
STRATEGIC PLANNING FOR PIERCE PARISHES

ST. RITA



DECEMBER 2020



OPENING PRAYER



WHO WE ARE

- Bishop Daniel Mueggenborg
- Fr. David Mulholland, St. Rita Pastor
- Leigh Stringfellow, Director of Strategic Planning
- Jim Hochstein, Director of Applied Research for Mission Effectiveness
- Joe Schick, Chief Financial Officer
- Helen McClenahan, Managing Director of Communications
- Kristin Dixon, Superintendent of Catholic Schools
- Marc Nuno, Principal of Visitation STEM Academy
- Deacon Sam Basta, Community Liaison to Mission Effectiveness
- Debbie Orlando, St. Rita Consultative Leader



ARCHDIOCESAN PASTORAL & STRATEGIC PLANNING



TWO TYPES OF PLANNING

Pastoral Planning

- Effort to stir the hearts of all God's people and to refocus on Church's evangelizing mission.
- Archbishop appointed a new Archdiocesan Pastoral Council and launched process to create new pastoral plan for all ministries (Summer 2021).



Strategic Planning

- Effort to understand how best to support vibrant, sustainable parish communities across the Archdiocese to carry out the mission of the Church.

Strategic Planning in the Archdiocese

- 1990s – Viable Faith Communities project
- 2010s – Strategic planning with Archbishop Sartain at the deanery level
- New effort across the Archdiocese with Archbishop Etienne



Our Strategic Planning Process

- Realities of today and the challenges for the future can no longer be ignored
- Building issues at Holy Rosary led to understanding that Holy Rosary parish is no longer viable
- Need for strategic planning became urgent
- Built on deanery level work over many years
- Deanery and pastors provided Archbishop with recommendation for how to move forward



Factors Impacting Parishes Across the U.S.

- Changing demographics
- Local neighborhood church impacted with growth (city, freeways, etc.)
- Decline in Mass attendance and Sacraments
- Decline in stewardship
- Abundance of parishes without the needed priests to provide sufficient support
- 7% of all parishes nationally have been closed in the last decade⁸



Model No Longer Fits

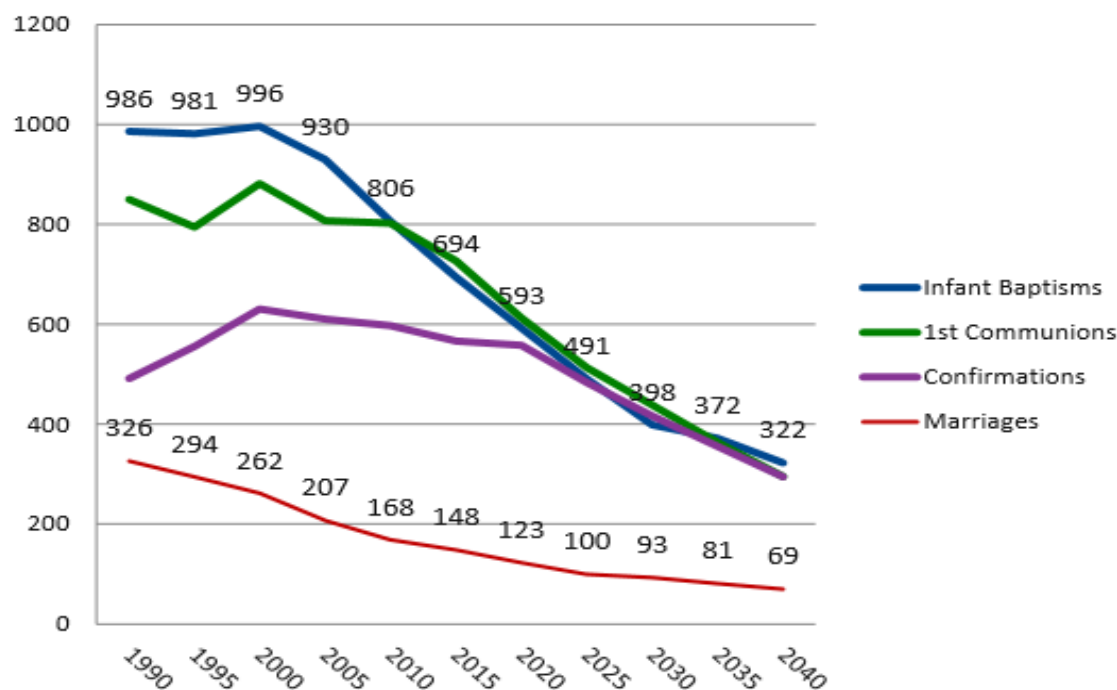
Three Changes	20 th Century Life	21 st Century Life
1. People are mobile	Parish was centered on Church building in the center of town and most people walked	Parish is centered on the places people gather and people can drive to celebrate the Eucharist as a community
2. Religiosity no longer assumed	85% of those born 1928-1945 were Christian 11% unaffiliated	56% of those born 1981-1996 were Christian 36% unaffiliated



National Trend Numbers

The people shortage is greater than the priest shortage

U.S. Catholic Church Sacramental Forecast
1990 - 2040 (000's)



- Catholic marriages are down 55% since 1990
- 1 in 5 children baptized do not receive 1st communion
- 2 in 5 children baptized are not confirmed
- 85% of children confirmed stop practicing their faith by age 21

