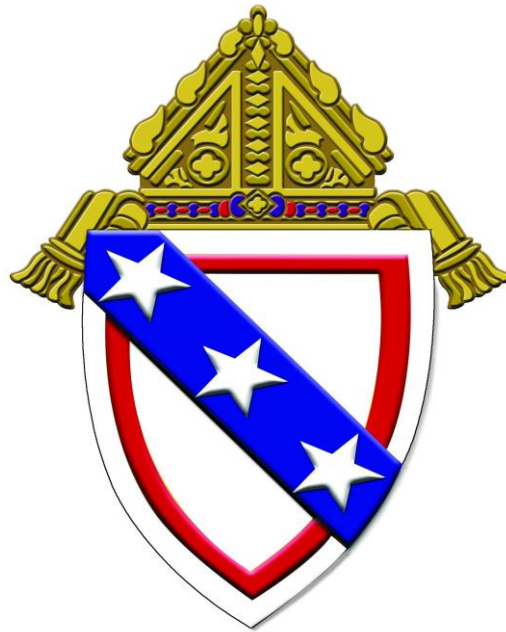


Our Journey of Faith ...led by the Holy Spirit

A Pastoral Plan
for the
Catholic Diocese of Richmond

2008



Developed by
Diocesan Pastoral Planning Commission
December 2008

Diocese of Richmond

Pastoral Office • 7800 Carousel Lane, Richmond, Virginia 23294-4201 • Phone: (804) 359-5661 • Fax: (804) 358-9159



My Dear Friends in Our Lord,

In the fall of 2007 our diocese began the pastoral planning process to move from a focus on individual parishes and church buildings to a new model of Church. Our purpose was to create a strategic plan which is proactive and comprehensive and to address the challenges of moving the Diocese of Richmond from a one-pastor-one-parish expectation to new models focused on inter-parish collaboration to strengthen and renew the lived expression of Church.

In order to do this many people were involved at the Local Planning Area level and I thank them for their time, talent and prayers. We could not have developed this plan without their input. They are to be commended for their sincere interest in our diocese and their parish communities. The Pastoral Planning Commission has reviewed all the reports and information provided from the 19 Local Planning Area committees. I have reviewed the recommendations from the Pastoral Planning Commission and the following document has been developed.

It is important to remember that this is a *plan*, written on paper, not cast in concrete. I, my presbyters, diocesan staff, bodies and commissions should refer to this when making decisions for the future, but it may need to be edited or revised from time to time. We called the plan "*Our Journey of Faith*" in order to reflect the nature of the work (a journey undertaken with faith which is led by the Holy Spirit) and to recognize its connection to *We Walk by Faith*. Word, Worship, Community and Service are the visible means of carrying out our faith in this world.

May we continue to work together, led by the Holy Spirit, to determine how best to meet the needs of the people of God in the Diocese of Richmond.

With my gratitude and every best wish, I remain,

Sincerely yours in our Lord,

A handwritten signature in black ink, reading "Francis X. DiLorenzo". The signature is written in a cursive, flowing style.

Most Rev. Francis X. DiLorenzo
Bishop of Richmond

December 2008

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SECTION I: OVERVIEW

Strategic Planning Overview

In 2007 the Diocese of Richmond began a strategic planning process by establishing 19 Local Planning Areas (LPAs) and establishing Local Planning Area Committees in each of those LPAs. A written set of Planning Guidelines was developed by the Pastoral Planning Commission for the committees to use in their work. The work of those committees is now complete, the Pastoral Planning Commission has reviewed their reports and the resulting plan has now been produced. This Plan is written with the people of the Diocese of Richmond in mind. While others may read it, the terminology used reflects what is happening in the Diocese of Richmond at this time.

As stated in the Diocese of Richmond Planning Guidelines (July 2007) document on page 1: The purpose of this strategic plan is to proactively and comprehensively address the challenge of moving the Diocese of Richmond from a one-pastor-one-parish expectation to building a new model of church focused on inter-parish collaboration. The Diocese adopted a set of Planning Values (attached on page 4) which were drawn upon to shape this Plan. Among these values is the recognition that when there is a decrease in the number of priests to serve a given area, every effort will be made to maintain the number of salaried positions by hiring other professional ministers to provide ministry. The term “Clustering” used in this document, means collaboration of some sort – sharing ministries such as RCIA, religious education, serving the needy, visiting the sick, etc. and *may* mean sharing a priest, deacon or staff. The specifics of the collaboration will be defined by each cluster according to its specific needs and resources.

Our world is changing so quickly, which often results in a feeling of fragmentation. Church life also is a victim of this reality. Pastoral plans can and should provide a rootedness grounded in the mission of Christ. The pastoral plan becomes the sign of wholeness in a fragmented world. Utilizing effective tools from leadership and management sciences, pastoral planning adds the dimension of prayerful discernment, reflection on Gospel values and an awareness of the church’s history and tradition. Pastoral planning, therefore, is always mission-motivated. So, we approach this prayerfully, but also realistically.

Statistics show the Diocese of Richmond has been growing in the number of Catholics since it was established in 1820. Recent statistics show the diocese grew by over 55,000 new Catholics from 1995-2005, yet during that same period of time, the number of active priests ministering in the diocese fell by 30. Looking forward to the year 2013, we estimate there will be 18-22 fewer active (i.e. not retired) diocesan priests to serve the 152 parishes, 23 campus ministries, hospitals, prisons, military and other ministries in our diocese. As of November 2008, 122 active priests serve parishes in the diocese. The trend of decreasing numbers of priests available to serve is going to continue at a more rapid decline as many priests in our diocese reach retirement age in the next five years. From 1995-2005, only 8 new priests were ordained in the Diocese of Richmond. This is not a new trend and internal decisions have been made annually to address the fact that there are more churches needing pastors than there are priests available to serve as pastors. Clustering, linking, sharing priests and other strategies have already been used and have been the norm for a while, particularly in the western part of the diocese. While the number of seminarians has increased in the last five years (as of November 2008 there are 16 men in seminary training for our diocese), it will take time to get them trained, ordained and ready to serve as pastors. In addition, while our diocese has greatly improved its retention rate of seminarians, it is unrealistic to expect

all men entering seminary will be ordained. At this point, the number of newly ordained will not keep pace with the number of retirements, even assuming no one retires early. (See priest projection charts on pages 5-6.)

At the same time the diocesan pastoral planning process is going forward, parishes in our diocese are undertaking the *We Walk By Faith* self-examination process. This works hand-in-hand with pastoral planning, assessing individual parish strengths, weaknesses and considering where inter-parish sharing can occur. This helps identify parishes which can offer expertise in one area to those neighboring parishes requiring support.

Strategic Planning Process

Involving parishes and parishioners in developing the plan is likely to lay a foundation that will result in a stronger, more vibrant diocese in the future. In order to plan for inter-parish collaboration, all parishes were grouped into nineteen Local Planning Areas (LPAs). The parishes named two representatives each and along with their pastors, or pastoral coordinator, and campus ministers located in the Local Planning Area formed a committee and worked together to develop recommendations for all parishes within their respective planning area.

Prior to the first LPA meetings, data was collected and assembled by diocesan staff which included national and diocesan trends and data on populations; individual parish profiles which included: Mass and religious education attendance; number of sacraments and funerals, capacity of buildings; assets such as schools, cemeteries, parish houses, and financial data; maps of traveling distances between parishes in each Local Planning Area; and planning assumptions for priest projections by Local Planning Area. This data was gathered in a notebook titled: "Planning Guidelines" and distributed to all LPA committee members, as well as posted on the diocesan web-site. Likewise, a set of "Planning Values" was adopted by the Diocese, which were adhered to in the decision-making process and are included on page 3 of this document, as well.

In the Fall of 2007 three open meetings were held across the diocese in each Vicariate to inform the Catholic faithful that a planning effort was underway. A brainstorming session was also held at each of these sessions to gather ideas that possibly be used by the LPA committees as they began their discussions. With this information data, the LPA committees met in LPA in early 2008 to discuss what work best in their respective areas. All nineteen committees submitted draft plans, although two areas left the decision to the Pastoral Planning Commission as their LPA committee could not reach consensus.

