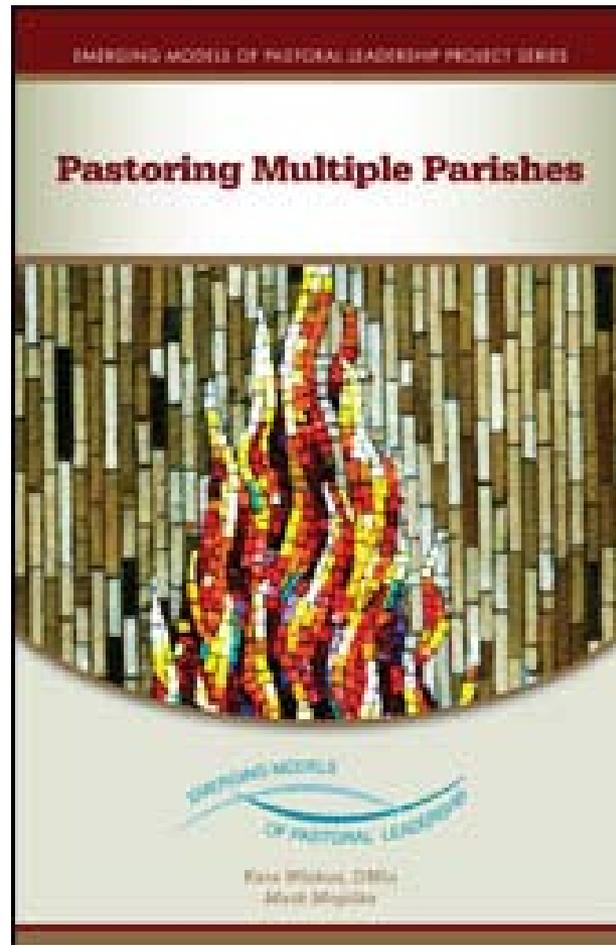




EMERGING MODELS
OF PASTORAL LEADERSHIP

A Joint Project, Funded by the Lilly Endowment, Inc.

Emerging Models – Phase 1



Emerging Models – Phase 1

- *The Changing Face of the Church*
- *Shaping Catholic Parishes: Pastoral Leadership in the 21st Century*
- *Parish Life Coordinators*
- *The Next Generation of Pastoral Leaders*



NALM

National Association for Lay Ministry

CPPCD

Conference for Pastoral Planners and Council Development



NACPA

National Association of Church Personnel Administrators



NCYAMA

National Catholic Young Adult Ministry Association



NFPC

National Federation of Priests' Councils



Emerging Models Initiatives

- **Multiple Parish Ministry:** To understand and support the ministry of lay and ordained in multiple parish settings.
- **Pastoral Leadership in a Multicultural Church:** To understand the role of culture in transforming and adapting leadership models for the Church.
- **Engagement of Young Adults in the Next Generation of Pastoral Leaders:** To understand the needs of young adults as they move into pastoral leadership.

Emerging Models Initiatives

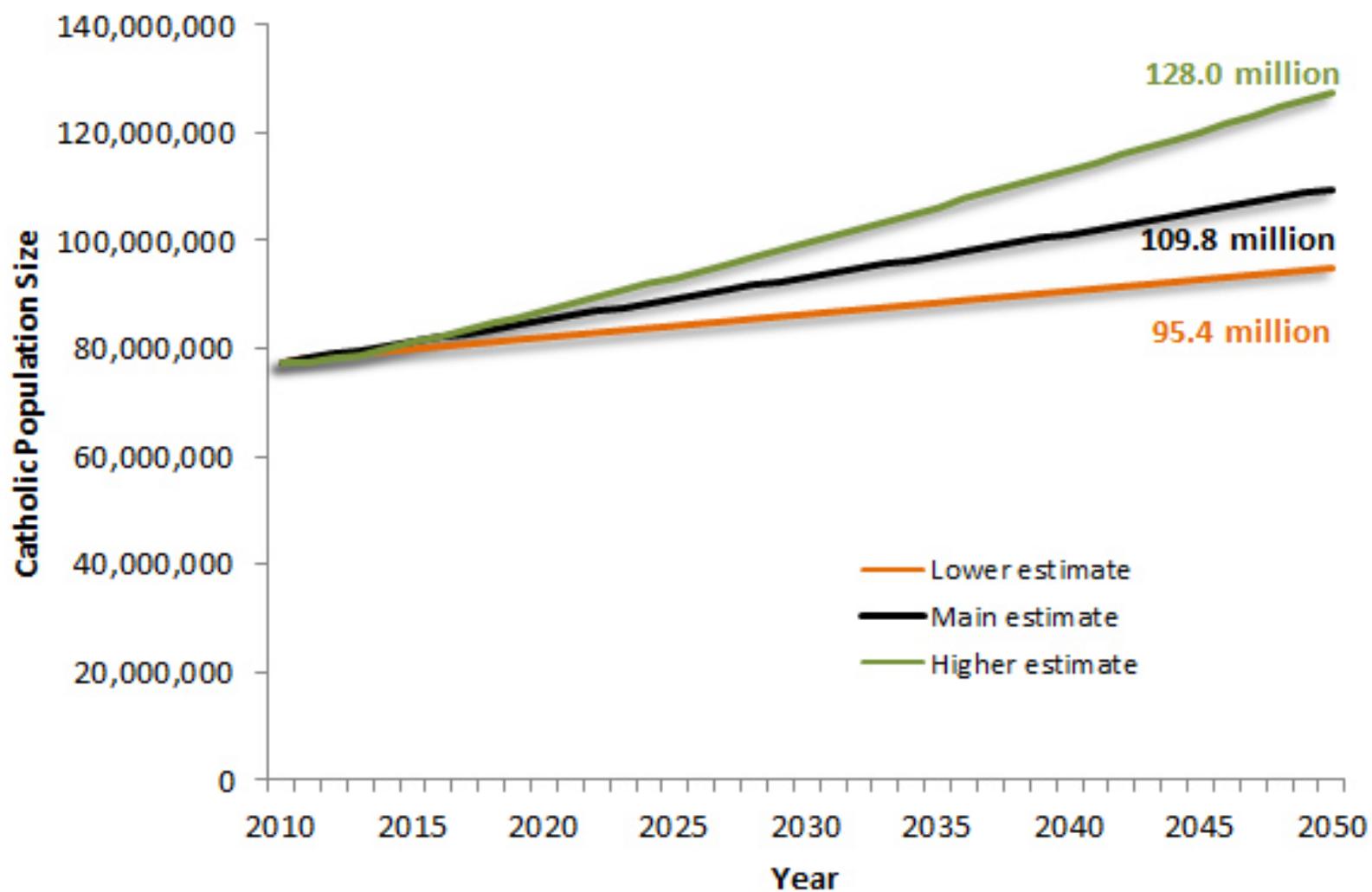
- **Assessment of Parish Staffing and Salary Levels:** To understand the staffing and salary needs of lay pastoral leaders in parishes.
- **Role of Business Managers and Finance Councils:** To develop an understanding of the role of business managers and finance councils.
- **Parish Life Coordinator Study:** To conduct a pew study of Catholic in Canon 517.2 parishes.

