

Phase 2: Local Area Plan Report Form

To be completed by the Local Planning Area Facilitators.

E-mail completed report to the Office of Pastoral Planning: eneu@richmonddiocese.org by **May 31, 2008.**

A copy of this form can be downloaded from the Diocesan website

www.richmonddiocese.org/PlanningGuidelines.pdf

1. Local Planning Area: 3
2. Name of person completing this report: Maureen L. Hayes
Phone # and e-mail address: 757-619-8518 or 757-480-2261, mhayes@cox.net or hayesm@coff.navy.mil
3. Describe staffing allocation changes to accommodate the reduction or increase of active priests for your local planning area in the next 5 years. Include the names of parishes that will be clustered and the model selected (reference a model included under "Cluster Models" page 29 or describe a model that your Local Planning Committee developed).

The recommendation is to cluster St. Nicholas and Holy Family. In doing so, it is also recommended to hire two Pastoral Directors to provide the day-to-day administration of each parish. See attached model.

4. Describe other changes that are needed to support the staffing changes proposed.

Due to the retirement in the next 2 – 3 years of the current pastors at St. Nicholas and Holy Family, the committee recommends clustering the parishes in sufficient time to ensure the new pastor takes over both parishes at the same time being sensitive to the needs of the two parish communities. The committee recommends assigning an interim pastor/parish administrator if at all possible, so the footing of both parishes maintains equal balance. The hiring of the two parish directors, prior to the official clustering, will also provide the continuity and cohesiveness critical to a successful transition for all parishioners as they begin to work together.

5. Describe other recommendations that will help parishes in your Local Planning Area provide better services and ministries through inter-parish collaboration.

Feedback from all parish presentations and town hall meetings indicated an openness and interest in collaborating to share resources and expand programs for the benefit of the larger community through collaboration of the following as a starting point:

- Make Sacramental preparation such as RCIA a shared responsibility among LPA #3 parishes
- Youth ministry
- Adult Formation
- Justice and Peace
- Twinning
- Prison (Jail) Ministry – increase # of volunteers

- Parents without partners
- Formation of People with Disabilities
- Christ Renews His Parish
- Holy Family and St. Nicholas to share the cluster experience with the other parishes
- Expansion of the 'parish' retreat to include participation from all LPA #3 parishes.
- Hold periodic workshops/socials for leadership of all LPA #3 parishes to include staffs, pastoral and finance councils.
- Establish a web site that all 6 parishes could access and update to share Mass schedules, parish events, programs and ministry information.

The committee felt that collaboration of any of the above may be more easily accomplished by starting with two or three parishes and one or two programs/ministries and adding participants and programs along the way. The success will depend on how well the implementation plan is structured and the continued willingness of all parish communities and pastors to work together.

The committee has decided to meet again in the fall to keep the momentum moving and discuss in more detail the best approach for collaboration bringing in the various parish leaders to assist in moving this effort forward.

6. If your Local Planning Committee did not reach consensus on these recommendations, please describe how closer your group is to consensus and explain the minority position and/or points of disagreement.

Consensus reached.

7. Please include any other information that will assist the Diocesan Pastoral Planning Commission in evaluating your Local Plan (i.e. support by parish leadership, special challenges, etc.).

The committee members consider the clustering of St. Nicholas and Holy Family as the most viable option in planning the reduction from 6 to 5 priests to serve LPA #3 in the next 5 years. All parish representatives expressed a strong desire to participate/observe the clustering process between St. Nicholas and Holy Family parish communities to become more educated and also be more prepared for similar transitions in the future that may have a direct impact for their respective parish community.

In order to assure success, there is a need for training in the following areas:

- The Role of Lay Leaders, Deacons and Pastors in a Clustered and/or Collaborative Environment
- Workshops on dealing with difficult people
- Workshops on overcoming the territorial mind set

Map Showing Inter-Parish Collaboration for LPA 3