Therefore, since we are surrounded by so great a cloud of witnesses, let us rid ourselves of every burden and sin that clings to us and persevere in running the race that lies before us while keeping our eyes fixed on Jesus, the leader and perfecter of faith. Hebrews 12:1-2

could
and
each
would

The results of those meetings, the subsequent review of the reports from the 19 LPA committees by the Diocesan Pastoral Planning Commission and Bishop, with input from the Vicariate Planning Committees, review by the Priests Council, Deacon Council and Diocesan Pastoral Council, have formed this Diocesan Pastoral Plan. It is important to note, this is a **plan**. Planning is not an end in and of itself. Planning is an aid to the Church to accomplish its mission. It is a written document that diocesan bodies and commissions should refer to when making decisions for the future, but it may need to be edited or revised from time to

time. Likewise, it will be implemented by people working in their parishes and campus ministries as we are all responsible for carrying out the mission of the church. The completion of the pastoral plan is only the first step of the process. Although beyond the scope of this document, the work necessary to prepare new lay leadership and build healthy models of clustered parishes is significant and needs to be understood so that the resources of time, personnel and faith are suitably allocated. We have attempted to lay the groundwork for such implementation to take place, but that will take time, commitment, training and prayer. The Pastoral Planning Commission and the individual LPA Committees also expressed great concern that the plans proposed value the health and well-being of our priests. Expecting priests to undertake additional duties and responsibilities it not fair or realistic. It is important to note that while we have encouraged creativity, we also must adhere to the current code of Canon Law of the Catholic Church. At the same time, we are a Eucharistic people and we do not want to deny active, practicing Catholics access to the sacraments, especially Sunday Mass.

Since the majority of Catholics receive pastoral services provided at the parish level, the plan focuses on providing pastoral coverage at the parish level. The LPA committees did take into account the college campuses, hospitals and prison requiring pastoral care as well. Currently Sunday Mass is celebrated on **ten** of our college campuses, all except James Madison University and Virginia Tech, are served by priests also pastoring local parishes. Some local parishes (for example St. Patrick's in Lexington) provide additional Masses during the college school year to accommodate the increased Mass attendance due to student population. The LPA Committees and the Pastoral Planning Commission members are all aware of these needs as well as the concern expressed many times about the overall health and longevity of our priests.

We pray for our diocese... for the grace to embrace the essential and let go of those customs and habits which divide the people of God... for peace and unity which is a sign of God's presence among us.

Strategic Planning Values

These values guide all aspects of the diocesan strategic planning process. Parishes and Local Planning Committees are asked to reflect on and incorporate these values into their deliberations.

- We believe that the Holy Spirit is leading the planning process.
- We strive to be communities where all encounter Jesus Christ in Word, Worship, Community and Service.
- We are honest and realistic about the conditions, resources and needs we are facing.
- All proposals for the future will be faithful to the current teachings of the Catholic Church and to the requirements of Canon Law.
- Every effort will be made to provide opportunities for all members of the parish to be aware of and involved in the planning process.
- Planning includes proposals for the recruitment, formation, affirmation and support for priests, deacons, religious, professional lay ministers and volunteers who minister in our parishes.
- Where there is a decrease in the number of priests to serve a given area, every effort will be made to maintain the number of salaried positions by hiring other professional ministers to provide ministry.
- Every parish will have an assigned pastor responsible to the Bishop for the pastoral care of the parish. Reference *Canon Law 517 §1. When circumstances require it, the pastoral care of a parish or of different parishes together can be entrusted to several priests in solidum, with the requirement, however, that in exercising pastoral care one of them must be the moderator, namely, the one who is to direct the joint action and to answer for it to the bishop.... §2. If, because of a lack of priests, the diocesan bishop has decided that participation in the exercise of the pastoral care of a parish is to be entrusted to a deacon, to another person who is not a priest, or to a community of persons, he is to appoint some priest who, provided with the powers and faculties of a pastor, is to direct the pastoral care.*
- Every effort will be made to keep the Sunday Eucharist central and available.
- Parish priests should not celebrate more than a total of three Masses for a Sunday or holy day of obligation (including a vigil Mass). In cases of extreme necessity, they may celebrate a total of four Masses for a Sunday or holy day of obligation; in the case of four total Masses, priests are only permitted to celebrate three Masses in a given day.
- Sunday Eucharist may be celebrated on a day other than Sunday or a Saturday vigil, provided that a regular day and time is established, communicated and approved by the Bishop.
- The use of "Sunday Celebration in the Absence of a Priest" is an acceptable alternative in cases of extreme need. This celebration is to be led by a properly trained and authorized deacon or lay presider. The selection, training, commissioning, and continuing formation of lay presiders in accordance with the diocesan guidelines will be made available by the Office of Worship.

Priest Projection Charts

In order to estimate the number priests available to serve our diocese in the next five year period, a series of projections based on existing numbers and trends was used. The following charts graphically show these projections. Chart Number 1 shows the number of current seminarians studying for the priesthood for our diocese and the number of priests currently serving in parishes who will reach retirement age (70) in the next five years. This is the most optimistic projection which assumes all seminarians will be ordained and all current priests will continue to serve until retirement age. Chart Number 2 is more realistic, based on the past five year history of our diocese, indicating that only 70% of those entering seminary become ordained and on average two priests retire early or leave the diocese per year. The Pastoral Planning Commission did consider other situations impacting the priests available to serve parishes including additions or separations of order priests serving the diocese; and, additions or separations of international priests serving the diocese, but for the purpose of making reasonable projections, held those numbers constant as to what they were in 2007, when the Plan was developed. Our Bishop will aggressively pursue opportunities to bring more qualified priests to serve our diocese.

CHART 1

Number of Priests Retiring vs. Seminarians Ordained

(Best Case Scenario) – All current seminarians ordained, all existing priests retire at age 70