Emerging Models Research Components

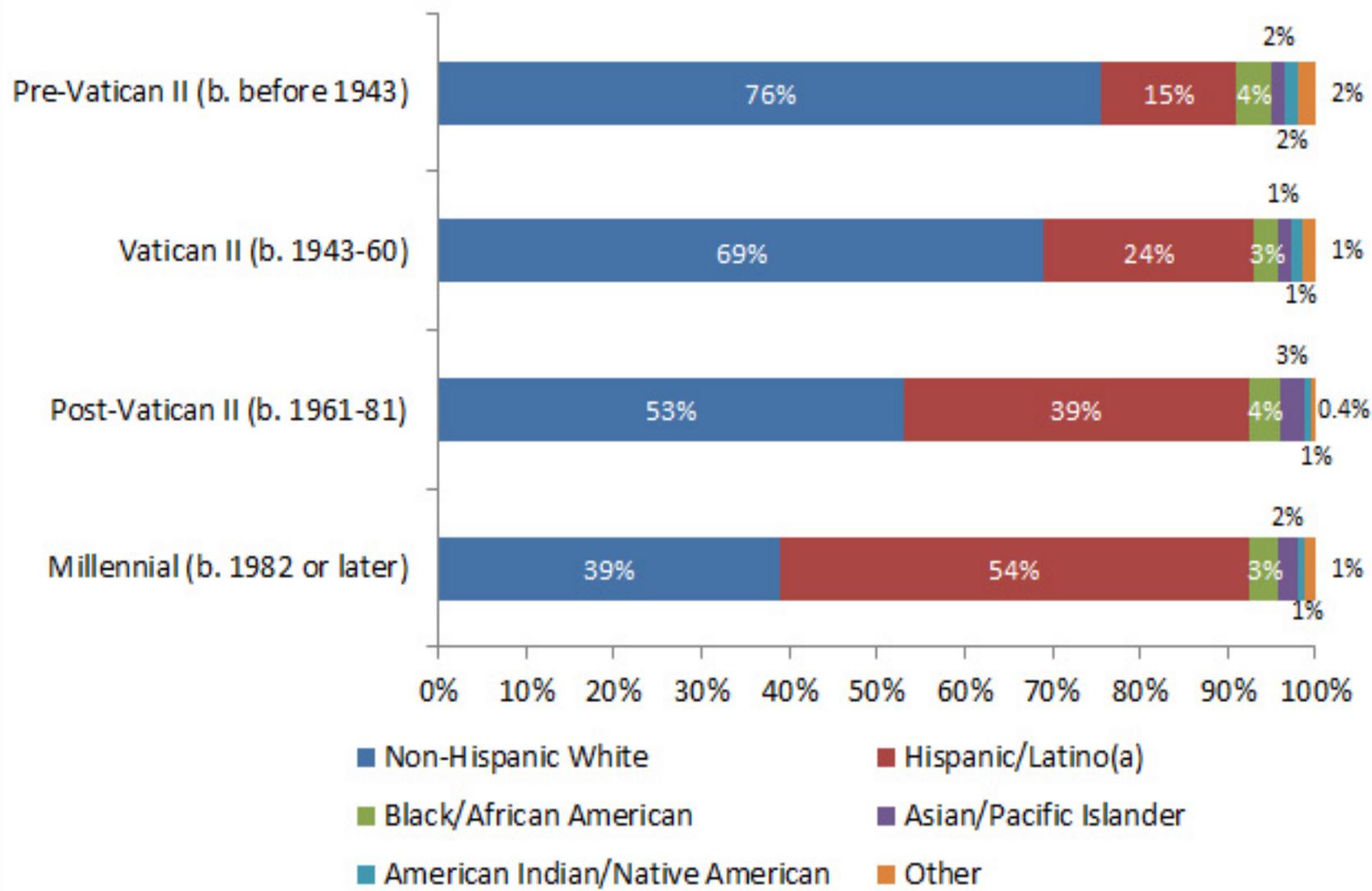
- Quantitative Data via CARA
 - Phase 1: 846 randomly selected parishes – single responder
 - Phase 2: Parish leaders survey from 60 parishes
 - Phase 3: In-pew survey from 60 parishes
 - Additional research: survey of 1000 parish leaders from the other 786 parishes along with survey of PBM/PFC in 100 parishes.
 - Reports from all three research phases, including specialized reports on each initiative.
- Learning Consortiums
- Research symposia and summary reports based upon both the quantitative and qualitative data
- Concluding symposia and final integrating report

