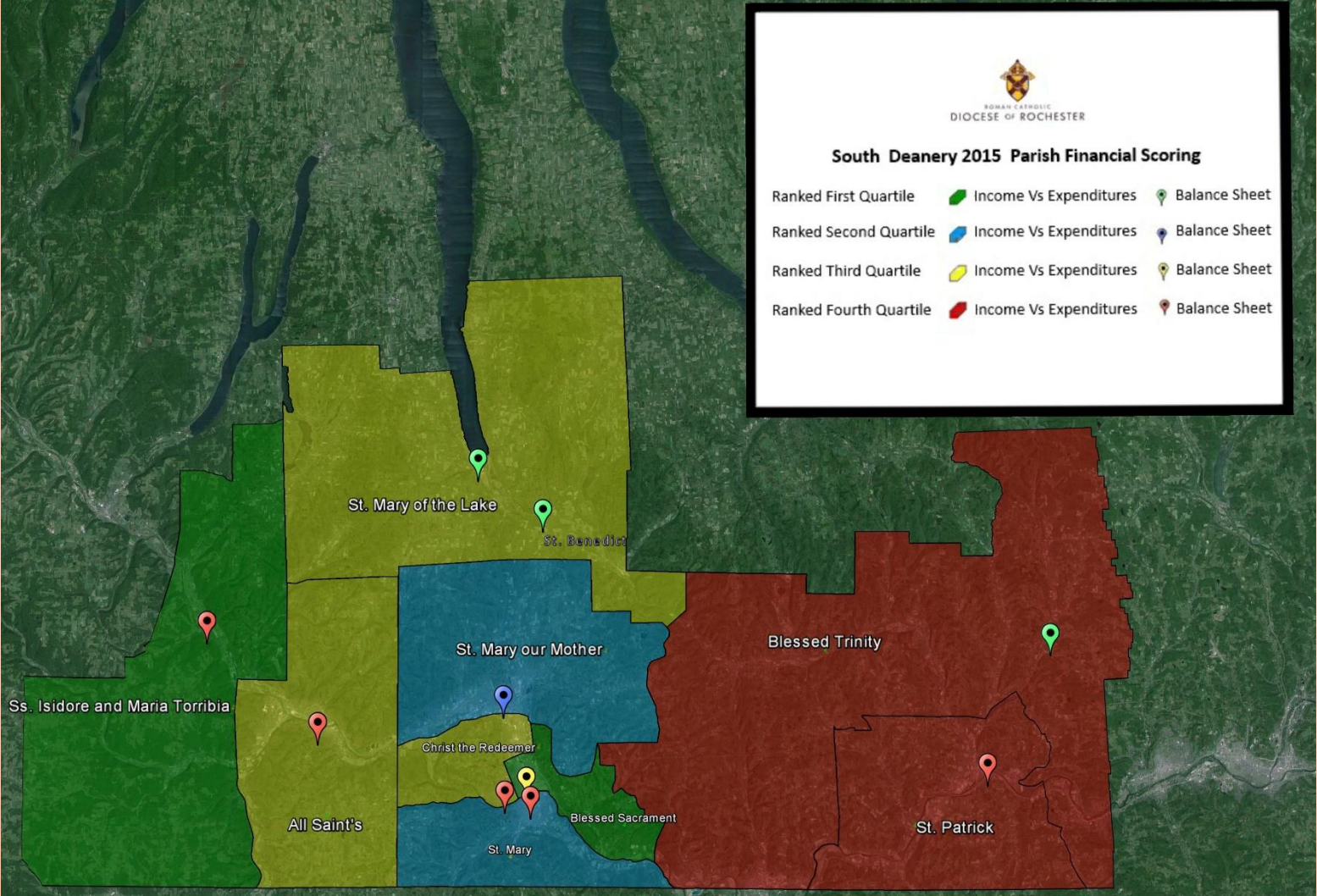
Median age: 60


On RBA payroll (under 20 hours per week): 23

Median age: 44











South Deanery Finances




 ROMAN CATHOLIC
 DIOCESE OF ROCHESTER

South Deanery 2015 Parish Financial Scoring

Ranked First Quartile	 Income Vs Expenditures	 Balance Sheet
Ranked Second Quartile	 Income Vs Expenditures	 Balance Sheet
Ranked Third Quartile	 Income Vs Expenditures	 Balance Sheet
Ranked Fourth Quartile	 Income Vs Expenditures	 Balance Sheet

With the various shifts in trends and changes,
how can we work together to continue to fulfill
the mission of the church?

What are possible means and structures
to facilitate us working together?