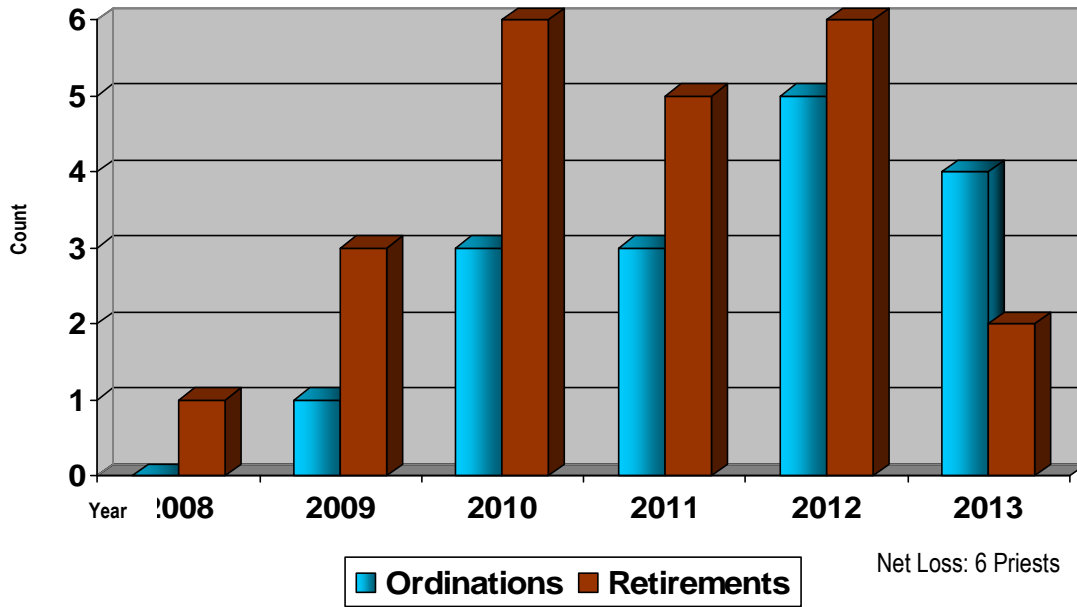
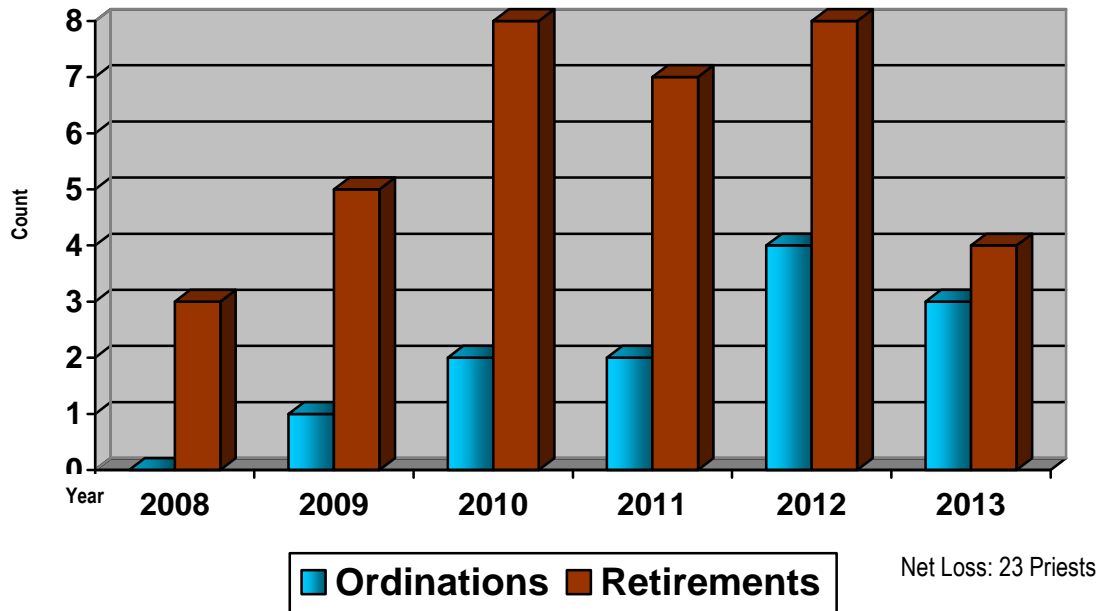


CHART 2

Number of Priests Retiring vs. Seminarians Ordained

(Historically Realistic Scenario) – Reduce seminarian ordinations by one, increase retirements by two



SECTION II: PARISH CLUSTERING AND PRIEST ALLOCATION PLAN

The 19 Local Planning Area recommendations, as modified and approved by the Diocesan Pastoral Planning Commission, are contained herein. The individual reports can be referenced in Appendix 1. Maps showing graphically the proposed clustering or collaboration to occur are also included. It is important to note that while some clusters already exist, the next step in the planning process is an *implementation phase* to ready parishioners, pastors, and staff for future clustering or changes in management and/or leadership that will **occur over time**. These changes will be implemented in the parishes by the parish leadership. Efforts will be made to keep priests assigned to parishes whenever possible, but as openings occur, the plan will be reviewed to see what changes can be practically made with available personnel.

One factor emerged very clearly, in the We Walk by Faith reports, from those parishes experiencing the change brought on by the shortage of priests that led to clustering. Success and growth of the parishes within the cluster environment remains critically tied to the continuity of the pastor and a strong, supportive pastoral team. For this reason, it is understood that as new parish clusters are formed they will need time to adapt, and must also be given a chance to develop. It takes time for people to adapt to change, so everyone impacted must be patient and persevere, allowing a generous and reasonable amount of time prior to making a judgment as to whether or not a new management or cluster arrangement is working. The growing number of parishioners and shortage of priests also requires more and more from our priests, including pastoring multiple parishes. As the diocese looks ahead to reduced numbers available to serve, adding more travel would result in an excessive burden, and over time becomes unhealthy for the priest. Each parish requires additional time spent in meetings, ministry, planning etc. The impact on the priest accumulates with each parish or other ministry assigned to him. While the Local Planning Area committees were asked to ponder the question: "What would you do if you had one less priest?", the well-being of our priests was also of high importance in the consideration when putting forth this plan. Therefore, whenever a "cluster" or parish realizes the loss of priestly support, every effort will be need to be made to provide ministry by increasing the number of salaried positions and hiring other professional ministers.

Local Planning Area 1 – this includes: Blessed Sacrament, Our Lady of Lavang, The Basilica of St. Mary of the Immaculate Conception, St. Pius X, Holy Trinity, Sacred Heart, and Christ the King, all located in the city of Norfolk.

Projected Number of Priests Available to Serve: 5*

Cluster 1 – Basilica of St. Mary of the Immaculate Conception, Christ the King, and St. Pius X – 2 priests

Cluster 2 – Sacred Heart, Blessed Sacrament, and Holy Trinity – 2 priests

Cluster 3 – Our Lady of Lavang - Vietnam (two worship sites: Our Lady of Lavang in Norfolk and Church of the Vietnamese Martyrs in Hampton) – 1 priest

NOTE: There will ultimately be two clusters with a two-phase plan. The first phase links the Basilica and Christ the King with one priest, Sacred Heart and Blessed Sacrament with two priests (one named pastor and the other named parochial vicar), Holy Trinity alone with one priest, and St. Pius X alone with one

priest. In phase two, Holy Trinity would be joined to Sacred Heart and Blessed Sacrament while St. Pius X would link to the Basilica and Christ the King. Each of the two configurations in phase two would share two priests.

*Our Lady of Lavang - Vietnam did participate in the planning process. The one parish currently shares a pastor with the two worship sites: Our Lady of Lavang in Norfolk and Church of the Vietnamese Martyrs in Hampton. Because they already share some ministries and have a unique language and culture, this will continue.

Local Planning Area 2 – this includes: St. Mark, St. Matthew, St. Gregory the Great, and Church of the Ascension, all located in Virginia Beach.

Projected Number of Priests Available to Serve: 5

Cluster 1 – St. Mark and Church of the Ascension – 2 priests

Cluster 2 – St. Matthew and St. Gregory the Great – 3 priests

Local Planning Area 3 – this includes: Church of the Holy Apostles, Church of the Holy Family, Church of the Holy Spirit, St. John the Apostle, St. Luke, St. Nicholas, and Star of the Sea, all located in Virginia Beach.

Projected Number of Priests Available to Serve: 5

Cluster 1 – St. Nicholas and Church of the Holy Family – 1 priest

Cluster 2 – St. Luke, Church of the Holy Spirit, and Church of the Holy Apostles – 2 priests

Cluster 3 – St. John the Apostle and Star of the Sea – 2 priests

Local Planning Area 4 – this includes: Church of the Good Shepherd in Smithfield, Church of the Holy Angels, Church of the Resurrection, and St. Paul (all three in Portsmouth), Church of St. Therese, Prince of Peace, St. Benedict Chapel, and St. Stephen Martyr (all four in Chesapeake), St. Mary in Bower's Hill, St. Mary of the Presentation in Suffolk, St. Jude in Franklin, and Shrine of the Infant of Prague in Wakefield.

Projected Number of Priests Available to Serve: 6

Cluster 1 – St. Mary of the Presentation (Suffolk), St. Jude (Franklin), and Shrine of the Infant of Prague (Wakefield) – 1 priest

Cluster 2 – Church of the Holy Angels, Church of the Resurrection, St. Paul (all three in Portsmouth), and St. Mary (Bower's Hill) – 2 priests

Cluster 3 – Church of St. Therese (Chesapeake) and Church of the Good Shepherd (Smithfield) – 1 priest

Cluster 4 – Prince of Peace and St. Stephen Martyr (both in Chesapeake) – 2 priests

NOTE: St. Benedict Chapel is not included in clustering as it is served by the Society of St. Peter and celebrates the Tridentine Rite. Sunday Mass will no longer be celebrated on a regular basis at Shrine of the Infant of Prague in Wakefield.