Catholic Population

U.S. Catholic Population Projections, 2010 to 2050

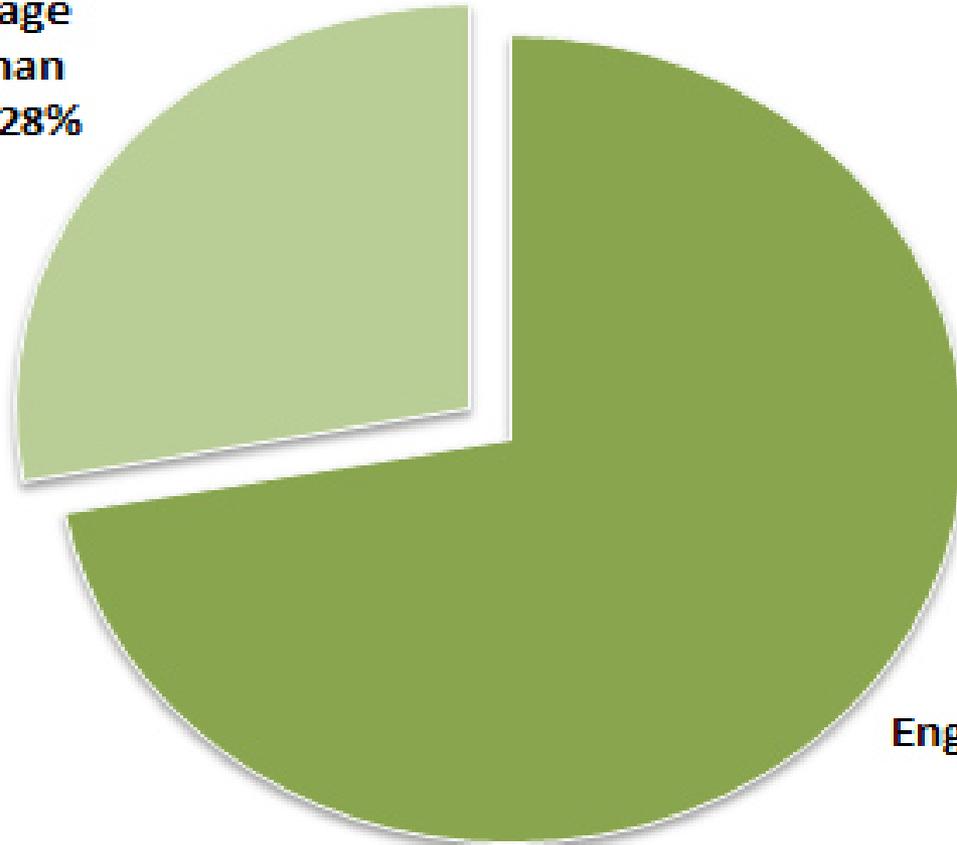


Race and Ethnicity of the U.S. Adult Catholic Population by Generation



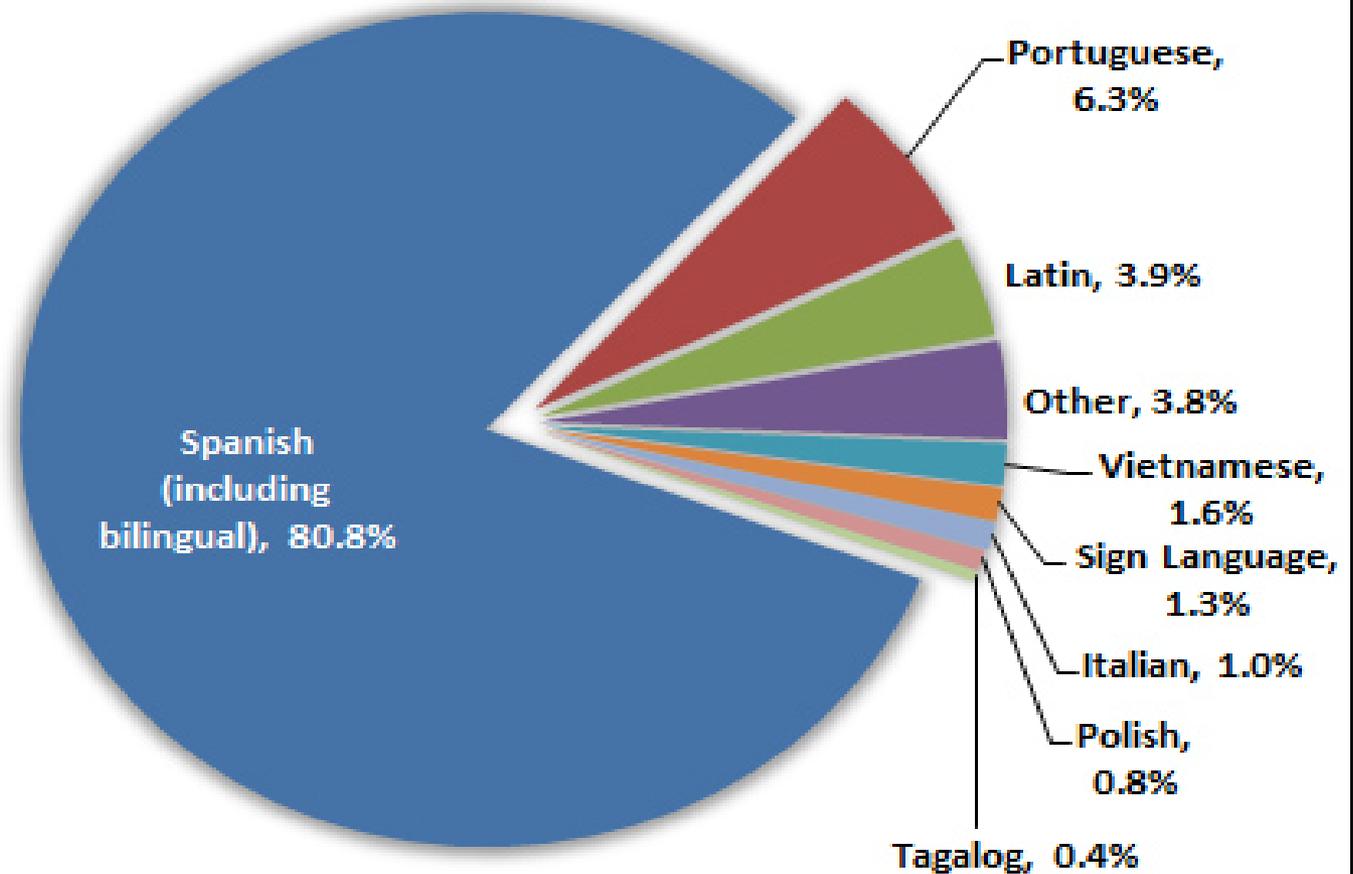
Languages used at Mass (at least once a month)

