

Phase 2: Local Area Plan Report Form

REPORT INFORMATION

Local Planning Area: **18**
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CLUSTERING RECOMMENDATIONS

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.

Cluster A

2 priests

Saint Francis
Saint Mary

Cluster B

2 priests

Holy Name of Mary
Resurrection

Cluster C

2 priests

Holy Cross
Our Lady of Peace

Cluster D

2 priests

Saint Thomas More
Saint Victoria

Each cluster met independently during a series of sub-meetings to discuss the plans and recommendations for the future state of their cluster. These recommendations are based on the cluster assignments listed above and reflect the input of parish representatives and priests currently assigned to each particular parish.

Cluster A:

Comments from Saint Mary and Saint Francis parishes:

- Both Saint Mary and Saint Francis parishes are already clustered, so the relationship will continue as it is currently structured.
- In addition to responsibilities at the two parishes, the existing pastor provides ministry at Buckingham Prison and local migrant workers camps.

Cluster B:

Comments from Holy Name of Mary and Resurrection:

- In general, there was support for the re-linking with Holy Name of Mary, Bedford. However, there were serious concerns as well. Resurrection should not be treated as a stepchild of HNM. "We're not stealing your priest." Resurrection does not want to be treated as though we "owe" HNM.
- There are two very different spiritualities at RCC and HNM. They both need to be respected and preserved. There shouldn't be one uniform way of worshipping and forming community.
- There was concern about the Triduum and holy days of obligation. RCC is fine, for the time being, with the Triduum being handled by the Thomas More Center (two Dominican priests and a Franciscan sister) who lead us liturgically every year through the Holy Week services.
- If, as it seems, there is greater growth at RCC and more households at RCC, then the priest should reside at Moneta. RCC could and should build or purchase a house to serve as a rectory. If the diocese won't assign a priest to be in residence in Moneta, then the house could be used to attract a retired priest to beautiful Smith Mountain Lake.
- There should definitely NOT be joint pastoral councils and joint finance councils but there could (and perhaps should) be a cluster coordinating council.

- Two Sunday afternoon Masses or two Saturday evening Masses “would kill us.” RCC should retain Sat. 5 p.m. Mass time with one other Mass some time on Sunday being a necessity.
- A high percentage of the comments were more related to the need for changes, decisions, actions in Richmond and Rome, eg.:
 - The diocese needs more pastoral coordinators and more deacons.
 - The diocese is trying to get the local parishes to solve a problem that is really their problem. It’s the bishop’s job to find priests.
 - The diocese should be spending more time and money on the education of lay ministers rather than on all the new diocesan positions.
- Mass Schedule Proposals:
 - Option 1: Resurrection, Moneta, 5 p.m. Sat. & 4 p.m. Sun., Holy Name of Mary, Bedford, 8:00 and 10:45 a.m., Sunday
 - Option 2: Resurrection, Moneta, 4:30 p.m. Sat. & 12 noon Sun., Holy Name of Mary, Bedford, 7 p.m. Sat. and some time Sunday morning
 - Option 3: Resurrection, Moneta, 5 p.m. Sat. and 8 a.m. Sun., Holy Name of Mary, Bedford, 10:30 a.m. and 12 noon, Sunday
 - Option 4: Resurrection, Moneta, 6:30 p.m. Sat. and some time Sunday, Holy Name of Mary, Bedford, 4 p.m. Sat. and some time Sunday morning
- Resurrection parish supports Mass at Wintergreen resort in the winter months.

Cluster C:

Comments from Holy Cross and Our Lady of Peace:

- Rearrange the Sunday Mass Schedule at Holy Cross--drop the 8:00 Mass so that the Pastor could celebrate at Appomattox at 8:30 which is their present schedule. This would leave just one Mass on Sunday Morning. at 11:00 (at present Holy Cross has a Spanish Mass at 2:00 every Sunday, during the school year we have Mass on Lynchburg College's campus at 4:30 and Mass at 6:00 for our Jr.Sr. High School program--also our religious formation program for young children is from 9:30--10:45 on Sunday Morning.
- Holy Cross currently has a parish school and supports ministry at Lynchburg College which will continue to be part of this cluster.

Cluster D:

No additional comments.

GENERAL OBSERVATIONS AND FEEDBACK

- The parishes of Our Lady of Peace and Saint Victoria are currently clustered and share resources. Under this proposed plan, the parishes will be clustered with different parishes which are much larger. There is a concern of the balance of support for the larger and smaller parishes should be well balanced.
- Further consideration may need to be given to add Francis Assisi, Rocky Mount into our LPA to cluster with Resurrection and Holy Name of Mary. The priest for this cluster could take up residence at Resurrection.