Local Planning Area 5 – this includes: Blessed Kateri Tekakwitha in Tabb, Catholic Community of Korean Martyrs, Our Lady of Vietnam Chapel, St. Joseph, St. Mary Star of the Sea, St. Rose of Lima, and Immaculate Conception (all six in Hampton), Our Lady of Mt. Carmel, St. Jerome, and St. Vincent de Paul (all three in Newport News), and St. Joan of Arc in Yorktown.

Projected Number of Priests Available to Serve: 7*

Cluster 1 – St. Jerome (Newport News) and St. Joan of Arc (Yorktown) – 2 priests

Cluster 2 – Our Lady of Mt. Carmel (Newport News) and Blessed Kateri Tekakwitha (Tabb) – 2 priests

Cluster 3 – Immaculate Conception (Hampton) and St. Vincent de Paul (Newport News) – 1 priest

Cluster 4 – St. Joseph, St. Mary Star of the Sea, Church of the Korean Martyrs, and St. Rose of Lima (all four in Hampton) – 3* priests

*One priest in Cluster 4 is from the Korean Diocese of Pusan and all liturgies are in Korean; the other two are Redemptorist priests. The number of Redemptorist priests could increase.

Local Planning Area 6: this includes: Church of the Visitation in Middlesex County, Church of St. Therese in Gloucester, Francis de Sales in Mathews, Our Lady of the Blessed Sacrament in West Point, St. Bede in Williamsburg, and St. Olaf in Norge.

Projected Number of Priests Available to Serve: 5

Cluster 1 – St. Bede and William & Mary Campus Ministry (both in Williamsburg) – 2 priests

Cluster 2 – St. Olaf (Norge) and Our Lady of the Blessed Sacrament (West Point) – 1 priest

Cluster 3 – Church of the Visitation (Middlesex County), Francis de Sales (Mathews), and Church of St. Therese (Gloucester) – 2 priests

Local Planning Area 7: this includes: St. Andrew the Apostle in Chincoteague, St. Peter the Apostle in Onley, and St. Charles in Cape Charles.

Projected Number of Priests Available to Serve: 2

Cluster 1 – St. Andrew the Apostle (Chincoteague), St. Peter the Apostle (Onley), and St. Charles (Cape Charles) – 2 priests

NOTE: St. Peter will need to expand both seating and parking.

Local Planning Area 8: this includes: Church of the Nativity in Buckingham, Immaculate Heart of Mary in Blackstone, Sacred Heart in Meherrin, St. John the Baptist in Crewe, St. Joseph’s Shrine of St. Katherine Drexel in Columbia, St. Theresa in Farmville, and Sts. Peter and Paul in Palmyra.

Projected Number of Priests Available to Serve: 2

Cluster 1 – Sts. Peter and Paul (Palmyra), St. Joseph’s Shrine of St. Katherine Drexel (Columbia), and Church of the Nativity (Buckingham) – 1 priest

Cluster 2 – St. Theresa (Farmville), Immaculate Heart of Mary (Blackstone), and Sacred Heart (Meherrin) – 1 priest

Closing – St. John the Baptist (Crewe)

NOTE: Sunday celebration of the Mass will cease at St. John the Baptist in Crewe and the parish will be suppressed. The property will need to be sold.

Local Planning Area 9: this includes: Church of the Sacred Heart in Prince George, St. Ann in Colonial Heights, St. James in Hopewell, St. John in Dinwiddie, St. Joseph in Petersburg, St. Peter the Apostle in Lake Gaston, and St. Richard in Emporia.

Projected Number of Priests Available to Serve: 4

Cluster 1 – St. Ann (Colonial Heights) – 1 priest

Cluster 2 – St. Joseph (Petersburg) and St. James (Hopewell) – 1 priest

Cluster 3 – Church of the Sacred Heart (Prince George) and St. John (Dinwiddie) – 1 priest

Cluster 4 – St. Peter the Apostle (Lake Gaston) and St. Richard (Emporia) – 1 priest

NOTE: A Cluster Coordinating Council will be established for all parishes in LPA 9. While standing alone as a parish, St. Ann will share in responsibilities and ministries as determined by the Cluster Coordinating Council for LPA 9. There is a need to recognize how the Ft. Lee expansion will affect the southeast churches, as over 5,000 families are expected to move into this area within the next 5 years.

Local Planning Area 10: this includes: Blessed Sacrament and James Madison University Campus Ministry in Harrisonburg, Holy Comforter, Incarnation, and St. Thomas Aquinas (all three in Charlottesville), Holy Infant in Elkton, Shepherd of the Hills in Greene County, St. Francis of Assisi in Staunton, St. George in Scottsville, St. John the Evangelist in Waynesboro, and St. Patrick in Lexington.

Projected Number of Priests Available to Serve: 10*

Cluster 1 - St. Francis and St. John the Evangelist – 2 priests

Cluster 2 - Blessed Sacrament, JMU and Holy Infant - 2 priests

Cluster 3 - Incarnation, Holy Comforter and Shepherd of the Hills – 2 priests

Cluster 4 - St Thomas Aquinas (and the UVA Campus ministry) and St. George (pending approval by the Dominican provincial) – 3 priests*

Cluster 5 – St. Patrick and the W&L and VMI campus ministries - 1 priest

* The three priests in Cluster 4 are Dominican Order priests

Local Planning Area 11: this includes: Cathedral of the Sacred Heart, St. Bridget, Holy Rosary, St. Benedict, St. Elizabeth, St. Patrick, St. Paul, and St. Peter (all eight in Richmond), Church of the Redeemer in Mechanicsville, St. Elizabeth Ann Seton in New Kent, St. John in Highland Springs, and St. Timothy in Tappahannock.

Projected Number of Priests Available to Serve: 9

Cluster 1 – St. Patrick and Holy Rosary (both in Richmond), St. John (Highland Springs), and St. Elizabeth Ann Seton (New Kent) – 2 priests

Cluster 2 – Cathedral of the Sacred Heart, St. Peter, and St. Benedict (all three in Richmond) – 2 priests

Cluster 3 – St. Bridget, St. Paul, and St. Elizabeth (all three in Richmond), and Church of the Redeemer (Mechanicsville) – 4 priests

Cluster 4 – St. Timothy (Tappahannock) – 1 priest

Merging – St. Patrick (Richmond), St. John (Highland Springs), and St. Elizabeth Ann Seton (New Kent) with each other into one new parish

NOTE: Cathedral of the Sacred Heart and St. Peter will merge Finance Councils and Pastoral Councils, and each council will have a standing representative from the St. Benedict community. St. Benedict will retain its own Finance Council and Pastoral Council, and each council will have a standing representative from the Cathedral and from St. Peter. St. Benedict school will treat parishioners of Sacred Heart Cathedral and St. Peter as St. Benedict parishioners in terms of school enrollment and tuition preference. Due to its location, St. Timothy will stand alone. The diocese will look into purchasing property for the possible consolidation of St. John, St. Patrick, and St. Elizabeth Ann Seton. When the new parish is formed, St. Patrick will be elevated to the status of a Shrine.

Local Planning Area 12: this includes: Church of the Vietnamese Martyrs, St. Mary, and Our Lady of Lourdes (all three in Richmond), Immaculate Conception in Buckner, St. Ann in Ashland, St. Jude in Mineral, St. Mary of the Annunciation in Ladysmith, and St. Michael in Glen Allen.

Projected Number of Priests Available to Serve: 5

Cluster 1 – St. Mary of the Annunciation (Ladysmith), Immaculate Conception (Buckner), and St. Jude (Mineral) – 1 priest

Cluster 2 – Our Lady of Lourdes (Richmond) and St. Ann (Ashland) – 1 priest

Cluster 3 – St. Mary (Richmond) and St. Michael (Glen Allen) – 2 priests

Cluster 4 – Church of the Vietnamese Martyrs – 1* priest

*The priest(s) serving Church of the Vietnamese Martyrs is from Vietnamese and all liturgies are in Vietnamese.

Local Planning Area 13: this includes: Church of the Epiphany, Sacred Heart, St. Augustine, St. Edward, St. Gabriel, St. Joseph, and St. Kim Taegon (all seven in Richmond), St. John Neumann in Powhatan County, and Good Samaritan in Amelia County.