A language
other than
English, 28%

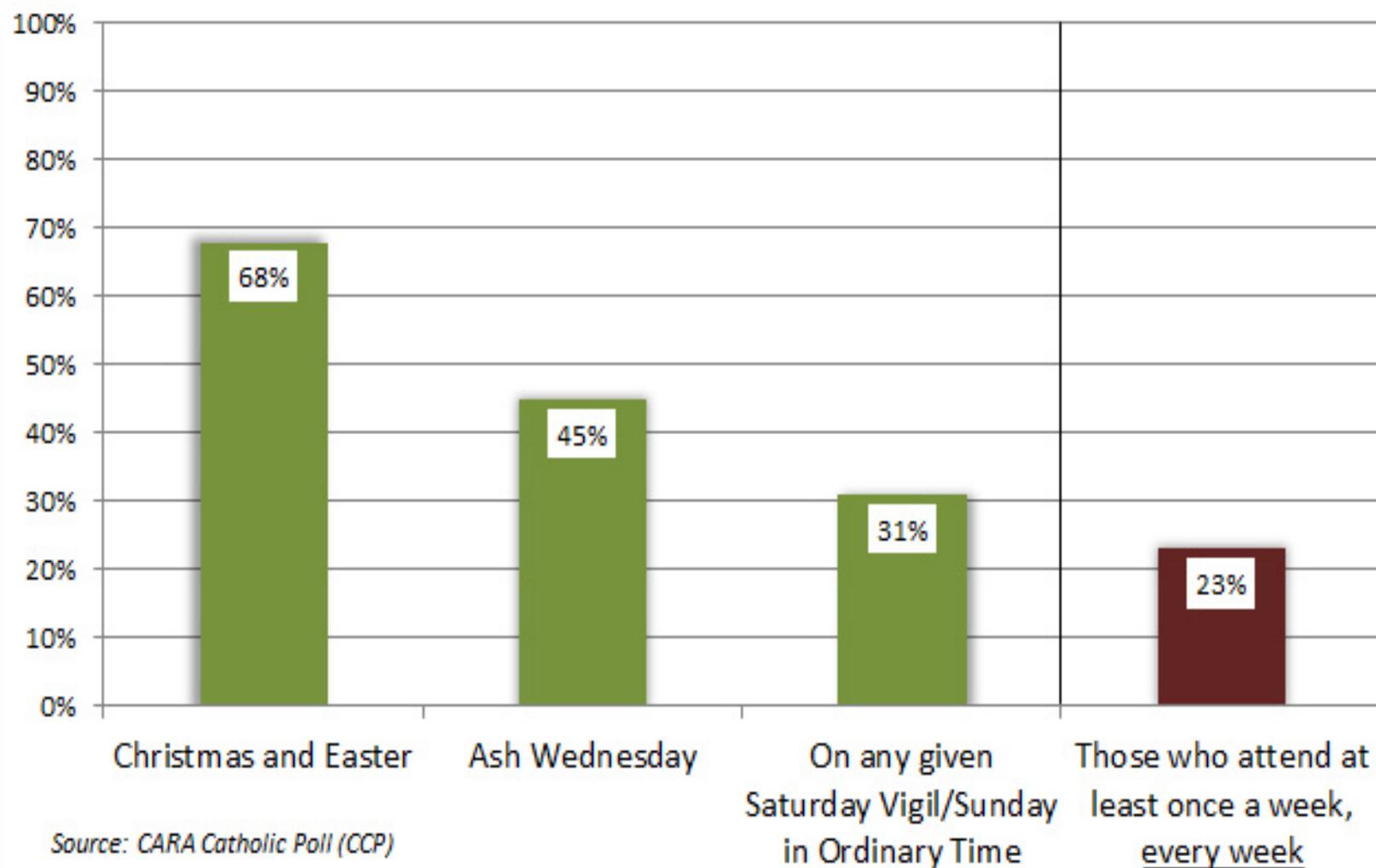


English only,
72%

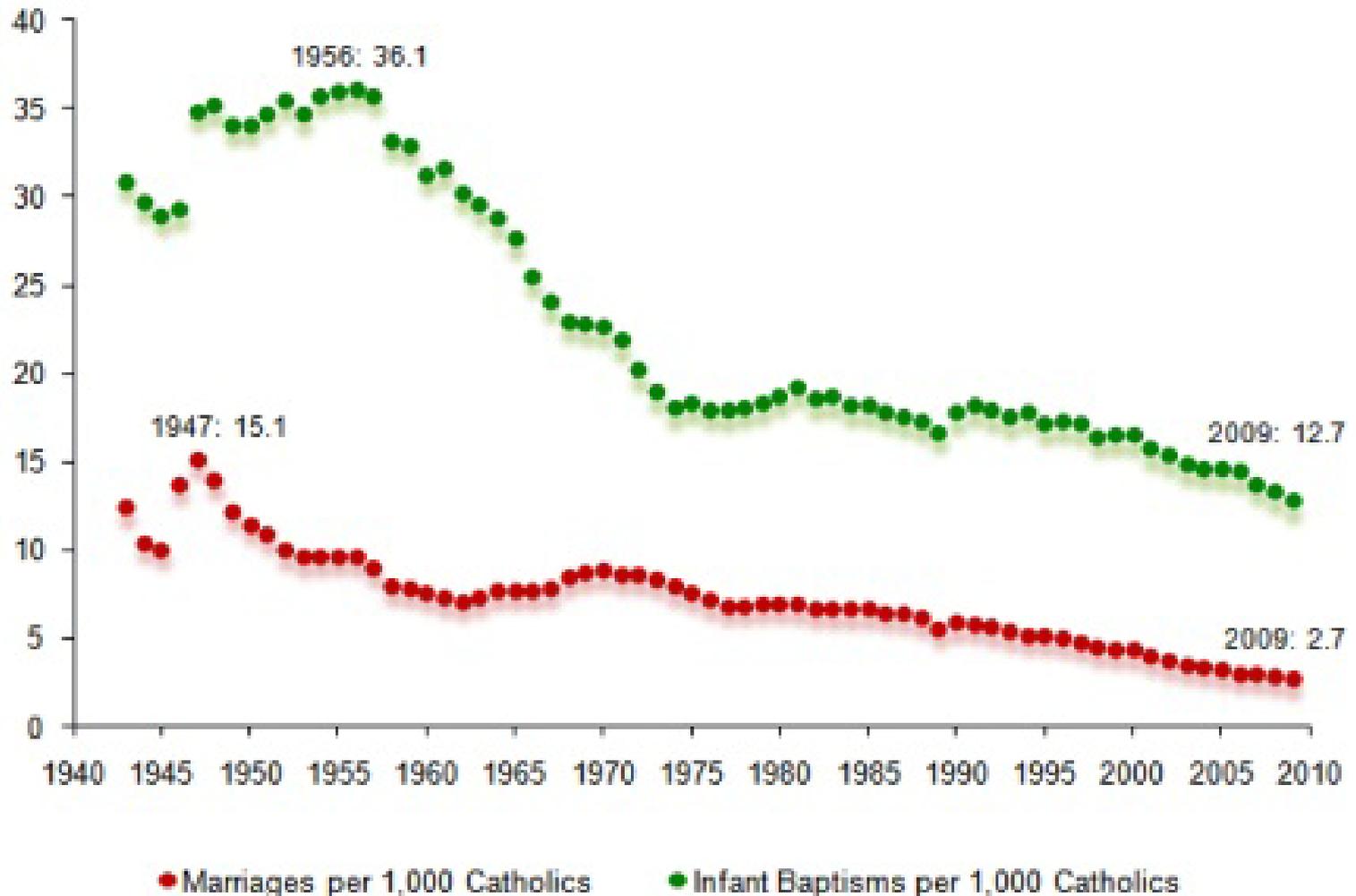
Percentage of non-spoken English Language Masses in the U.S. using the following:



Percentage of adult self-identified Catholics in the United States reporting Mass attendance on selected days, 2008



Sacramental Trends: Number of Marriages in the Church and Infant Baptisms per 1,000 Catholics in the U.S., 1943-2009



Catholics who "come home"

No estimates ?%

No Affiliation

46%

- gradually drifted away (54%)
- stopped believing in teachings (65%)
- Unhappy with teachings on abortion and homosexuality (56%)