SOURCES:
CARA 1964
Pew Research Center



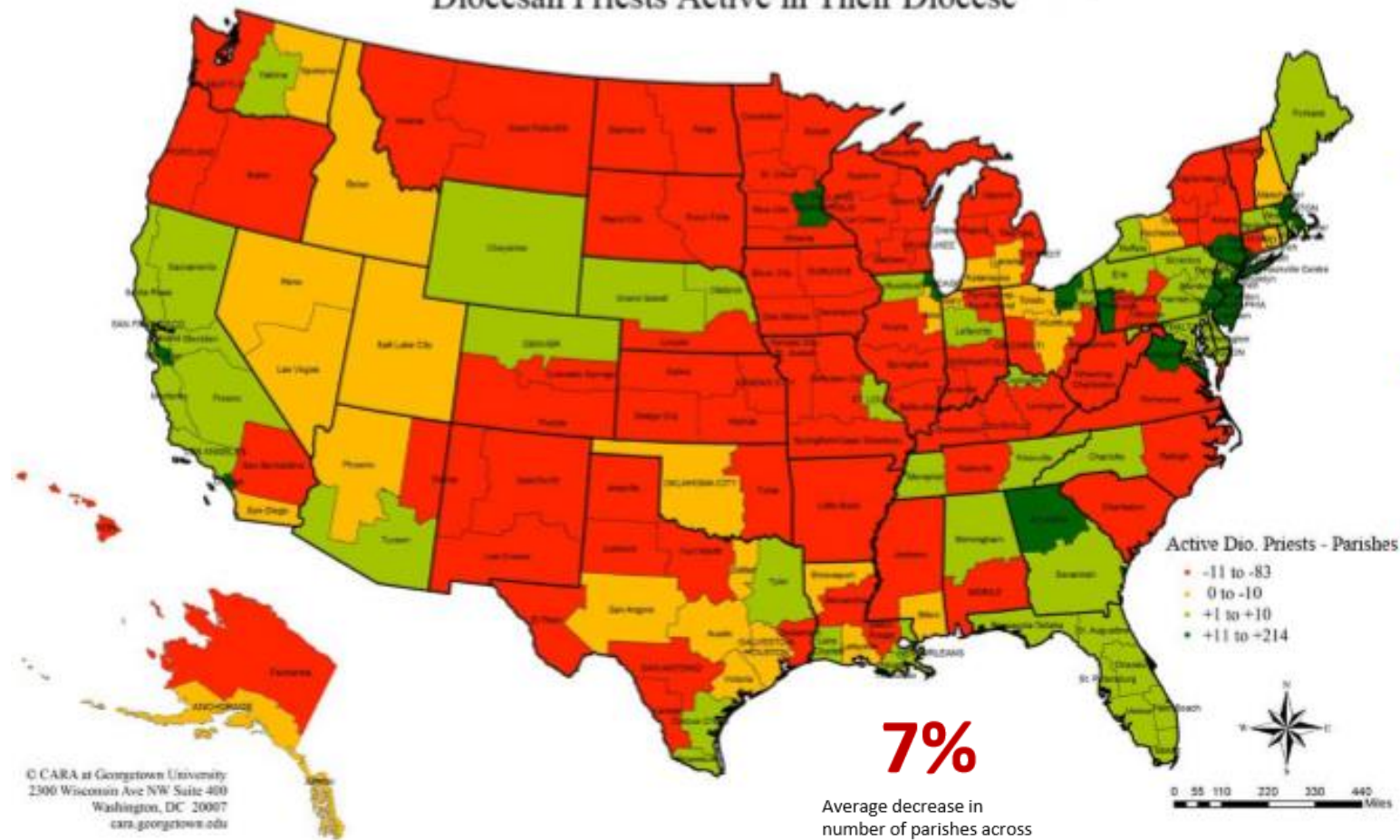
The \$5B Problem

	Boomers (ages 54-73)	Gen X (ages 38-53)	Generational Change
Total US Population	77,000,000	65,000,000	(12,000,000)
Est. Catholic Population	22,000,000	16,250,000	(5,750,000)
Practicing Catholics %	60%	30%	-30%
# of Practicing Catholics	13,200,000	4,875,000	(8,325,000)
% of Mass goers who "tithe"	60%	44%	-16%
Average "tithe"	\$ 750	\$ 500	\$ (250)
Estimated Church income	\$ 5,940,000,000	\$ 1,072,500,000	\$ (4,867,500,000)



of Priests Relative to Parishes

Shortage and Surplus: Number of Parishes Subtracted from the Number of Diocesan Priests Active in Their Diocese



7%

Average decrease in
number of parishes across
US from 2010-2018

- **Dark Green** – +11 to +214 more priests than parishes
- **Light Green** – +1 to +10 more priests than parishes
- **Yellow** – 0 to -10 fewer priests than parishes
- **Dark Red** – -11 to -83 fewer priests than parishes