Projected Number of Priests Available to Serve: 9*

Cluster 1 – Good Samaritan (Amelia) and St. Gabriel (Richmond) – 1 priests

Cluster 2 – St. Edward and Church of the Epiphany (both in Richmond) St. John Neumann (Powhatan) – 3 priests

Cluster 3 – Sacred Heart and St. Augustine (both in Richmond) – 3* priests

Cluster 4 – St. Kim Taegon (Richmond) – 1* priest

Cluster 5 – St. Joseph (Richmond) – 1* priest

*Cluster 3 will be served by one diocesan priest and at least one Jesuit Order priest. St. Joseph is currently served by a Benedictine Order priest and celebrates the Tridentine Rite. St. Kim Taegon is currently served by a priest from the Diocese of Puson and all liturgies are in Korean.

Local Planning Area 14: this includes: All Saints in Floyd, Church of the Transfiguration in Fincastle, Francis of Assisi in Rocky Mount, Our Lady of Nazareth, St. Andrew, and St. Gerard (all three in Roanoke), Our Lady of Perpetual Help in Salem, Risen Lord in Patrick Springs, Sacred Heart in Covington, Shrine of

the Sacred Heart in Hot Springs, St. John the Evangelist in New Castle, St. Joseph in Clifton Forge, and St. Joseph in Woodlawn.

Projected Number of Priests Available to Serve: 6

Cluster 1 – St. Joseph (Woodlawn), All Saints (Floyd), and Risen Lord (Patrick Springs) – 1 priest

Cluster 2 – Shrine of the Sacred Heart (Hot Springs), Sacred Heart (Covington), St. Joseph (Clifton Forge), St. John the Evangelist (New Castle) and Church of the Transfiguration (Fincastle) – 1 priest

Cluster 3 – Our Lady of Perpetual Help (Salem), Our Lady of Nazareth, St. Andrew, and St. Gerard (all three in Roanoke), and Francis of Assisi (Rocky Mount) – 4 priests

Local Planning Area 15: this includes: Christ the King in Abingdon, St. Anne in Bristol, St. Edward Mission in Pulaski, St. John in Marion, and St. Mary the Mother of God in Wytheville.

Projected Number of Priests Available to Serve: 3

Cluster 1 – Christ the King (Abingdon) and St. John the Evangelist (Marion) – 1 priest

Cluster 2 – St. Mary the Mother of God (Wytheville) and St. Edward (Pulaski) – 1 priest

Cluster 3 – St. Anne (Bristol) – 1 priest

Local Planning Area 16: this includes: Good Shepherd in Lebanon, Holy Spirit Catholic Community in Jonesville, Sacred Heart in Big Stone Gap, St. Anthony in Norton, St. Bernard in Gate City, St. Elizabeth in Pocahontas, St. Joseph in Clintwood, St. Mary in Richlands, St. Mary in Coeburn, St. Patrick in Dungannon, St. Theresa in Tazewell, St. Therese in St. Paul, and St. Joseph Mission in Grundy.

Projected Number of Priests Available to Serve: 3

Cluster 1 – St. Mary (Richlands), St. Elizabeth (Pocahontas), St. Theresa (Tazewell), and St. Joseph Mission (Grundy) – 1 priest

Cluster 2 – St. Anthony (Norton), Sacred Heart (Big Stone Gap), Holy Spirit Catholic Community (Jonesville), and St. Joseph (Clintwood) – 1 priest

Cluster 3 – St. Mary (Coeburn), St. Therese (St. Paul), and Good Shepherd (Lebanon) – 1 priest

NOTE: Cluster 1 will continue with individual churches; the cluster parish would adopt a new name, with the individual churches maintaining their names. If there is a further reduction from 4 priests to 3 priests in LPA 16, St. Patrick would join Cluster 3 and St. Bernard would cluster with St. Anne (Bristol) in LPA 15.

Local Planning Area 17: this includes: Holy Family in Pearisburg, Holy Spirit in Christiansburg, St. Jude in Radford, St. Mary in Blacksburg, and the Newman Center at Virginia Tech.

Projected Number of Priests Available to Serve: 3

Cluster 1 – St. Mary (Blacksburg) and Holy Family (Pearisburg) – 1 priest

Cluster 2 – St. Jude (Radford) and Holy Spirit (Christiansburg) – 1 priest

Cluster 3 – Virginia Tech Newman Community and Radford University campus ministry – 1 priest

NOTE: The campus ministries will remain canonically linked to the local territorial parishes (Virginia Tech with St. Mary, and Radford University with St. Jude).

Local Planning Area 18: this includes: Holy Cross and St. Thomas More (both in Lynchburg), Holy Name of Mary in Bedford, Our Lady of Peace in Appomattox, Resurrection in Moneta, St. Francis of Assisi in Amherst, St. Mary in Lovingston, and St. Victoria in Hurt.

Projected Number of Priests Available to Serve: 4

Cluster 1 – St. Francis of Assisi (Amherst) and St. Mary (Lovingston) – 1 priest

Cluster 2 – Holy Name of Mary (Bedford) and Resurrection (Moneta) – 1 priest

Cluster 3 – Holy Cross (Lynchburg) and Our Lady of Peace (Appomattox) – 1 priest

Cluster 4 – St. Thomas More (Lynchburg) and St. Victoria (Hurt) – 1 priest

Local Planning Area 19: this includes: Good Shepherd in South Hill, Sacred Heart in Danville, St. Catherine of Siena in Clarksville, St. Elizabeth of Hungary in Brookneal, St. Joseph in Martinsville, and St. Paschal Baylon in South Boston.

Projected Number of Priests Available to Serve: 4

Cluster 1 – St. Joseph (Martinsville) and Sacred Heart (Danville) – 2 priests

Cluster 2 – St. Paschal Baylon (South Boston), St. Catherine of Siena (Clarksville), and Good Shepherd (South Hill) – 2 priests

Closing – St. Elizabeth of Hungary (Brookneal)

NOTE: St. Paschal Baylon and St. Catherine of Siena will merge. Due to the size and location of the two churches/facilities, a new site should be found for both in order to consolidate operations and provide more efficient facilities at one location. At least one of the two priests needs to be fluent in Spanish. Sunday

Mass is no longer being celebrated at St. Elizabeth of Hungary in Brookneal and should be suppressed. All parishioners have been encouraged to attend Mass at other parishes.

SECTION III: PLAN IMPLEMENTATION

For any plan to go forward a realistic implementation strategy needs to be developed. The success and/or failure depend on many factors and the individuals charged with carrying out the activities and elements associated with the plan. For this strategic plan to go forward many entities and individuals will be involved. It is a diocesan-wide plan, which for the most part will be implemented at the level of the local parish. Diocesan actions and bodies will also impact how and when some elements of the plan are carried out.

In order to be as successful as possible in plan implementation, several key strategies will be put in place: communication of the plan; training; and prayer. We cannot underestimate the power of the Holy Spirit in guiding our efforts to further the work of the Church on earth. We recognize we do not have all the answers. We also need to pray for perseverance and a willingness to accept change.