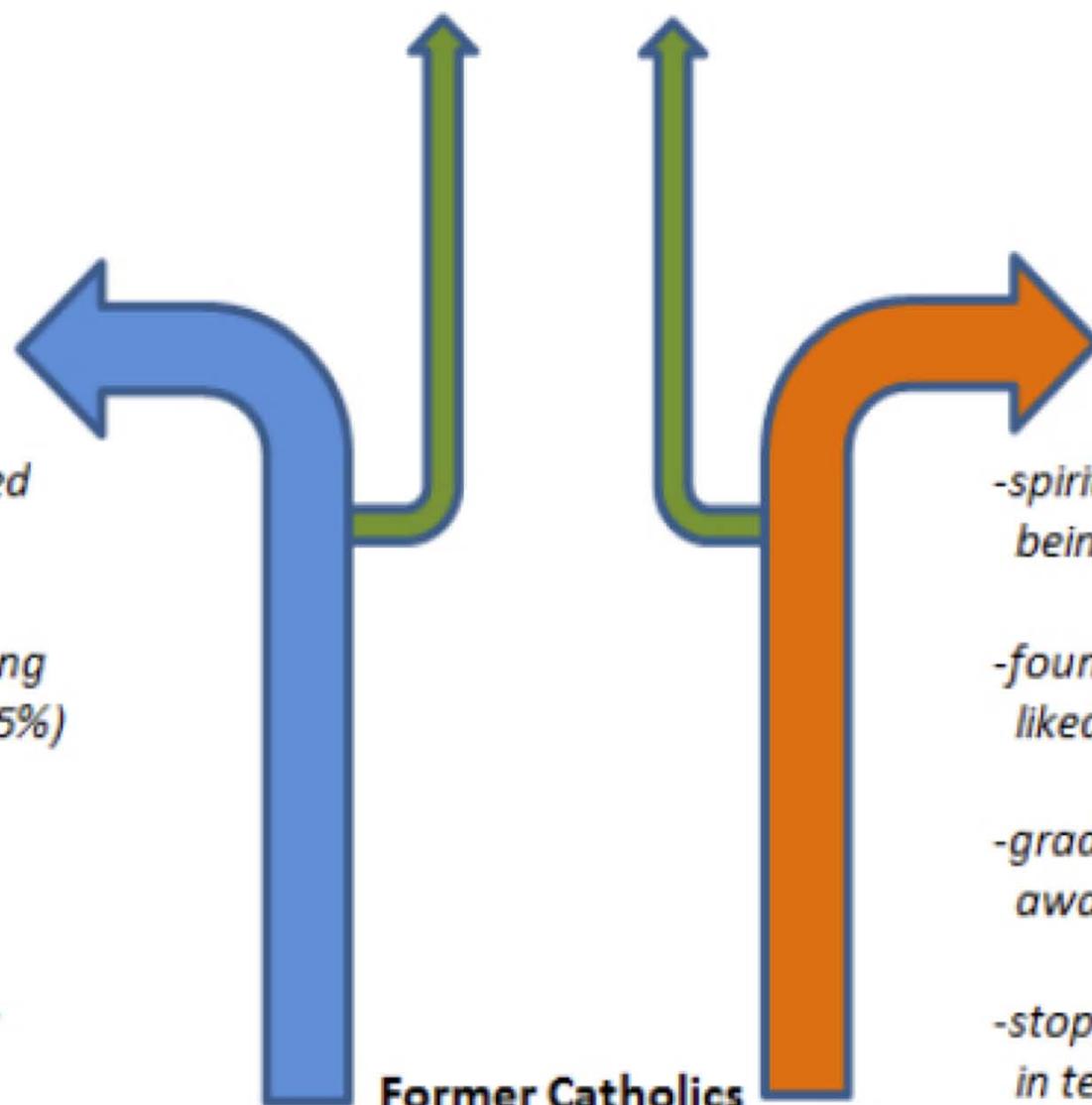
Protestant

54%

- spiritual needs not being met (71%)
- found religion they liked more (70%)
- gradually drifted away (54%)
- stopped believing in teachings (50%)

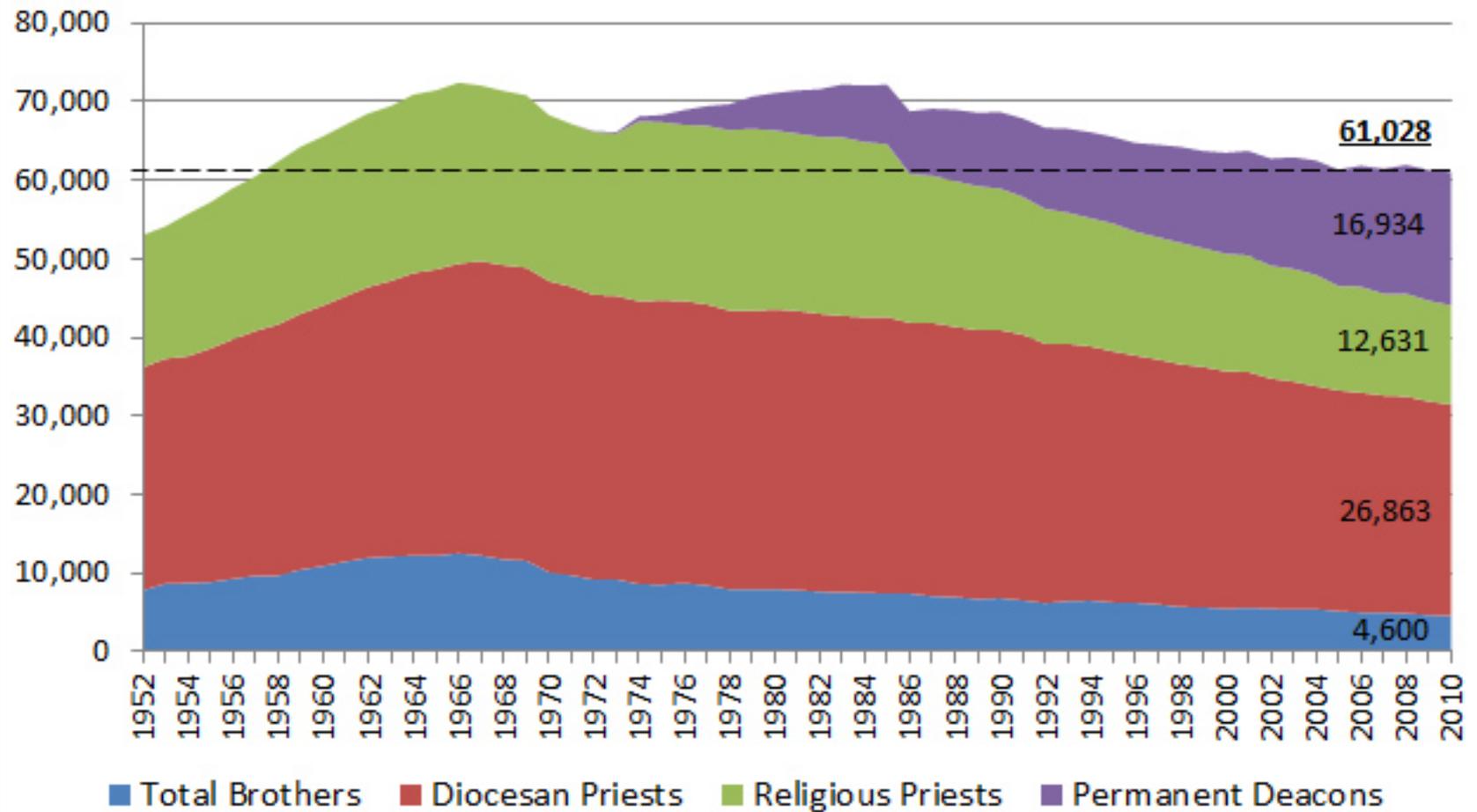
Former Catholics

(The 32% raised in the faith who leave)