NEXT STEPS

Following approval of this LPA plan, the next steps include:

- Solidifying mass schedules in each cluster arrangement;
- Determining the resources (i.e. staffing, facilities) that should be shared across the cluster;
- Determining resources and strengths that can be leveraged across the LPA for the benefit of all parishes;
- Devising a transition plan for each parish and cluster group to make the change as relevant and easy as possible.

PROPOSAL FOR 5-10 YEAR REVIEW:

This proposed option, based on Model IV on page 30 of the notebook, seeks to satisfy to goals requested of the LPA 18- that is to serve eight churches with a total of four priests. At the same time, it goes further by suggesting the following:

- The Cluster relationships of the established parishes.
- The allocation of priests and Pastoral responsibilities.
- Driving distances between the "Home Parishes" and the Associated Parishes.
- The governance of the Pastoral and Finance Councils within the Clusters.
- A weekend liturgical schedule which can be adjusted by the priests, an administrative model, if chosen, and the councils who serve the Clusters.
- Benefits.

1. The proposed Clusters, for the purpose of this proposal, are referred to as **Lynchburg East** and **Lynchburg West**. With their average total weekend attendances, they are:

- **Lynchburg East:**

Holy Cross, Lynchburg	(876)
St. Francis, Amherst	(120)
St. Mary, Lovingston	(285)
Our Lady of Peace, Appomattox	(90)
Total-	1371 people each weekend

- **Lynchburg West:**

St. Thomas More, Lynchburg	(1215)
Holy Name of Mary, Bedford	(494)
Resurrection, Moneta	(454, summer-app.800)
St. Victoria, Hurt	(80)
Total-	2243, summer 2589

2. This option follows the One Pastor-Centralized Team and Council approach listed in Model IV. While each Cluster will have one pastor according to the Canon 526 allowance, each Cluster will also have one other priest. The priest who will report to the Bishop will be known as the **Pastor** or as the **Moderator**, as is allowed by Canon 517, which would allow the two priests to serve the Cluster *in solidum*. (Latin for "the whole.") This would refer to the two (or more) priests acting on behalf of the whole Cluster, in this case.

3. Driving Distances:

Lynchburg East Cluster

"Home Parish"	Associated Parishes	Distance to:
Holy Cross	St. Francis	17 miles
Holy Cross	St. Mary	34 miles
Holy Cross	Our Lady of Peace	23 miles

Lynchburg West Cluster

"Home Parish"	Associated Parishes	Distance to:
St. Thomas More	Holy Name of Mary	19 miles
St. Thomas More	Resurrection	35 miles
St. Thomas More	St. Victoria	27 miles

4. In accordance with the guidelines of Model IV, the following is suggested:

- One Pastor and Associate(s), or one Moderator "*in solidum*" with another priest or priests works with one staff, who may work out of one location in service to all four of the parishes.
- Individual parishes may have additional minimal support.
- An Area Pastoral Council will serve as the primary consultative body for the Pastor/Moderator. The Area Pastoral Council will have representation from all the parishes in the cluster, though each parish may have its own parish council.
- The Area Pastoral Council works closely with the Area Finance Council, which shall have representation from each of the parishes in the cluster. The Area Finance Council establishes a budget for the cluster, and pays the salaries of the Pastor/Moderator and his Associate(s), the Staff, inter-parish programs and services.
- Each cluster could consider an appropriate managerial and administrative model, which will serve as a day-to-day management resource. Suggested models of a Pastoral Director, a Deacon as Administrator, or a Cluster Coordinator found in the attachment could be appropriate, and would report to the Pastor/ Moderator.

5. This proposal seeks to take the sole responsibility for the scheduling of weekend liturgies away from one person. A full time administrator, if used by the Cluster, another priest, and an informed Area Pastoral Council, shall all have responsibility for establishing a weekend liturgical schedule that will best serve the individual parishes, while taking the limited availability of priests into consideration. It is believed that with the assistance of another priest, each priest could have greater flexibility into his individual weekend schedule as well. For instance, if one priest prefers working at smaller churches, and one prefers spending most of his time at one large church, this makes that possible. At the same time, if one priest needs to be closer to one particular church on a given weekend, but not necessarily all the time, this also allows that. Working together, the two priests can alter their schedules more effectively and quickly, as well.