SOURCES: CARA 2013



Catholic Leadership
INSTITUTE

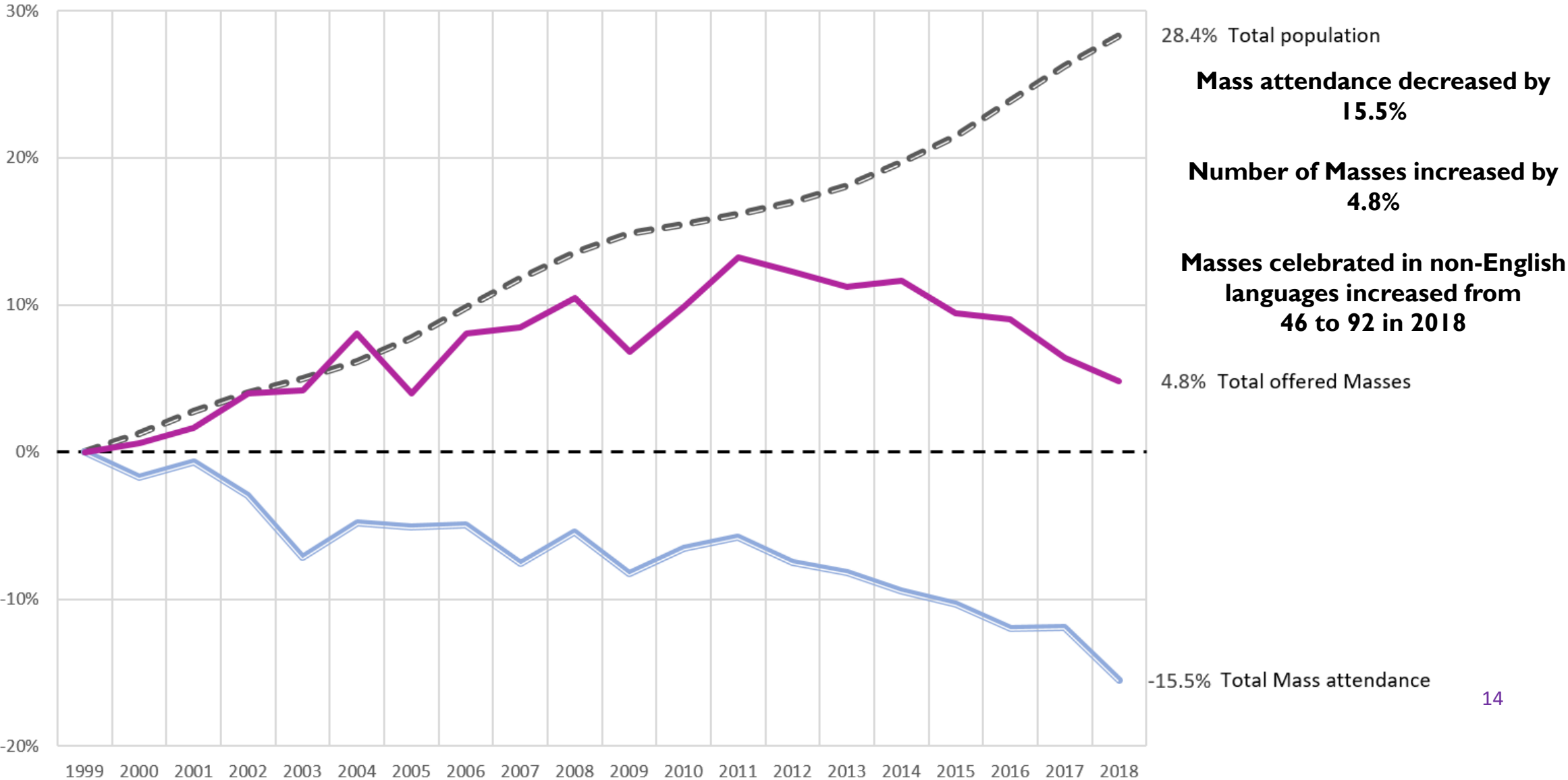


ARCHDIOCESE & PIERCE DEANERY OVERVIEW



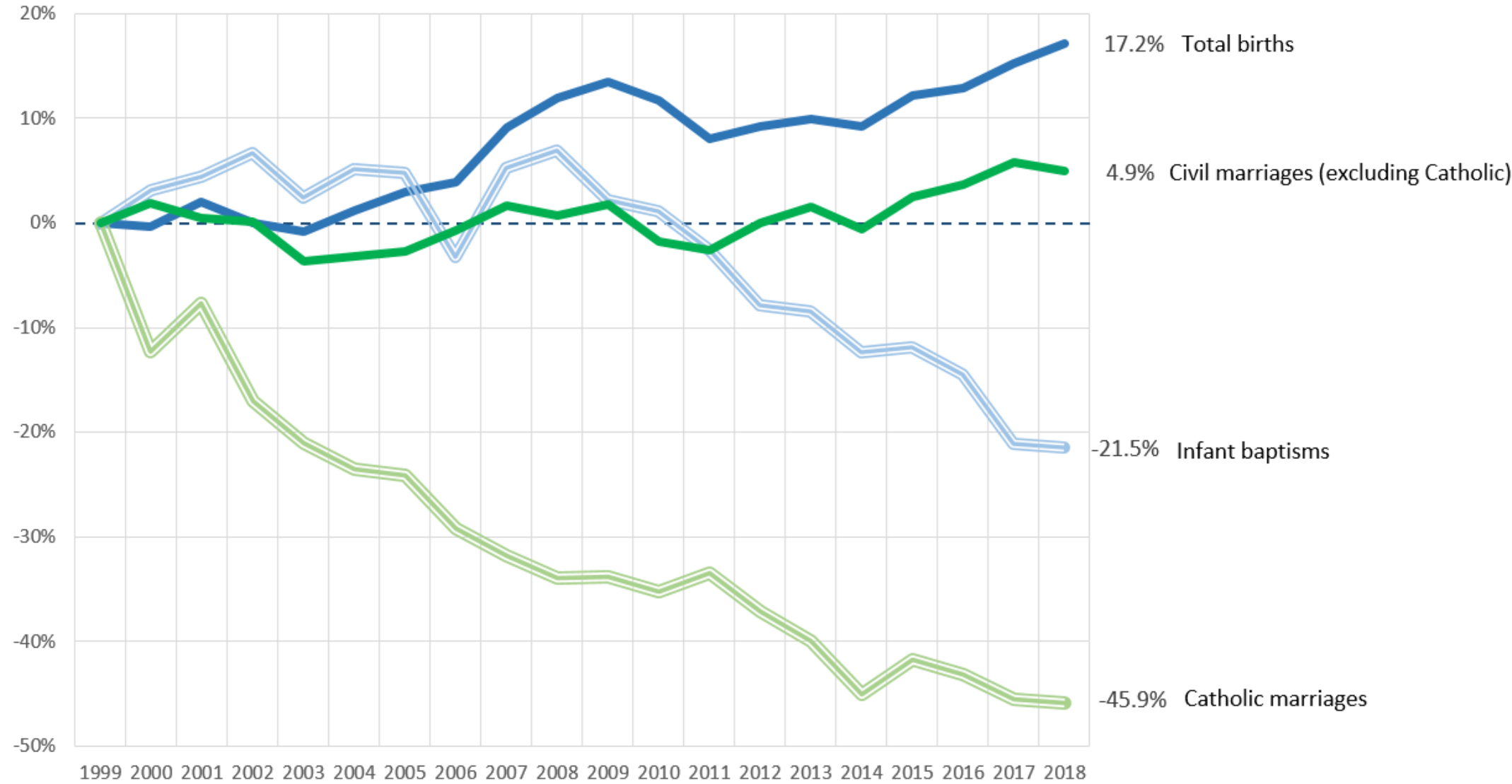
Archdiocesan Mass Trends

Changes in total Western Washington population, offered weekend Masses, and Mass attendance
from 1999 to 2018



Archdiocesan Sacramental Activity

Comparison of Western Washington Infant Baptisms to births and Catholic marriages to civil marriages from 1999 to 2018