Using Our Deanery and Sub-Deanery Grouping

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

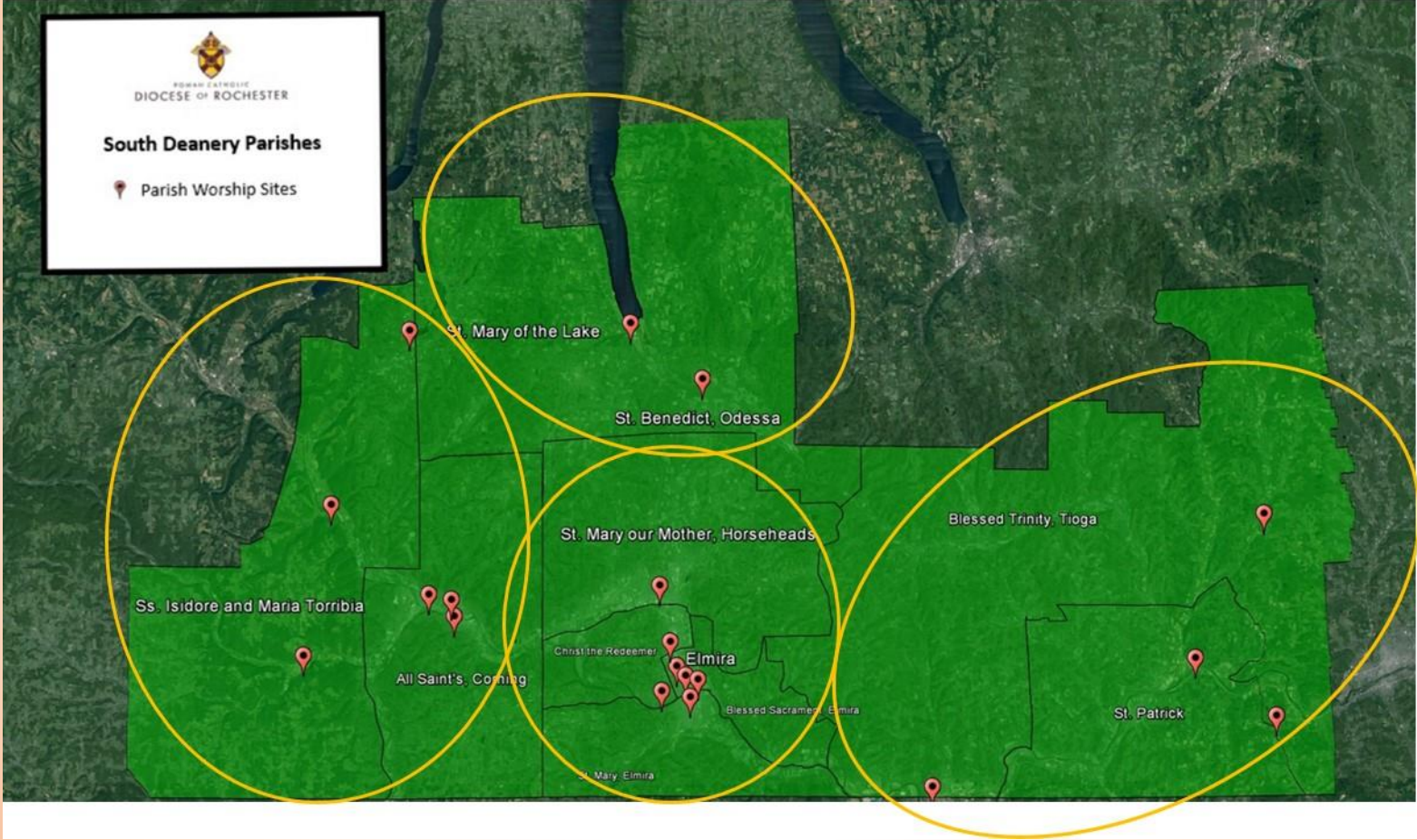


Naturally Affiliated Parishes

- In cases where collaboration is possible, which parishes would best work together? Which parishes might work best alone or in connection with the deanery as a whole?
- 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:



Using Our Deanery and Sub-Deanery Grouping

- What are methods of assessing ministries, identifying priorities, and sharing resources?
 - Using surveys to assess ministries and identify priorities
 - Explore possible opportunities to work together (training volunteers, workshops for councils, educational opportunities, How-tos)
 - Create How-tos for other parishes in the deanery/diocese: going beyond the ideas and creating sharable resources that give timelines, step by step instructions, templates for announcements, etc. so that places with few resources (financial, people, etc) can have more opportunities



BREAK



Discussion: Shared Responses and Insights

Open Questions (Large Group)

Table Discussions:

With which communities do we naturally affiliate?

How can we work across the deanery?



Creating Timelines for Action



Timeline Worksheet

Action	When	Who is Responsible
<p>Determine priorities for ministry Questions: Does the survey presented meet our needs? Should we use survey monkey? Do we need additional questions? How will we help our people complete the survey? How will we communicate using the bulletin/webpage information? Will we need other information? If we use an online survey, how can we help parishioners who are not computer savvy complete it?</p>	November – December 2016	Pastoral Council members? Committee?
<p>Meet to Discuss Reports from Survey Monkey/Input Questions: Where are the gaps in our ministry? Where are the strengths? Are there opportunities to work with a naturally affiliated parish or the deanery to accomplish more or do it better? Is there a “How To” we can share?</p>	January 2017	
<p>Send summary of parish finding to Dean (Fr. John DeSocio) who will submit to the Office of Pastoral Resources and Planning</p>	By the end of January 2017	
<p>Deanery summary of priorities, opportunities, and identified How Tos distributed to parishes</p>	February 2017	OPRP
<p>Identify and appoint Deanery Committee</p>	February 2017	Bishop Matano and Dean, with assistance from OPRP
<p>Meet with Deanery Committee to facilitate top collaborative opportunities</p>	March 2017	OPRP, Dean
<p>Create plan for 2017 – 2018 implementation</p>	May 2017	Deanery Committee

Evaluation Questions:

What was helpful?

What could be improved?



Closing Prayer:

ALL: Grounded by the love of the Father,
faithful to Christ's precepts of charity, humility, and self-sacrifice,
and equipped with the gifts of the Spirit,

Let us go forward in confidence

Continuing Christ's mission
to proclaim and to spread among all peoples
the Kingdom of Christ and of God
and to be, on earth, the initial budding forth of that Kingdom.

Amen

Adapted from Lumen Gentium #5



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