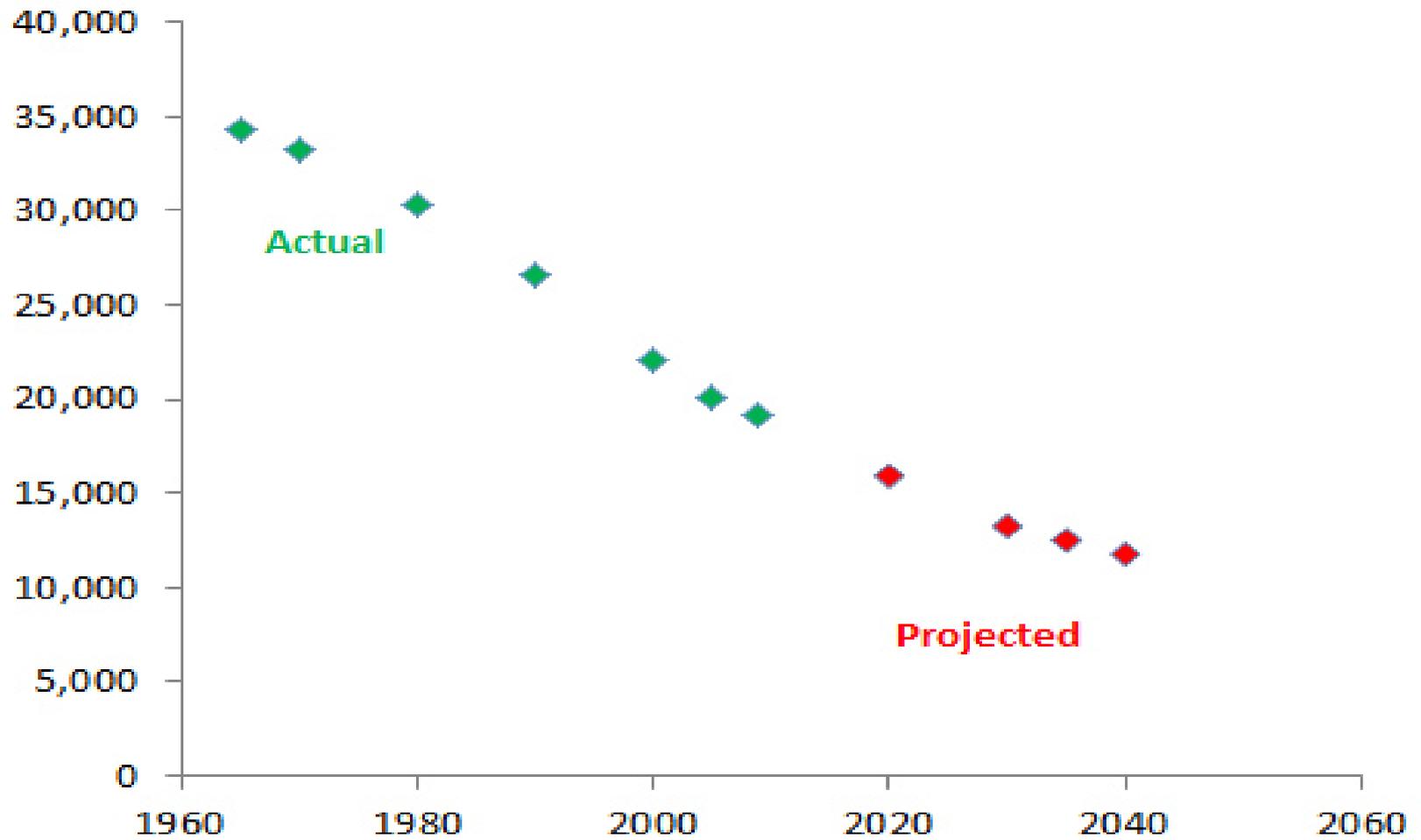
Leadership

Ordained and Religiously Professed Catholic Men in the United States 1952-2010

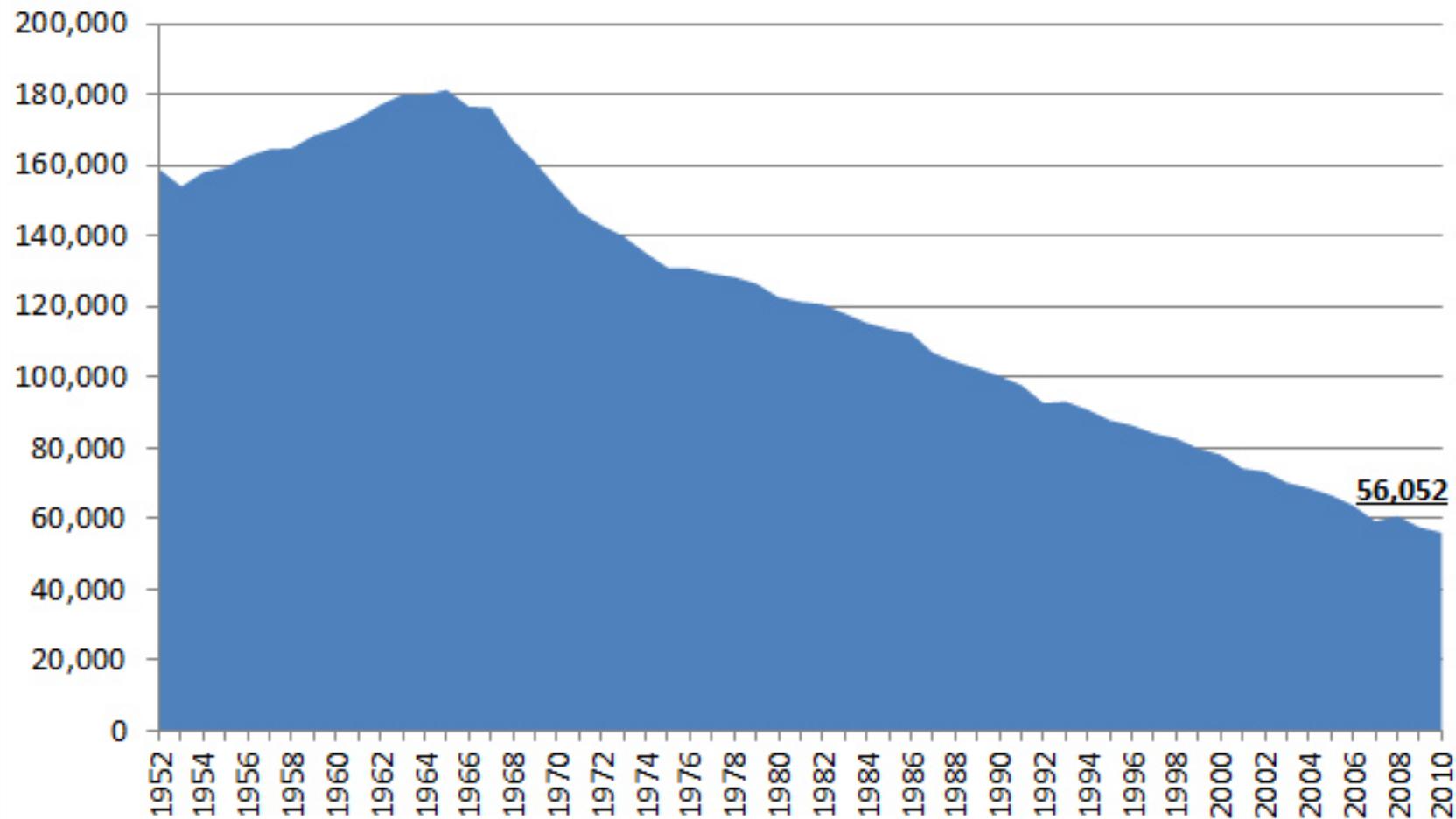