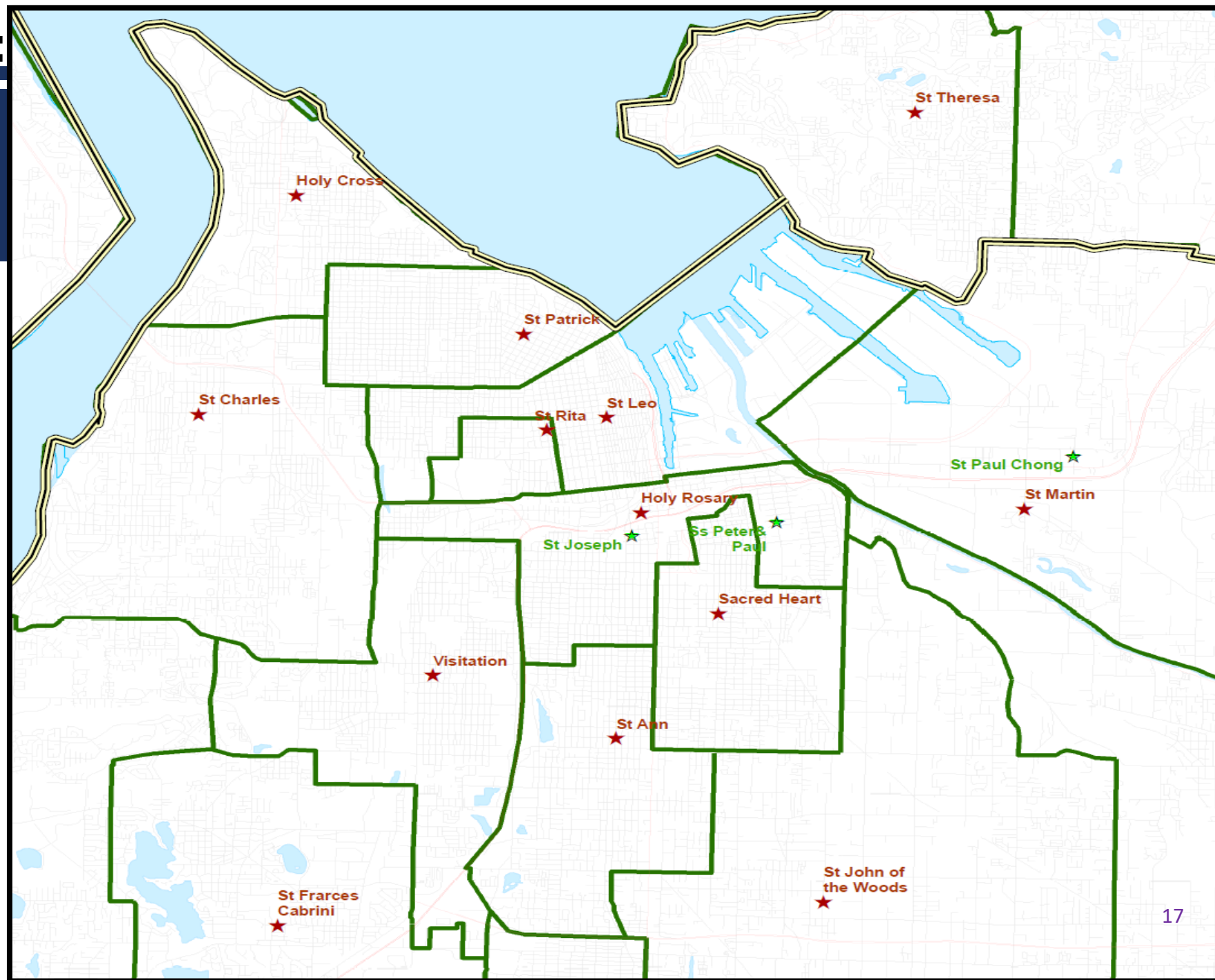
City of Tacoma Ministry Overview

- 8,700 registered households with about 8,700 average weekend Mass attendance at 43 total Masses
- 9 Masses are said in 5 non-English languages