A POSSIBLE WEEKEND LITURGY SCHEDULE

Lynchburg East

Church	Day	Times
Holy Cross	Saturday	5:00
	Sunday	8:00, 10:00. 2:00
Our Lady of Peace St. Mary St. Francis	Saturday	5:00
	Sunday	8:00, 10:00
	Sunday	12:00

Lynchburg West

Church	Day	Times
St. Thomas More	Saturday	5:30
	Sunday	8:00 10:00

St. Victoria	Sunday	12:00
Holy Name of Mary	Sunday	8:00, 10:00
Resurrection	Saturday	5:00
	Sunday	12:00

6. Benefits: One of the overriding premises of this proposal is the following:

Assuming the present situation continues, the *Largest* parishes will be the ones which, in the long run, will ultimately "survive" the growing priest shortage problem with their own priests. This cannot be assured of any of the smaller churches. Not only are those parishes centrally located in the LPA, but they also provide the largest worship spaces and facility resources in the area. Each of the largest churches in this proposal can serve as the "Home Parish" to the Cluster, and as such, each is larger than the combined attendances of the three smaller parishes under them. Under present guidelines, the option of weekend Worship or para-liturgical services in the Absence of a Priest, will be offered to the smaller churches initially, as the largest churches will always have priests. It is expected that if a member wishes to attend a liturgy where a priest will be present, that option will be most available at one of the largest churches, and only the smaller churches would expect to offer services without priests, if that allowance were ever to be offered. The largest churches will have the greatest number of opportunities for liturgical celebrations, and should be considered as the main gathering place for Catholic worship in each Cluster. This concept expects that due to the shortage in priests, a greater challenge of travel to a liturgical celebration presided by a priest will fall on the congregants more so than it does on the priest. Traveling greater distances to attend weekend liturgy will be both the responsibilities of the priests and the mass attendants.

One thing that each Cluster offers itself is diversity. Each Cluster is made up of one large church, one small church, and two medium-sized churches. Inside each Cluster is found traditional forms of worship, and contemporary forms. Each Cluster contains churches with older and traditional architecture and newer styles, as well. Different types of celebrations, different types of music, and different types of communities are realities and are found in each Cluster. With a diversity of not only physical differences in churches, but expressions of spiritualities and traditions as well, and regular ministerial and community-building exercises, each Cluster offers its faith communities the opportunities and preferences that may not have existed at a particular church. Along with offering the diverse worship and environment inside a Cluster of this size, each is also large enough to diffuse any sharp differences that may exist if a church were to be Clustered with only one other church. Ultimately, the commonality of each person in each parish in each Cluster can be demonstrated to have the greatest importance. The understanding that it is one baptism, one sacramental connection and one united understanding of Eucharist and the Eucharistic celebration- as well as a love and respect for the Catholic Church and its beliefs- that can be effectively demonstrated, promoted, and accentuated. This will occur with the acceptance and appreciation of that which we have in common and not what separates us. The challenges of a priest shortage, therefore, might present the Faithful with a greater opportunity for the building up of the Kingdom as well as a greater appreciation for our Catholic heritage and religious culture.

This proposal seeks to create the most efficient way to accept the shortage as a reality and to manage the ensuing consequences. And it does so without the closing any church in the area. Working with another priest as well as an Area Pastoral Council and the possibility of a Cluster Administrator/ Director/ Coordinator to further serve the Cluster; it also offers a shared responsibility for the scheduling of masses, and the governance of the spiritual, temporal, and financial well-being of each church in the Cluster. Finally, it takes the advantages of shared resources among four churches and a community in the thousands working together in common and diverse ways to create God's Church and not one or two church communities. In this way it seeks to minister to all the needs of each geographical area with an approach that draws upon the talents and gifts of two priests, not to mention those- along with the financial resources as well- of a larger pool of Catholics. Finally, it also considers the roles of both the laity and the clergy in the planning and administration of the Clusters as it recognizes the sacramental responsibilities that belong exclusively to the clergy.

" Do not conform yourselves to this age but be transformed by the renewal of your mind, that you may discern what is the will of God, what is good and pleasing and perfect..... Since we have gifts that differ according to the grace given to us, exercise them..."
Romans 12: 2, 6

MODELS OF PARISH ADMINISTRATIVE LEADERSHIP

Along with the proposed models of different kinds of parishes, several different personnel models will be needed in the future and the following could be considered:

1. **Pastoral Director Model**- the Director guides the sacramental, pastoral, and temporal needs of the parish, including community worship, pastoral care, faith formation, relations with the wider community, parish administration, finances and facilities. **Performs or directs pastoral care and arranges for priests (for instance retired or visiting) to celebrate Mass.** Attends parish pastoral council and finance council meetings. Supervises all full-time and part-time professional ministry staff in a large parish or cluster; may coordinate volunteers and support staff in small parish (es.) This is a paid, full-time position requiring a Master's Degree in Theology, Pastoral Ministry, Church Administration or four units of Clinical Pastoral Education.
2. **Deacon as Administrator Model**- The Deacon Administrator guides the sacramental, pastoral and temporal needs of the parish, including community worship, pastoral care, faith formation, relations with the wider community, parish administration, finances, and facilities; supervises all full-time and part-time professional ministry staff in a large parish or cluster; may coordinate volunteers and support staff in small parish(es.) **Also provides sacramental support for baptisms, weddings, and funerals outside of mass and arranges for priests to celebrate Mass. Works with area priests/designated Pastor or Moderator to schedule weekend Mass coverage.** Attends parish pastor council and finance council meetings. This position requires a Master's Degree in Theology, Pastoral Ministry, Church Administration or four units of Clinical Pastoral Education. This is a paid, full-time position.
3. **Cluster Coordinator Model**- Directs the sacramental, pastoral and temporal needs of the parishes as well as the overall cluster, including community worship, pastoral care, faith formation, relations with the wider community, parish administration, finances and facilities, in conjunction with the priest Pastor, Moderator, or associate priest(s.) **Schedules priests to celebrate Mass and supervises all full-time and part-time professional ministry staff in a large parish or cluster;** may coordinate volunteers and support staff in small parishes. Works with council leaders to coordinate cluster council and finance council meetings. (Parishes in a cluster SHOULD seek to meet as a group, rather than as individual parishes.) This is a paid, full-time position requiring an understanding of Catholic theology as well as parish administration and several years experience working at the diocesan and/or parish level, but does not necessarily have the same educational requirements as the other leadership models.

NOTE: These models do not have to stand alone in these descriptions. There could be a "hybrid" model using some combination of the above or could include tasks not described in the positions listed above.

HOW THE CHURCHES IN THESE CLUSTERS CAN WORK TOGETHER

- SPIRITUAL
 - RESPECT AND NOURISHMENT OF ALL CATHOLIC TRADITIONS
 - PROFESSIONALLY TRAINED AND CERTIFIED CHRISTIAN FORMATION LEADERS AND TEACHERS
 - A GUARANTEE THAT LITURGICAL CELEBRATIONS WITH PRIEST(S) WILL BE HELD WITHIN THE CLUSTER.

- JOINT RCIA AND/OR SACRAMENTAL PREPARATION TRAINING AND FACILITATION, IF DESIRED.
- SUFFICIENT PAID AND VOLUNTEER STAFF TO MINISTER TO THE ENTIRE GEOGRAPHICAL AREA, EVEN IT MEANS SOMEONE WILL COME FROM ANOTHER PARISH OUTSIDE THE SPECIFIC AREA.
- SHARED RELIGIOUS CELEBRATIONS
- FINANCIAL
 - ONE BUDGET
 - ONE SET OF BOOKS
 - ONE FINANCE COUNCIL
 - FINANCIAL NEEDS OF ALL CHURCHES ARE CONSIDERED
 - EACH CHURCH IS A FINANCIAL CONCERN OF THE CLUSTER
 - PROFESSIONAL OVERSIGHT FROM CLUSTER "HOME CHURCH."
 - VOLUME PURCHASING OF ALL COMMODITIES
 - SHARED HOUSING
 - SHARED PROFESSIONAL STAFF MEMBERS
- SOCIAL
 - JOINT SOCIAL EVENTS:
 - GOLF TOURNAMENTS
 - BASKETBALL TOURNAMENTS
 - NEW YEAR'S DANCE
 - SUMMER PICNICS
 - ST. PATRICK'S DAY CELEBRATION
 - MARDI GRAS PARTY
 - MUSICAL CELEBRATIONS
- SOCIAL OUTREACH
 - HAITI TWINNING PROJECTS
 - SUPPORT FOR AREA NON-DEMONINATIONAL MINISTRIES
 - INTERFAITH OUTREACH
 - LAKE MINISTRIES
 - BEDFORD CHRISTIAN MINISTRIES
- YOUTH MINISTRY
 - JOINT SOCIALEVENTS/ FOOD AND PARTIES
 - JOINT SERVICE PROJECTS
 - JOINT SACRAMENTAL PREPARATION PROJECTS
 - RETREAT EXPERIENCES
 - JOINT EDUCATIONAL AND MINISTRY EXPERIENCES

Map Showing Inter-Parish Collaboration for LPA 18