During the Local Planning Area committee meetings, several needs were identified in order to go forward including:

- Training for priests, deacons, parish staff and parishioners –
 - Workshops on what Parish Clustering is and how it works
 - How to Work with Difficult People
 - The meaning of “Church” and overcoming a territorial mindset
 - Defining parish positions, the role of Senior Pastoral Associate, Pastoral Associate etc.
- Further use of deacons
 - Training of parishioners to understand the roles/duties of the deacon
 - Additional pastoral and administrative training for deacons
- Additional paid Senior Pastoral Associates (formerly known as “Pastoral Coordinators”)
- Additional paid Business Administrators
- An ability and understanding of how to share/divide financial resources and liabilities
- Financial compensation for travel
- A driving ministry to assist priests who have to drive from parish to parish
- Assist in developing communication tools – including “cluster newsletter”
- Support the use of Sunday Celebrations in the Absence of a Priest, when needed
- Diocesan financial assistance with building expansion plans
- Convert Diocesan “Regions” to Local Planning Area boundaries
- Develop and contribute to a Local Planning Area “Financial Bank”
- More Hispanic ministers and Spanish speaking ministers
- Examples on how to share special liturgies (Holy Day, Good Friday, etc.)
- Paid non-liturgical staff
- Assign seminarians to planning areas for their pastoral year
- A Diocesan Vocations Strategy
- Re-work diocesan structures to be sensitive to clustering
- Different pay scales for multiple parish pastoring
- Cluster Coordinators

Many of these needs are being addressed but will not be immediately available or ready. A new deacon class has formed and training began in the fall of 2008. The Diocese has established a Pastoral Ministry Leadership Formation (PMLF) program and many people are in training through this program. These training programs take time, commitment and discernment by the individuals involved. Additional training for parish staff and priests on parish clustering will be developed and provided over the next several months and continue for parishes as new clusters are formed. It is also important to keep in mind, that not all clusters are the same or can expect to operate in the same manner. Just as each parish has a different “personality” each cluster is unique depending on a variety of factors including distance, staffing, size, etc. The next step in this process will be to provide an “Implementation Guide” which will be a separate and distinct document as a result of this plan.

It is important to note that this plan will be implemented over time. Pastors, staff and parish leaders are encouraged to begin working with others in the proposed cluster groups in order to allow parishioners to get to know and learn from each other, even if no pastor assignment or staff changes result or ultimately go forward. This is to encourage people to see a parish as a broader community of faith irrespective of location, and not as a geographically local community. We can begin with simple things such as informing neighboring parishes when special speakers are coming or events take place. Some may want to even consider joint publication of parish bulletins, which may result in a cost savings. Working relationships that already exist between parishes should continue and serve as examples, even if they are beyond or different from the proposed cluster groups. The Local Planning Areas are encouraged to form “Coordinating Councils” and communicate Mass times and consider scheduling such that not all week-end Masses are celebrated at the same time when more than one church exists in a single city or county.

As we go forward we also need to be aware of the changing demographics of the Catholic faithful in our diocese and the United States, as a whole. Welcoming a variety of cultures into our shared expression is richly rewarding and furthers the promise that we are truly “one church on earth united in Jesus.” One immediate need is a response to the growth of the Hispanic community. How can language, traditions and customs be incorporated into more liturgical celebrations to keep these members of the Catholic faithful involved in parish life?

What does the clergy shortage mean relative to providing a presence on our college campuses? This has been a diocesan priority for many years and continues to be. Are there other ways to keep students involved in the Catholic faith if there is no one available to celebrate Mass on campus? Currently ten of the college campuses hold Sunday Mass on campus. Likewise, beyond parish responsibilities priests and ministers provide care at other institutions including hospitals, prisons, and Catholic schools.

Under His direction, the whole body is fitted together perfectly. As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love. Eph. 4:16

This means the challenges facing staff and particularly pastors is ever evolving and becoming increasingly complex. Not only are priests being asked to pastor more than one parish (nationwide nearly 50% of all parishes share their pastor with at least one other parish or mission) but more counseling, administrative and ecumenical demands are requiring time as well. Many parish communities are asking the question: “How can we care for our priest?”

Three specific studies were identified which need to be undertaken as soon as possible to ascertain the best use of resources and address future worship space needs. In addition to the above needs identified

which should to be implemented diocesan-wide, specific needs were identified in each Local Planning Area which will need to be put in place in order to go forward. These studies and specific needs are listed below by Local Planning Area:

Local Planning Area 10:

- Shifting populations are occurring and a demographic study should be undertaken, particularly in the I-64 corridor surrounding Waynesboro prior to the purchase of land by the diocese
- The Bishop needs to send a letter to the Dominican Provincial requesting they accept St. George as a Mission Parish

Local Planning Area 11:

- Currently three parishes exist in greater Eastern Henrico County (two in the City of Richmond and one in Highland Springs) and one in New Kent County that form a “cluster” as described in the Diocesan Strategic Plan. The four parishes have experienced changes in demographics in the past several years and recognize the need to either share human resources (priests as well as parish staff) or consolidate at one (or more) site(s). In addition, the parish in New Kent County has been raising money for a possible building expansion. Before any major building projects are approved, a demographic analysis of the growth projections and a recommendation on the best course of action needs to be undertaken.

Local Planning Area 14:

- Roanoke College students would need to be bussed to Sunday Mass

Local Planning Area 19:

- St. Paschal Baylon and St. Catherine of Siena should undertake a demographic study to evaluate the feasibility of a future merger.

And finally, we as individuals and as a diocesan community should continue to ask ourselves, “What is God calling me to do now in this time and place with my talents and resources?” for the greater good of the Church here on earth. It is our hope that, while moving to greater collaboration among our parishes may be challenging, it will promote greater opportunity for evangelization and a stronger response to stewardship thus resulting in a more vibrant and fuller understanding of “Church”.

“For I know the plans I have for you,” declares the Lord, “plans to prosper you and not to harm you, plans to give you hope and a future.”

Jeremiah 29:11

Glossary of Terms

Cluster typically refers to two or more parishes that share resources, usually a priest as pastor, but other ministries are shared as well.

Cluster Coordinator is a paid administrative and pastoral position hired by a group of parishes to help manage the day to day workings between two or more parishes, including oversight of staff, liturgical schedules, ministries and facilities. The individual duties may vary from cluster to cluster within the Diocese of Richmond. The individual reports to a pastor. (A full job description can be found at the Diocese of Richmond Office of Human Resources.)

Diocesan Pastoral Council, presided over by the Diocesan Bishop, is a body which includes clergy, religious and laity specially chosen to investigate matters relating to pastoral activities, to consider them, and to formulate practical conclusions concerning them.

Diocesan Pastoral Planning Commission is an eleven member body, appointed by the Bishop, to ensure the vitality of parishes and diocesan structures and advise the Bishop on the effective and efficient use of pastoral resources.

Local Planning Area includes specific parishes in a defined geographic area, grouped for purposes of developing drafts of local plans for the diocesan strategic planning process.

Local Planning Area Committee is a group, comprised of members from each of the parishes (including the pastor) and campus ministers in a defined geographic area, that come together to develop the Local Plan for that designated geographic area.

Merger is used to describe the process of two or more parishes joining together to form one new parish community. Typically it will involve selecting a new building site for the combined parishes to celebrate and worship together in the future.

Office of Pastoral Planning is located at the Chancery and staffed by two full-time people whose responsibilities include collecting and analyzing data concerning pastoral trends and providing technical and analytical support to parishes and other diocesan structures; the Director of the Office of Pastoral Planning reports to the Bishop and serves as staff to, and a member of, the Diocesan Pastoral Planning Commission.

Pastoral Associate is a paid administrative and pastoral position hired by a parish or group of parishes to help provide a myriad of ministerial support. The individual duties may vary from parish to parish within the Diocese of Richmond. The individual reports to a pastor. (A full job description can be found at the Diocese of Richmond Office of Human Resources.)

Priests Council or **Presbyteral Council** is an advisory group composed of priests who are to assist the diocesan bishop in his pastoral governance.

Senior Pastoral Associate is a paid administrative and pastoral position hired by a parish or group of parishes to help manage the day to day activities and ministries at a parish or group of parishes, including oversight of staff, liturgical schedules, parish council and finance council, all ministries and facilities. The

individual reports to a canonical pastor assigned by the Bishop. (A full job description can be found at the Diocese of Richmond Office of Human Resources.)

Sunday Celebrations in the Absence of a Priest (SCAP) – When for a number of reasons including the inequitable distribution of priests, or in case of emergency when a priest is not available, in order to maintain the vitality of the parish life, the Bishop gives permission for the implementation of the ritual, when it is not possible to attend Sunday celebration of the Eucharist. Guidelines for the implementation can be found on the Diocesan Office of Worship web-site at:

http://www.richmonddiocese.org/worship/docs/scap_policy.pdf

Suppress – the canonical term used to end the existence of a parish. Commonly known as “closed”.

