



Q&A on One Parish Planning

Q: Why One Parish Planning?

A: The One Parish Planning process will help parish families develop their vision and plan for how to re-envision parish life as they become one new canonical parish. All parish families in the archdiocese will be going through this process, and all parishioners will have the opportunity to participate.

Q: How will this happen?

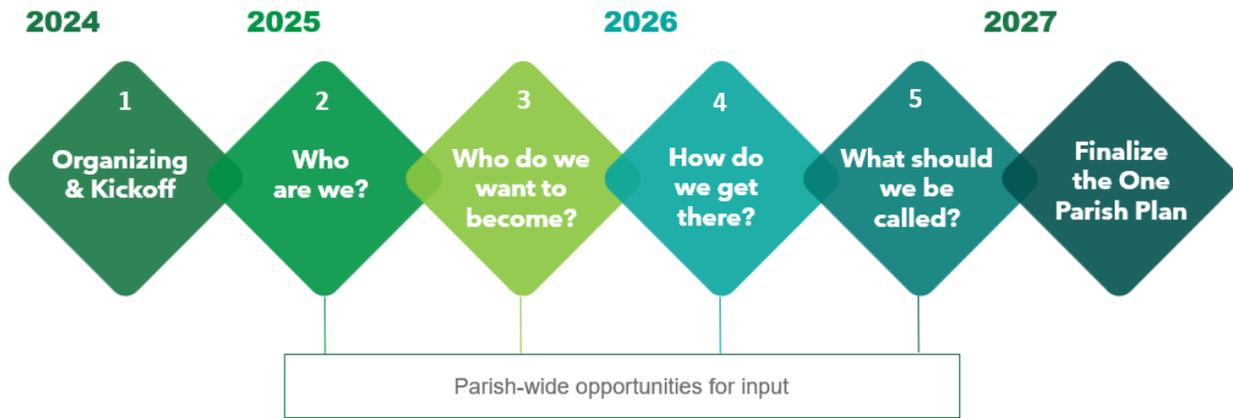
A: There are five stages of One Parish Planning:

- Stage 1 is *Organizing and Kick off*
During this stage parish leadership determine roles, responsibilities and timelines.
- Stage 2 is *Who are we?*
This stage will start in Spring 2025 and will last 3-6 months. During this stage, parish families will discuss “Who are we?” to help develop an understanding and appreciation of the history, the people, the gifts, and the ministries that have been central to each parish in the parish family. This question will also help the community explore the opportunities and challenges present in our parishes today.

Additionally, during this phase, parish families will:

- Analyze the financial viability of the parishes.
 - Identify who they serve, including demographics.
 - Identify challenges and opportunities.
 - Collect feedback from parishioners
- Stage 3 is *Who do we want to become?*
During this stage parish families will create a new vision for the future based on the gifts, talents, community needs and more.
 - Stage 4 is *How do we get there?*
Based on the outlined vision, the parish family will create an action plan of how to achieve the vision with a good understanding of the resources and hopes for the future. This is the stage where restructuring will be contemplated and a plan for doing so developed.

- Stage 5 is *What should we be called?*
During this stage the parish family will select a handful of names that align with the charisms and vision for their new parish to submit along with their One Parish Plan. Please note, the name is for the new parish, not the church buildings, which keep their original names.



Q: What is the timing involved?

A: This planning process is outlined for approximately a two-year period, which provides time for parish families to engage in getting to know each other and then work together to set the vision and plan for achieving it. This One Parish Plan will outline activities and goals that can be achieved over the following five years once it is approved.

Q: Who is leading this process?

A: This process will be guided by the Parish Family Advisory Council, which is comprised of parishioners from each parish in the parish family and will act as the main consulting and working group for the pastor. They will be supported by the Parish Family Leadership Team comprised of staff from each parish, as well as support from Parish Liaisons and Chancery staff.

Q: How will people be involved in this process?

A: This planning process was specifically designed to include the People of God. It is built on the foundational concept of co-responsibility, which means that all the baptized are responsible for the mission of the Church. Because of this, listening to people and discerning the future together is a cornerstone of the process. Everyone in the parish family will have multiple opportunities to provide feedback, input and recommendations for how the parish family can re-envision parish life. As noted above, parish families will be accompanied by a Parish Liaison to help them through each step of the process.

Q: How will decisions be communicated to the parish family?

A: Through the process, the leadership of the parish family should be reporting out their progress. For each of the parish family listening sessions, there will be an official synthesis of the feedback that was collected during the events that will be shared with the parish family. Additionally, as draft plans are created, they will be shared with the parish family for feedback.

Q: What happens once the plan is turned in?

A: Following the extensive consultation process, the parish family will assemble the One Parish Plan and submit it to the One Parish Plan Review Committee for feedback. The One Parish Plan Review Committee includes the bishops and archdiocesan staff as well as lay leaders from across the archdiocese. This team will ensure all the components of the plan are present and may provide specific recommended adjustments to the One Parish Plan. (For example, the Review Committee may find that a parish family increased the number of offered Masses, but this would require the priest to celebrate five Masses on a Sunday when the goal is for them to celebrate no more than three. Or perhaps a parish family submits a plan to build a new parish hall but does not include the fundraising strategy to support the project.)

After the Partners Review Committee has approved the One Parish Plan, it will be delivered to the archbishop, who will consult with the Presbyteral Council about each plan. The Presbyteral Council will provide their insights, after which the archbishop will either approve the plan or request further revisions.

Q: What if we come to an impasse or cannot agree as we are working together? What will we do?

Some of the conversations about the future will be challenging and will require much prayer and discernment. The process is built on the conversations in the spirit model for collecting input and then the Parish Family Advisory Council and Parish Family Leadership Team will use the input from the parishioners to begin discerning the future. They will make recommendations and ultimately, after consultation and discernment, the pastor would make the final call on a topic that may not have clear consensus.