

# NH Catholic Transition Team



## Orientation Meeting



# Agenda

- Welcome & Prayer
- Introductions
- SWOTS
- Becoming “One” Parish – The Process
- FAQs
- Transition Team → Implementation Team
- Communication
  - Transparency, Confidentiality, Unity/Clarity of Message
  - Quarterly Letter/Update to the New Haven Catholic Community
- Next Steps
  - Christmas Letter – First Official Update
  - Proposed Meeting Schedule
- Questions/Discussion
- Adjorn

**S**trengths, **W**eaknesses,



**O**pportunities & **T**hreats

# SWOT Overview



- In April and May, SWOT exercises were conducted in six of the seven New Haven Parishes
  - Each had between 20 and 30 participants.
- Results were sent to each respective Pastor or Administrator.
- Outcomes from the 6 sessions were compiled into a master document using Affinity Groupings, which uncovered the following common themes.
  - *Culture*
  - *Outreach*
  - *Losses*
  - *Archdiocese*
  - *Location*
  - *Parish Characteristics*

# Becoming One Parish





# Actions Required

- Determine effective date for the NH Catholic Parish (July 1, 2023)
- Create a new Parish Council
- Appoint a new Finance Council
- Assign new Trustees and petition Archbishop to merge
  - 16 trustee signatures needed to go forward with merger and promulgate decrees
- Implement an *In Solidum* pastoral model – i.e., three Pastors, one serving as ***Moderator***
  - Determine Clergy Requirements – number of priests/deacons
  - Determine Clergy responsibilities – e.g., sacraments, funerals, etc.



# Actions Required *(continued)*

- Determine/leverage “best practices” among unique parish ministries - adapt as needed
- Move to one bulletin to ensure optimum communication across the parish
- Revisit Mass schedules – modify as needed
- Expand parish web presence to include all churches – incorporate a parish app
- Maintain and cultivate relationship with Supreme Council of the Knights of Columbus, The Knights of Peter Claver, and other Catholic, Civic leaders and groups
- Provide input to Archbishop regarding a name for the new parish (TBD)



# Actions Required *(continued)*

- Canonical requirements and deadlines
  - Writing, promulgation and posting of decrees
  - Assignment letters for clergy
- Legal requirements and deadlines
  - Erection of new parish corporation and dissolution of current parishes
  - Creation of new bank accounts and signatory responsibilities
  - State and Federal tax filings
  - Check on property restrictions, restricted gifts and patrimony
- HR Implications: to make better use of resources
  - Operations manager
  - Parish administrative staff
  - Parish maintenance staff
  - Parish music staff
  - Liturgy committee



# Other Considerations...



# Frequently Asked Questions





# FAQs

- Why are we transitioning into a single parish in New Haven?
- When will the transition take effect?
- What will be the name of this new parish?
- Will the names of our parish churches change?
- Where will parish offices be located?
- Will any churches close?
- Will there be a single bulletin and/or envelope system?
- Will we still have trustees, finance and parish councils in our current parishes/churches?
- Will Mass schedules change again?
- What will happen to the Mass intentions that have been booked in 2023?



# FAQs *(continued)*

- Will we be able to book Masses in our church?
- What will happen to our priest(s)
- Will new priests and deacons be assigned to New Haven?
- Will any employees be losing their jobs?
- What will happen to the money in our parish bank accounts?
- How will money be managed going forward?
- What kinds of things can we do together?
- How will events unique to our church be communicated to other churches?
- How do we deal with duplicate roles, ministries, committees, etc.?
- Where will major holidays – e.g., the Easter Vigil, Christmas Midnight Mass be celebrated?
- Will we still be able to celebrate our traditional novenas and parish feasts?

# NH Catholic Transition Team



*Implementation Team*

# The Process - Rules of the Road



- Once you understand your role, make a decision as to your willingness to see this effort through to completion.
- Work directly with Father Lerner and Deacon Ernie to understand and communicate to the parishioners in each parish, precisely what will be required to make for a successful and timely transition
- Assume you are the voice of the pastor:
  - Be a staunch advocate for the process, diffusing fear and anxiety about the future
  - Be clear about what you can and cannot say:

*If you don't know how to answer a question, tell the person(s) you'll get back to them. Reach out to Fr. Lerner or Deacon Ernie for an appropriate response.*
  - Maintain strict confidentiality on items unapproved for public consumption.
    - *We can discuss and debate together in our meetings, but it is important that we have a unified message when we go back into our community(ies)*
- Commit to attend scheduled team meetings
  - Provide timely updates to parishioners on the progress of the transition in the approved format that will be provided to you.



# Initial Tasks

Create lists of the following:

- Ministries, committees, liturgies, sodalities, fraternities, etc., in each parish.
- Names of people serving as lectors, extraordinary ministers of the Eucharist, faith formation instructors, volunteers, etc.
- Feast days and other liturgical celebrations unique to each parish – e.g., novenas, patronal saint celebrations
- Vendors used to manage finances, snow removal, property maintenance, etc.
- Others - TBD



# Communications & Next Steps

Communications that address the need for:

- Transparency
- Confidentiality
- Unity/Clarity of Message
- Quarterly Letter/Update to the New Haven Catholic Community

## Next Steps

- Christmas Letter – 1<sup>st</sup> official update
- Proposed Meeting Schedule



# Questions