- 14 priests serve Tacoma parishes, 1 priest serves Tacoma hospitals
- 3 elementary schools and 1 high school
- 13 Parishes generating \$6.5M in Ordinary Income – pre-COVID
 - Mean \$504K; Median \$296K



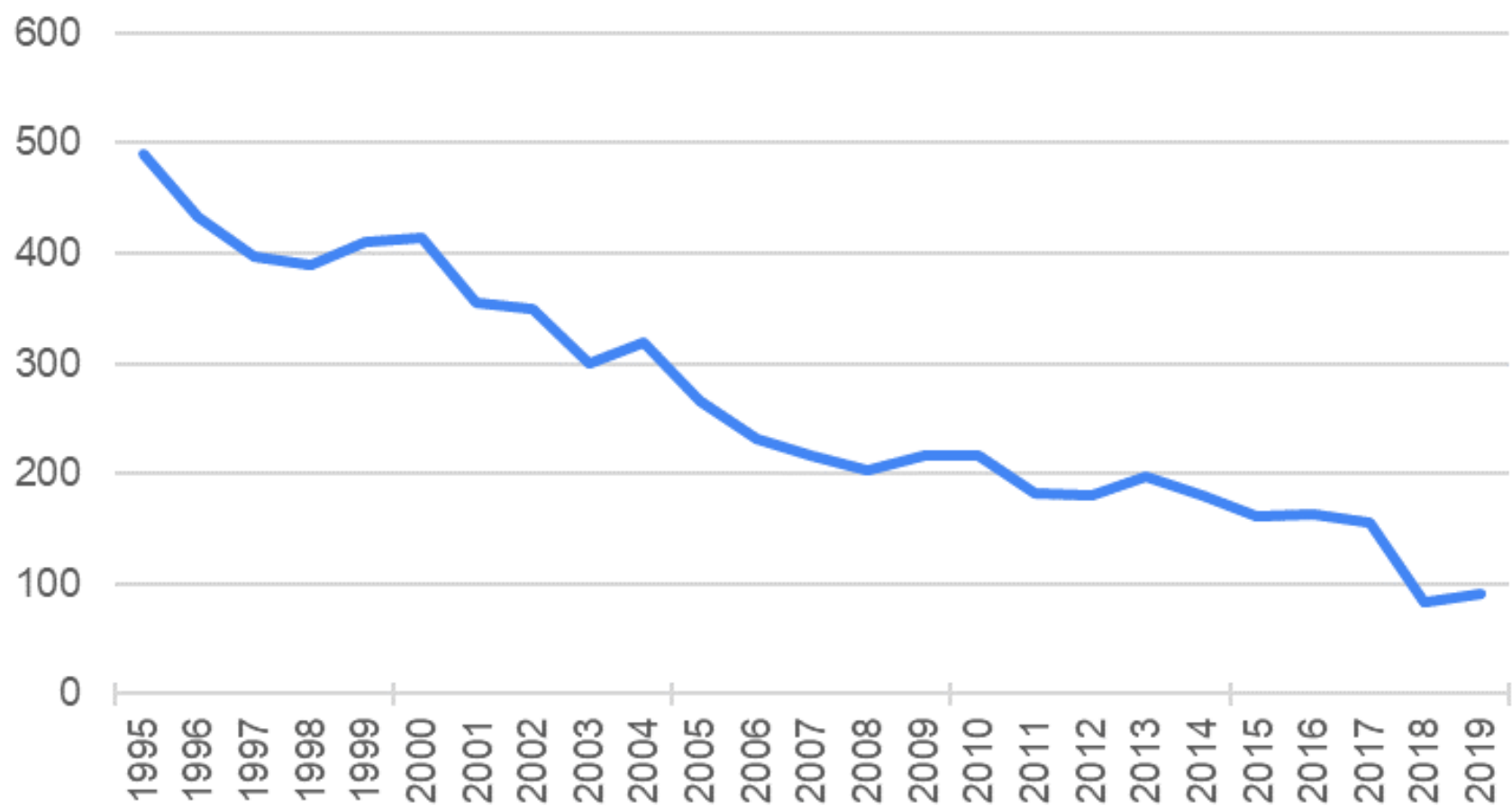
Tacoma Overview:

