

**Summit North 2 Cluster
Holy Family, Our Lady of Victory, St. Eugene
Cluster Pastoral Plan
December 15, 2008**

Parish Strengths:

Our Cluster consists of three parishes: Holy Family, Our Lady of Victory, and St. Eugene. Each parish maintains a vibrant parish life. As we assessed our parishes, we identified these areas of vibrancy:

- a wide variety of activities
- a growing number of volunteers
- engaging liturgies
- RCIA
- although our programs are different, we each have effective youth education and faith formation
- Holy Family has Perpetual Adoration, which is shared by all.

In the past decade, our three parishes have collaborated, in various combinations, in several areas of ministry, including:

- Communal Reconciliation Services
- RCIA
- baptism preparation
- marriage preparation
- adult education and enrichment programs
- youth spiritual and social activities

Following our Cluster Committee meetings, and after consultation with each of our councils and staffs, we believe that we can further strengthen the collaborative good work we have begun.

Key Realities:

Our three geographic communities have several demographic similarities:

- census predictions indicating only slight growth in future years
- a very small percentage of parishioners of racial minority or particular ethnic background
- a growing aging population in our parishes
- parishioners with similar average incomes, and few who are homeless or in poverty

Holy Family is the largest parish with two to three times the number parishioners of either Our Lady of Victory or St. Eugene. Our sacramental statistics are proportional. We believe that we will be able to manage future sacramental needs.

In the area of staffing:

- Holy Family has 10 people on Pastoral Staff, and 9 support staff.
- Our Lady of Victory has 4 on Pastoral Staff, and 9 support staff.
- St. Eugene has 2 on Pastoral Staff, and 3 support staff.

None of our parishes expect major changes in staffing. All three parishes have a large group of volunteers.

All three parishes are managing space needs, and have buildings in very good condition. St. Eugene could put more meeting rooms to good use. Holy Family has a parish school, which is doing well.

We are doing well financially. St Eugene and Our Lady of Victory are debt free. Holy Family is currently involved in a building and renovation program, but feels secure that it is financially healthy.

Proposed Cluster Plan

Following our Cluster Committee brainstorming of many ideas (see attached), consultation, and further discussion, we arrived at our top priorities for this plan. Although we can expect that we will explore collaborating on other goals in years ahead, and our staffs are already in the practice of sharing ideas, these are the goals we now prayerfully submit to be the primary plan for our Cluster. We believe they will lead to a better, stronger and lasting Church presence in our cluster area.

1) Communication: *Our first goal is to form a joint Communication Committee that can help us to address the issues and challenges of our Bishop for our local Church. Through various means of communication, we will share the news of the pastoral care being offered, and invite others to help us expand the services, so that more people are receiving care in Christ's name. Communication will help us to evangelize and re-evangelize those who are with us often, and not so often, by inviting them to deepen their relationship with Christ through shared programs, and to share the good news of stories of faith. Communication can be a primary vehicle to invite regular attendance at our Sunday liturgies. Communication could also be a means to reach those who are no longer active Catholics and those who are unchurched.*

Plan:

- A. Each parish will appoint a parish representative, from staff or volunteers, who will become familiar with the overall working of the parish, and be the contact person for our cluster partners.
- B. During 2009, each parish will recruit other people to work in conjunction with the parish representatives on the Communication Committee. This group will begin to explore ideas, and plan ways to share our news through various forms of media.

2) Strengthen Pastoral Care:

Mindful of the demographics of our cluster area, and conscious that we have an aging population, we shall establish a team to ascertain the needs of senior adults in our cluster parishes and initiate a joint response to address those needs.

Plan:

- A. By the fall of 2009, we will establish a team that will explore the various means of addressing the needs of seniors.
- B. The team will ascertain agencies, programs, and services already in existence that might meet some of those needs, or design programs or services to better serve this unique group by the spring of 2010.

3) Evangelization: *We believe that sharing the good news is the heart of carrying on the mission of Christ. To further the essential mission of evangelization and re-evangelization within our three parishes, we shall establish a joint evangelization committee.*

Plan:

- A. The committee will be composed of members of each cluster parish who will focus on common ideas in the area of evangelization and adult faith formation, and consider ways to follow-up with parents of newly baptized, those recently married, and those who attend Mass infrequently.
- B. The committee shall work in conjunction and consultation with the Diocesan Office of Evangelization.
- C. The committee shall ascertain evangelization materials, programs, or services already in existence, and review their suitability to our goals.
- D. Within two years, the committee will make recommendations to address our needs.
- E. Pastoral leaders of each parish will communicate with one another about Adult Faith Formation programs that they would share with the other parishes. They can explore planning joint programs.

4) Social & Community Services: *Recognizing the economic hardships that many people are facing due to loss of job, foreclosures, health needs, etc., and conscious that more and more of them are in financial need, and whereas, each of our individual parish's financial resources are limited, we shall explore ways to respond to requests for financial or other assistance from non-parishioners from our three geographic areas.*

Plan:

- A. Our pastors will meet to establish a common format to best address those requests.

5) Sunday Eucharistic Liturgies: *As a cluster group we will share ideas on how each parish currently invites people to join us at our Eucharistic Liturgies:*

- *By strengthening our efforts to be a welcoming community.*
- *By strengthening our efforts to help those who attend to more deeply experience the presence of God through a prayerful and reflective celebration.*
- *By strengthening our efforts to invite full, conscious, and active participation in the liturgy.*

Plan:

- A. By the spring of 2009 each of our worship or liturgy groups will be asked to develop ideas on how we can further promote these goals.
- B. In the fall of 2009 we shall convene a session of representatives from the worship teams of each parish, to share ideas on promoting these goals.
- C. The Communication Committee will help spread the word about these ideas.

Summary of Consultation:

Individual Consultation: In the spring of 2008, we consulted with leaders in our individual parishes about the long list of goal ideas we had developed. This helped us to focus on our shared top priorities, and led to the Cluster Committee's development of the first plan of goals in August. In September, the plan was further revised. Each parish's consultation schedule is noted below.

- **Holy Family:** In May, consulted with 25 people on Pastoral Council and Pastoral Staff. In June, consulted with 12 people on Finance Council.
- **Our Lady of Victory:** In May, consulted with 12 people on Pastoral Council, 6 on Finance Council, and 4 on Pastoral Staff. In August, consulted again with all parish leadership groups at a combined Councils and Pastoral Staff Retreat. On September 18, presented the revised plan to the 12 people attending our regular Pastoral Council meeting.
- **St. Eugene:** In June, consulted with 2 Pastoral Staff, and 11 people on Pastoral Council. In October, consulted with 8 members on Finance Council.

Joint Consultation: Believing that there would be few objections to our cluster plan, we decided to present the proposal to our people in a joint fashion. In August, our Communication Liaison prepared a flyer that presented our goals and listed all members of the Cluster Committee. Parishioners were invited to call any member with comments, questions, or suggestions. This flyer was distributed in all three parish bulletins on September 6-7. No calls were received. The following weekend, Our Lady of Victory arranged for committee members to be available after all Masses for comments or questions. Only one person had a comment, stating that the plan looked good.