Vicariate Planning Committees are appointed by the three Episcopal Vicars in each of the three Vicariates, who make recommendations to the Pastoral Planning Commission based on their knowledge of their region regarding demographic changes and parish needs.

Responsibilities of a Pastor/Parish

The following responsibilities should be addressed in a viable parish community. The ultimate responsibility falls to the pastor, but duties may be delegated to a senior pastoral associate or other trained ordained or lay staff where appropriate.

- pray daily, especially the Liturgy of the Hours (c. 276)
 - proclaim the word, principally by preaching (c. 528, 1)
 - offer catechetical instruction directly or with others (c. 528, 1)
 - foster works of social justice (c.528,1)
 - encourage the return of those who've ceased to practice the faith (c. 528, 1)
 - celebrate the Holy Eucharist and all sacraments devoutly (c. 528,2)
 - promote frequent confession and make regular celebration of that sacrament possible (c. 528,2)
 - prevent abuses in the liturgy (c.528,2)
 - assist in the preparation of couples for marriage, and assist at marriages (c.530,4)
 - administer baptism and, where appropriate, confirmation (c.530,1)
 - administer Viaticum and anointing of the sick; administer apostolic blessing where appropriate (c. 530,7)
 - preside at more solemn celebrations of the Eucharist on Sundays and holy days of obligation (c. 530,3)
 - represent the parish in all juridic affairs (c. 532)
 - care for the spiritual goods of the parish according to norms of cc. 1281-1284
 - preside at meetings of the parish pastoral and financial councils (cc. 536 § 1, 537)
 - promote evangelization and outreach (c. 211, c. 529 §1)
 - promote social action and social justice (c. 287 §1; c. 529 §2)
 - oversee finances, and care of buildings/assets; maintain parish records (cc. 532, 535; Cf. cc.1281-1288)
 - ensure communication within the parish and with diocesan offices (c. 529 §2)
 - oversee human resource matters including hiring, supervising, training and development of parish personnel in accordance with diocesan policies (c. 1286)
- In addition, the pastor and parishioners are encouraged to be involved in greater community building to promote ecumenism. (Cf. c. 256 §1)

Ministerially Complete and Vibrant Parish Community

The purpose of this description is to provide the Diocesan Pastoral Planning Commission with the criteria that will be used as a guide in its parish evaluation process. This information will also be useful to Local Planning Committees in understanding what the expectations for a parish are.

The Church defines a parish as “a certain community of Christ's faithful stably established within a particular Church (i.e. diocese), whose pastoral care, under the authority of the diocesan Bishop, is entrusted to a parish priest as its proper pastor.” (c. 515) Parishes do not exist for themselves but are established within a diocese in order to facilitate carrying out of the mission entrusted to the Church by Jesus Christ.

The parish is where Catholics are first brought into the church as members and where they live out their faith in communion with the Lord and each other. Through the parish community, Catholics come to discover their gifts and recognize God's call to use these gifts in the service of others. The Diocesan document *We Walk by Faith* helps to specify that mission by explaining how all parishes are expected to participate in some measure in providing Word, Worship, Service and Community. These are further defined as the proclamation of the Good News of Jesus Christ as handed down through the Catholic Church, celebration of the Sacraments, especially the Sunday celebration of the Eucharist, ministering to the needs of our fellow men and women and living that faith as a community, particularly recognizing and fostering the role of the family, the Domestic Church.

All parish communities in the Diocese of Richmond must be actively engaged in carrying out the mission of Jesus. In order to do so as a ministerially complete and vibrant parish, the community will be evaluated by the Diocesan Pastoral Planning Commission using the criteria listed below.

1. **Functional Criteria.** According to the Diocesan Publication *We Walk by Faith* the underlying purpose of a parish is:
 - a. a venue in which the saving **word** is proclaimed “so that all might grow in the love and knowledge of God” (2 Peter. 3:18) (*We Walk by Faith* page 1);
 - b. a place for the **worship** of the One by Whom, through Whom and in Whom we are saved (*We Walk by Faith* page 6);
 - c. a means for gathering believers in **community** (*We Walk by Faith* page 11); and
 - d. a springboard for the generous **service** of sisters and brothers inside and outside the Body of Christ, the Church (*We Walk by Faith*, page 18).

2. **Structural criteria** (What comprises a parish)
 - a. A Community of all those Catholics who live within the bounds of a parish; are part of the ethnic group for which the parish was established; or any person who does not meet the above criteria, but is a registered member or part of an ethnic group for which the parish has an established ministry.
 - b. Pastor (c.519ff).
 - c. Staff (paid or volunteer).
 - d. A Parish Finance Council (c.537) and Pastoral Council (c.536).

Diocesan Pastoral Planning Committee Members

Fr. Charles Breindel, Chair, Pastor, Sacred Heart Parish, Danville
Rev. Mr. Robert Durel, Deacon, Holy Spirit Parish, Virginia Beach
Mr. Jeff Foster, Portsmouth Parishes Cluster Administrator, Portsmouth
Ms. Joan Kennedy, Immaculate Conception Parish, Hampton
Mrs. Elizabeth Neu, Director of Pastoral Planning, Catholic Diocese of Richmond
Ms. Joan Pardue, Director, Information Technology, Catholic Diocese of Richmond
Mrs. Sharon Phillips, Director of Parish Administration, Church of the Redeemer, Mechanicsville
Msgr. Ken Rush, Pastor, Holy Cross Parish, Lynchburg
Msgr. Thomas Shreve, Vicar General, Catholic Diocese of Richmond
Fr. Jeremiusz Sojka, Pastor, Our Lady of Perpetual Help Parish, Salem
Mr. Frank Squillace, Administrator, Incarnation Parish, Charlottesville

Vicariate Planning Committee Members

Eastern Vicariate

Rev. Mr. Robert Durel, Holy Spirit Parish, Virginia Beach
Mr. Jim Gildea, Prince of Peace, Chesapeake
Ms. Maureen Hayes, St. Pius X Parish, Norfolk
Ms. Joan Kennedy, Immaculate Conception Parish, Hampton
Msgr. Francis Muench, Episcopal Vicar, Eastern Vicariate
Fr. Brian Rafferty, Christ the King Parish, Norfolk

Central Vicariate

Fr. Wayne Ball, St. John Parish, Highland Springs
Msgr. Walter Barrett, Episcopal Vicar, Central Vicariate
Mr. Tim Hulbert, St. Thomas Aquinas Parish, Charlottesville
Mrs. Sharon Phillips, Church of the Redeemer Parish, Mechanicsville
Mr. Chuck Wilusz, St. Ann Parish, Colonial Heights
Ms. Cathy Woodson, St. Elizabeth Parish, Richmond

Western Vicariate

Fr. James Arsenault, St. Mary Parish, Blacksburg
Mr. Chris Barrett, Resurrection Parish, Moneta
Fr. Charles Breindel, Sacred Heart Parish, Danville
Ms. JoAnn Detta and Ms. Marty Huber, Region 10 representatives
Msgr. Ken Rush, Episcopal Vicar, Western Vicariate
Fr. Jeremiusz Sojka, Our Lady of Perpetual Help Parish, Salem
Mrs. Diane Walton, St. Andrew Parish, Roanoke