Current Parish Boundaries

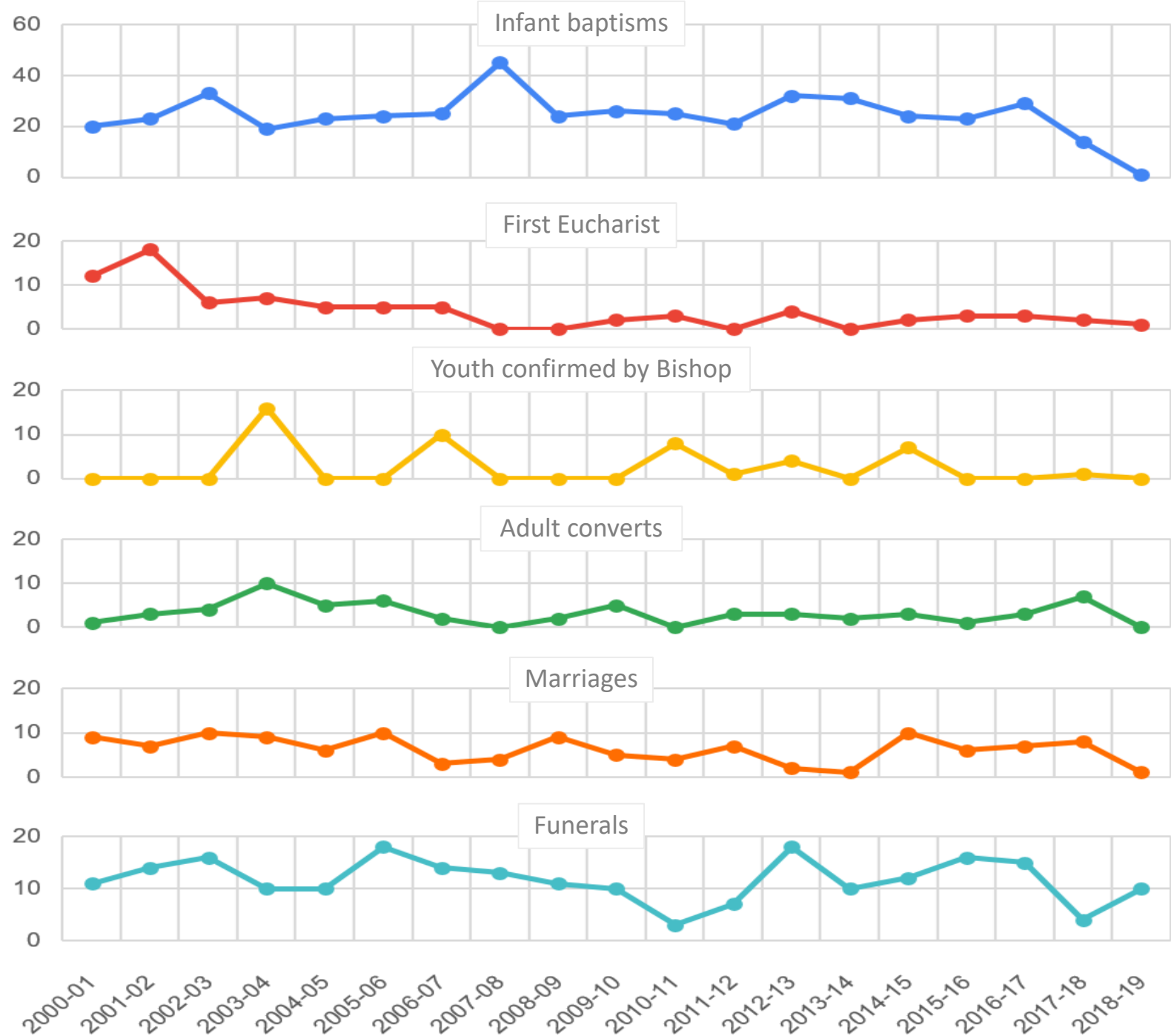


St. Rita Specific Trends

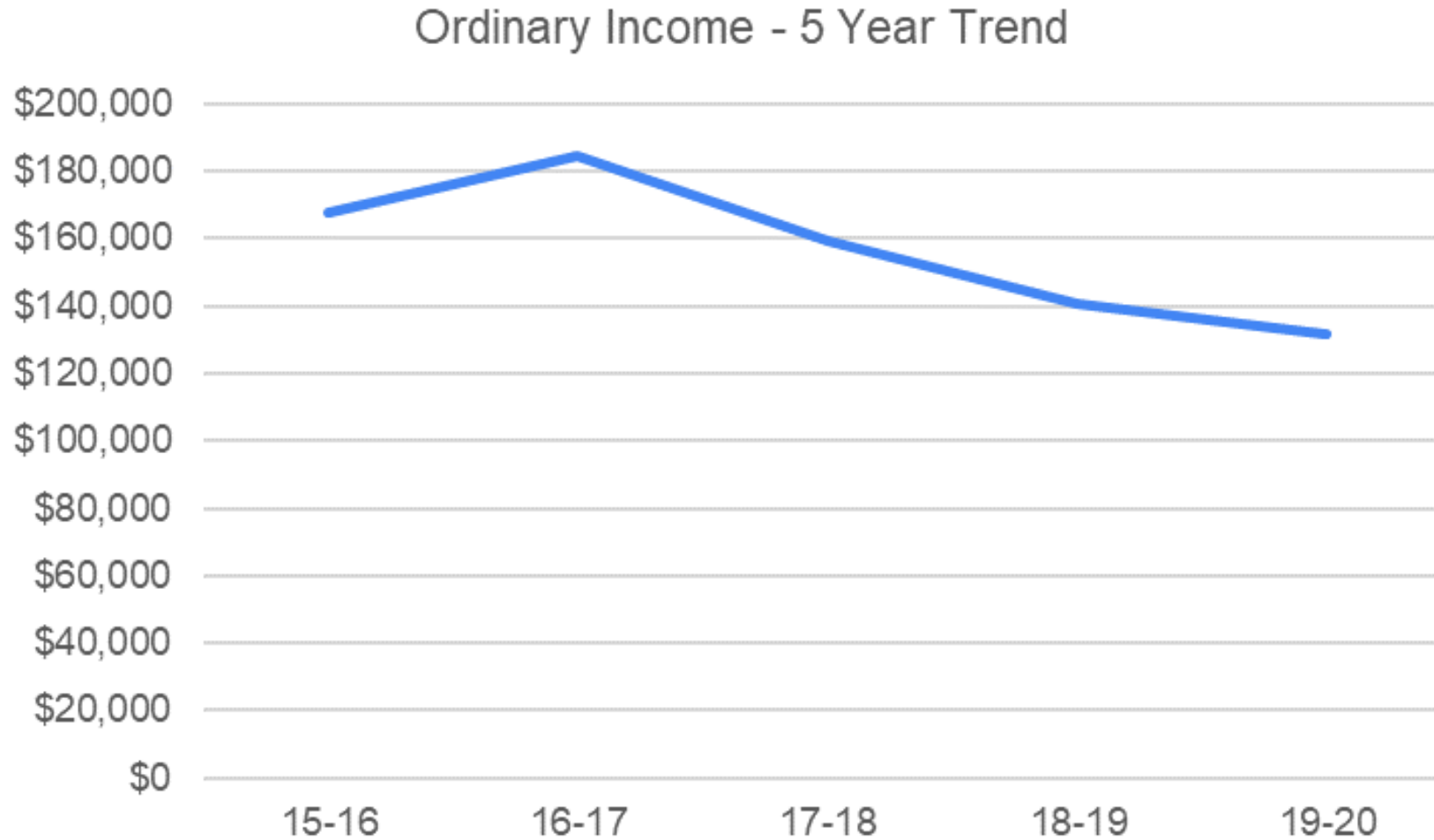
Mass Attendance - Weekend Average - 25 Year Trend



St. Rita Sacramental Activity



St Rita Specific Trends



THE VISION



ONE PARISH

St Ann

St Rita

**St John of
the
Woods**

Visitation

**Holy
Rosary**

The Vision

- Archbishop requested that 4 parish communities work together to form one new parish with St. John of the Woods being affiliated (linked)
- The goal is to build a stronger Catholic community in this region to carry out the mission of the Church
- HOW this happens will be determined with YOUR input
- You have the opportunity to shape the future parish



One Parish That . . .

GROWTH

Grows the local
faith community

DISCIPLESHIP

Attracts and
forms disciples



LITURGY

Engages the
faithful in the
Liturgy

LEADERSHIP

Enjoys strong lay
leadership

SCHOOL

Embraces a vibrant
school community

FINANCE

Has financial
stability



Combined Parish

	<u>ST RITA</u>	<u>HOLY ROSARY</u>	<u>VISITATION</u>	<u>ST ANN</u>	<u>ST JOHN OF THE WOODS</u>	<u>Existing Total</u>	<u>Potential New Total</u>
Ordinary Income	132,000	185,000	275,000	355,000	258,000	1,205,000	1,084,500
Households	152	213	517	568	407	1,857	1,671
Weekend Mass Attend.	156	402	325	1,146	473	2,502	2,252
Total Masses	1	2	2	4	3	12	5
Other Language Masses				2		2	2
PRF Savings (parish)	328,000		228,000	732,000	355,000	1,643,000	1,643,000
PRF Debt		147,000	60,000	-		207,000	207,000

Assumes
10%
attrition



School

Visitation Catholic STEM Academy

- Multi-Cultural and faith-filled community
- Forming future leaders, inspired by Gospel values
- Academic excellence
- Get involved by volunteering or providing scholarships!



WHY ST. ANN'S CAMPUS?



ST.ANN

North



Land size:
175,000 sf
(4 acres)



St. Ann – Buildings Analysis

- Church/Hall (1961) reinforced concrete construction
 - Church seating capacity 930 (18” code) – 781 (22” current design standard)
 - Over next 10 years, just window project over \$100k with average building maintenance of \$65k/year
- Rectory (1969) wood frame construction with new heating needed for \$50k but otherwise minimal maintenance
- Office (1951) wood frame construction with new roof needed soon for \$50k but otherwise minimal maintenance
- Parking (150 stalls) with land for parking expansion
 - Expansion could cost up to \$0.8M
 - Existing lot repairs needed in approximately 5 years of \$0.5M