Local Planning Area Chairs and Facilitators

Chairs

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LPA 2 – Fr. Jim Parke

LPA 3 – Msgr. Ray Barton

LPA 4 -- Fr. Romeo Jazmin

LPA 5 – Msgr. Robert Perkins

LPA 6 – Fr. John Abe

LPA 7 – Fr. Rod Mingollo

Central Vicariate

LPA 8 – Fr. Alan Lipscomb

LPA 9 – Fr. Jay Wagner

LPA 10 - Fr. Gregory Kandt

LPA 11 - Fr. Wayne Ball

LPA 12 – Deacon Andy Ferguson

LPA 13 – Fr. Pasquale Apuzzo

Western Vicariate

LPA 14 - Fr. Remi Sojka

LPA 15 - Fr. Charlie Faul

LPA 16 – Sr. Jackie Hanrahan

LPA 17 – Fr. Jim Arsenault

LPA 18 – Fr. Jim Gallagher

LPA 19 – Fr. Charles Breindel

Facilitators

Eastern Vicariate

Jeff Foster

Ann Ruggaber

Maureen Hayes

Neil Walsh

Bob Durel

Bob Ewan

Joan Kennedy

Central Vicariate

Patty Huffman

Cathy Woodson

Chuck Wilusz

Jack Follis

Frank Squillace

Sharon Phillips

Western Vicariate

Sue Ellerbrock

Sydney Farnum

Dick Surrusco

Chris Barrett

Mike School

Anne Gibbons

Local Planning Area Committee Membership

Eastern Vicariate

- LPA 1** – Jane Desmond, Geri Jones, Fr. Ernest Bulinda, Earl Fraley, Robert N. Pretlow, Jr., Larry Dotolo, Theresa McPhillips, Fr. Joe Metzger, Daniel Cook, Brian Dewey, Fr. Brian Rafferty, Michelle Castillo, George Pintoff, Fr. Joseph Hai-Nguyen, Kim Lieu Huynh, James Nguyen, Mary Margaret Callahan Lyons, Fr. Daniel Klem, Len Weireter, Fr. Venancio Balarote, William Jonson, Suzanne Jonson
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- LPA 5** – Mary Lynn Murphy, Linda Bergeron, Thomas Goodman, Fr. Lawrence Mullaney, Jr., Nancy Dixon, Joe Paulus, Msgr. Bob Perkins, Fr. Jim Curran, Bill Blomstrom, Edwin Nieves, Fr. Ken Wood, Anthony Nguyen, Minh Tran, Fr. Joseph Hai-Nguyen, Tyrone Fuller, Carroll Kelley, Fr. Joseph B. Majewski, Kate Luke, Fr. Anthony Morris, CSsR, Kathi Pollard, Fr. Donald Cavey, Frances Farmer Pride, Christina Williams, Antonio Huggar, Paul Tuzzolo
- LPA 6** – MaryEllen Pitard, Fr. Jim Cowles, Joseph Shabbott, Tom Hawksworth, Peg Meushaw, Fr. John Boddie, Richard Churray, Fr. Leo Guarnieri, Albertina (Tina) Woodford, Michael Woodford, Fr. John Abe, Cathy Fronheiser, John McCormack, Daniel Burton, Fr. Jim Curran, Elizabeth Johnson, John Colligan, Fr. Peter Creed, Virginia (Ginny) Degnan
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Central Vicariate

- LPA 8** – Robert Zupaneck, Theresa A. Miller, Ronald Baron, Fr. James Glass, OSB, Charles Mansfield, Patricia Irvine, Donna Selig, Angela Bergeron, Helga Fallis, Penny Hurt, Melinda Jennings, Richard Kwiatkowski, Chere Tew, Martha O'Brien, David Shoenthal, Fr. Alan Lipscomb

LPA 9 – Rev. Mr. Ed Hanzlik, Frank Pezillo, Fr. Jay Wagner III, Jim Ingle, Joyce Navary, Fr. Lou Ruoff, Dick Commander, Cheryl Strobel, Fr. Frank Wiggins, Jr., Richard Lonnemann, Norma Lonnemann, Fr. Estaban Antes, Herb Funk, James E. Turner, Mary Jo Bankard, Fr. Columba Nnorom, Tom Van Petten, Desi Maldonado, D.A. “Fred” Maldonado

LPA 10 – David Maccarelli, Fr. Joseph D’Aurora, LCDR, Dennis DiVito, Fr. Luke Clark, Fr. Brian Mulcahy, OP, Julie Martel, Dan Kalas, Joan Murphy, Fr. Gerald Przywara, Fr. Tony Marques, Frank Sherwood, Ellen Sherwood, Fr. Rolo Castillo, John Keicher, Rob Nowicki, Francis (Gene) Baker, Fr. Alex Credo, Jim Shirron, Tom Healey, Fr. Gregory Kandt, Bob Kroner, Jane Lilly, Megan Sorg, Fr. Luke Clark, Paul Kudrav, Rev. Mr. Fred Laspina, Fr. Tom Mattingly, Stephen Cady, Fr. Dennis McAuliffe

LPA 11 – Sr. Victoria Busch, RSHM, Nick Stein, Ed Gerardo, Fr. Patrick Golden, Beth Laws, Fr. James Begley, Jr., Chris Bevan, Tom Grasberger, Msgr. Walter Barrett, Ben Miles, Gail Robinson, Fr. James Kauffmann, Jamie Rupkey, Bryan Walsh, Bob Burge, Msgr. William Carr, John McCulla, Frances Pope, Fr. Andrew Sagayam, Barbara Vaughan, Fr. Peter Creed, Irma Gregory, David Shields, Barbara Simmons, Fr. Wayne Ball, Donna Garrett, Therese Johnson, Mark Collins, Connor Shiel, Ann Kerr, Richard Robinson, Fr. George Zahn, Fr. Bob Brownell, William Mee, Alexander Raimo, Fr. Barnaba Anikoh

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Western Vicariate

LPA 14 – Susan Grettler, Fr. Charles Brickner, Fr. Rene Castillo, Donna Clements, Mary O’Connor, James McDonald, Kathleen Tully, John Langan, Msgr. Joe Lehman III, John Wielgus, Brian Corbett, Fr. Remi Sojka, Susan Thompson, Jack Cannon, Kevin Hanna, Fr. John McGinnity, Msgr. Thomas Miller, Larry Ptaschek, Lisa Soltis, James Allen, Jaime Benavidez, Mary Kay Williams, Fr. Louis Benoit, Paul Cormier, Rita Luther

LPA 15 – C. Michael Robison, Jim Cowan, Kathy Hutson, Fr. Paul Maier, Jeanette Crum, Fr. Tim Keeney, Jeri Whitely, Katy Kirk, Guenter Schlottmann, Dolores Boehm, Randy Watts, Rose Lester, Sr. Maria Timoney

LPA 16 – Patty Brenner, Sheri Elder, Melanie Jorgensen, Kate Boyer, Fr. Timothy Allen Drake, Barron Flanary, Larry Jackson, Jane Sandt, Martha Liston, Jim Liston, Sandra Bost, Donna Lambert, Franchette Fanelli, Sr. Bernie Kenny, Cindy Mullins, Sr. Mary

Hecker, Fr. Gaudy Pugat, Doug Vance, Fr. Michael Herbert, Elsie Kern, Michael O'Donnell, Lawrence Bender, Cathy Bolling, Fr. Roland Ray Hautz, GHM, Dan Asbury, Felicia deCourcy, Denise Mathews, Casimer Renkiewicz

LPA 17 – Karen Melendez, Teresa Volante, Fr. John Grace, Vincent Meehan, Patricia Muldoon, Gregory Knoll, Michael Marcenelle, Fr. John Prinelli, Sallie Ann Gill, Steve Stafford, Fr. Jim Arsenault, Lois Carroll, Eileen Ivasauskas

LPA 18 – Kathryn Bowden, Patricia (Tricia) Christian, Thomas (Tom) Doyle, Msgr. Ken Rush, Jeanne Craig, John McKeown, Fr. Stephen McNally, Pat Bonnewitz, Fr. Jim Gallagher, Fran Lecco, Debbie Buccoza, Msgr. Joe Lehman III, Judy Spitz, Fr. Daniel Kelly, Fr. James Dorson, Janet Jones, Norah Jones, Kevin Wesolowski, Dianna Lavoie, Patricia Wood

LPA 19 – Connie Fletcher, Stephen Bailey, Charles Piluso, Marguerite (Eddie) Dees, William (Bill) Waymouth, Eric Toone, Michelle Ah, Fr. Silvio Kaberia, Evelyn Bertness*, Fr. Charles Breindel, Raymond Carr, Richard (Dick) Ephgrave, Fr. Joseph Torretto, Charles Cowenhoven, Sandra Saseen-Smith

**Ms. Bertness passed away during the planning process.*