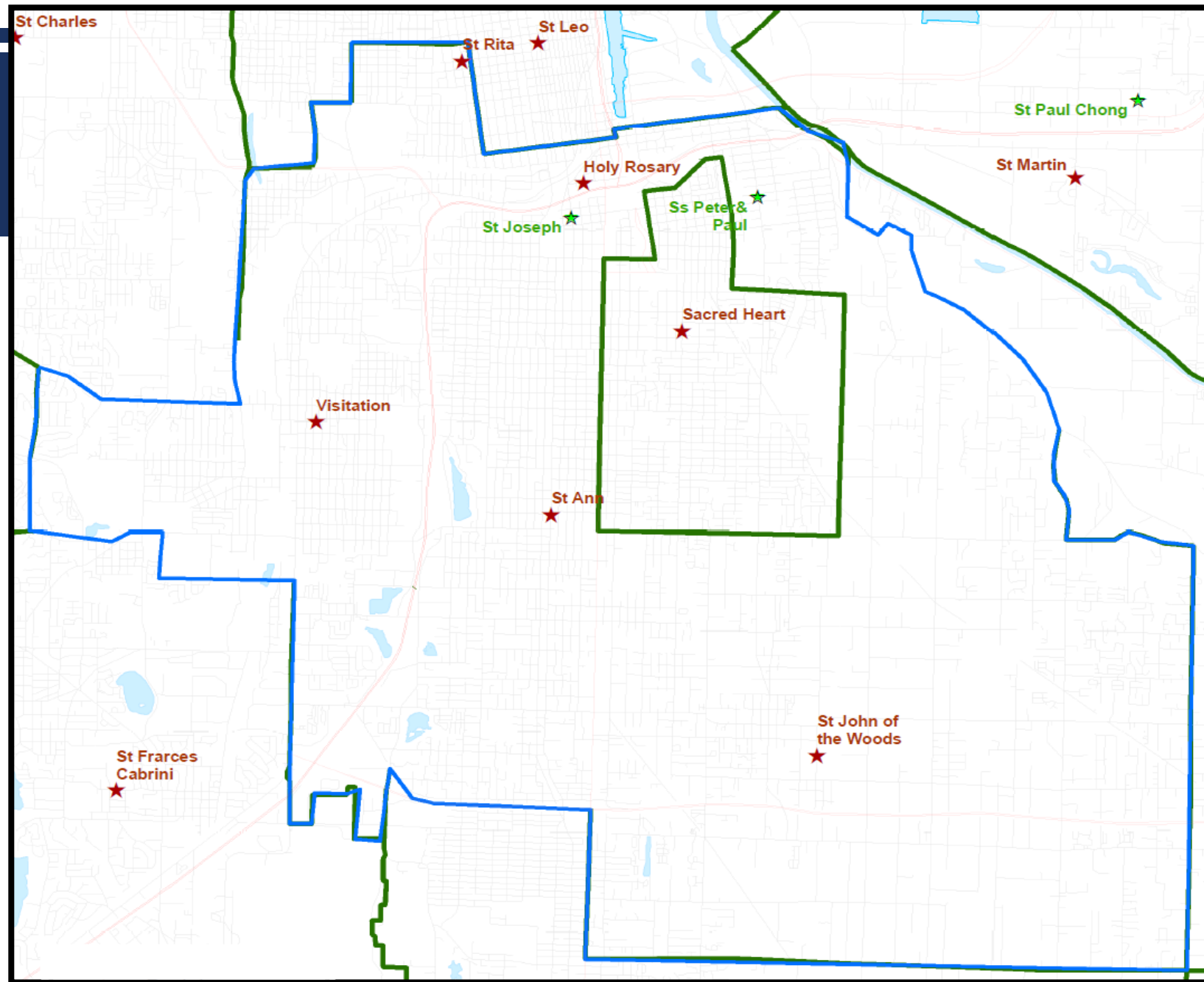


St. Ann - School Building Analysis

- School (1951) wood frame construction
- Recently upgraded flooring and painting
- Upgraded windows needed soon for \$30k
- Two major projects identified:
 - Bathroom Renovation of \$0.3M anytime in near future
 - Roof for \$0.8M and heating system for \$0.3M, both in approximately 8 years



POSSIBLE NEW PARISH BOUNDARIES



**ADDITIONAL QUESTIONS ALREADY
RECEIVED**



Initial Questions

- Who will the new Pastor be?
- What happens to the other parish buildings?
- What happens to the other religious artifacts & other items?
- What happens to the assets?
- Where will sacramental records be stored?
- What happens to staff?
- Request for funerals at St. Rita?
- Why not St. Leo?
- Date of change, installation?



PROCESS OVERVIEW

- Stakeholders from each parish will meet to determine individual parishes' concerns, needs, ideas and more
 - Parish vehicle for receiving ongoing information-gathering from parishioners
 - Ongoing communication vehicles that will be used
 - Planning the next parish-wide meeting
 - Survey
- Stakeholders from each parish will form a New Parish Special Transition Taskforce
- First meeting of New Parish Special Taskforce is January 20, 2021



HIGH-LEVEL STEPS

New Parish Special Taskforce

- Special Taskforce will begin regular meetings and create subcommittees:
 - Pastoral and finance councils
 - Liturgy
 - Formation
 - School
 - Environment
 - Facilities
 - Historical Documentation
 - Archival
 - Etc.
- We are here to support and guide, but these subcommittees will create the recommendations for the new pastor to approve



ADDITIONAL QUESTIONS



Discussion Process

- Respectful Sharing
- Format:
 - Please place your question in the Chat
 - If you want to verbally ask a question please “raise your hand”
 - In order to field as many questions as possible, please keep it to 90 seconds, succinct
 - Questions that we cannot get to, we will address in the Q&A



FOLLOWING THIS MEETING



Following This Meeting

- We will review all the outstanding questions to develop a Q&A document
- We will meet with your Key Stakeholder Team on January 7th
- What you can do:
 - Pray for this process
 - Think about what a vibrant parish may look like
 - Bring your questions and concerns to your pastor &/or parish Stakeholder member
 - Debbie Orlando
 - Marla Grassi



CLOSING REMARKS & CLOSING PRAYER