Past and Projection: The Number of Active Diocesan Priests in the United States

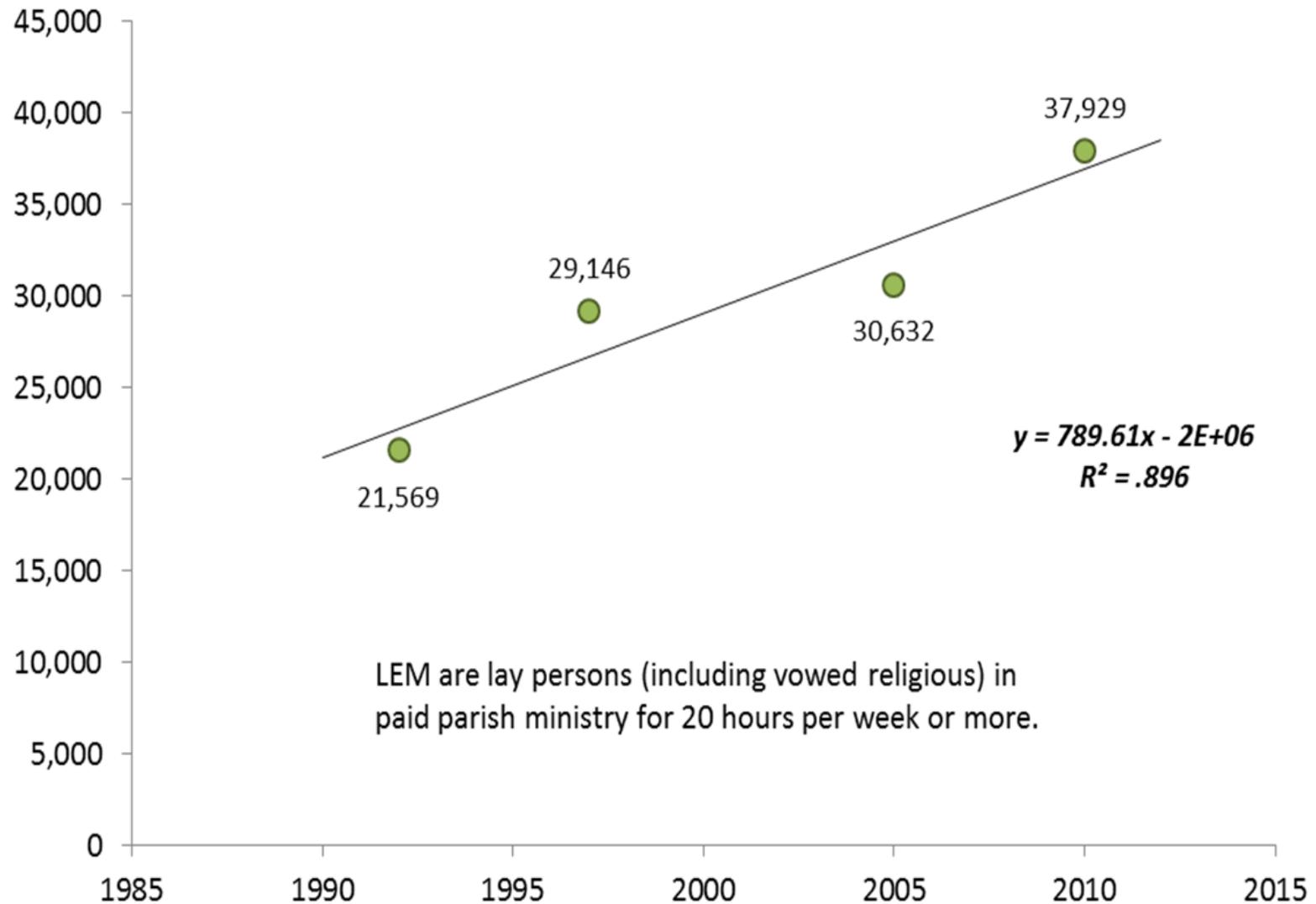


Religiously Professed Catholic Women in the United States 1952-2010

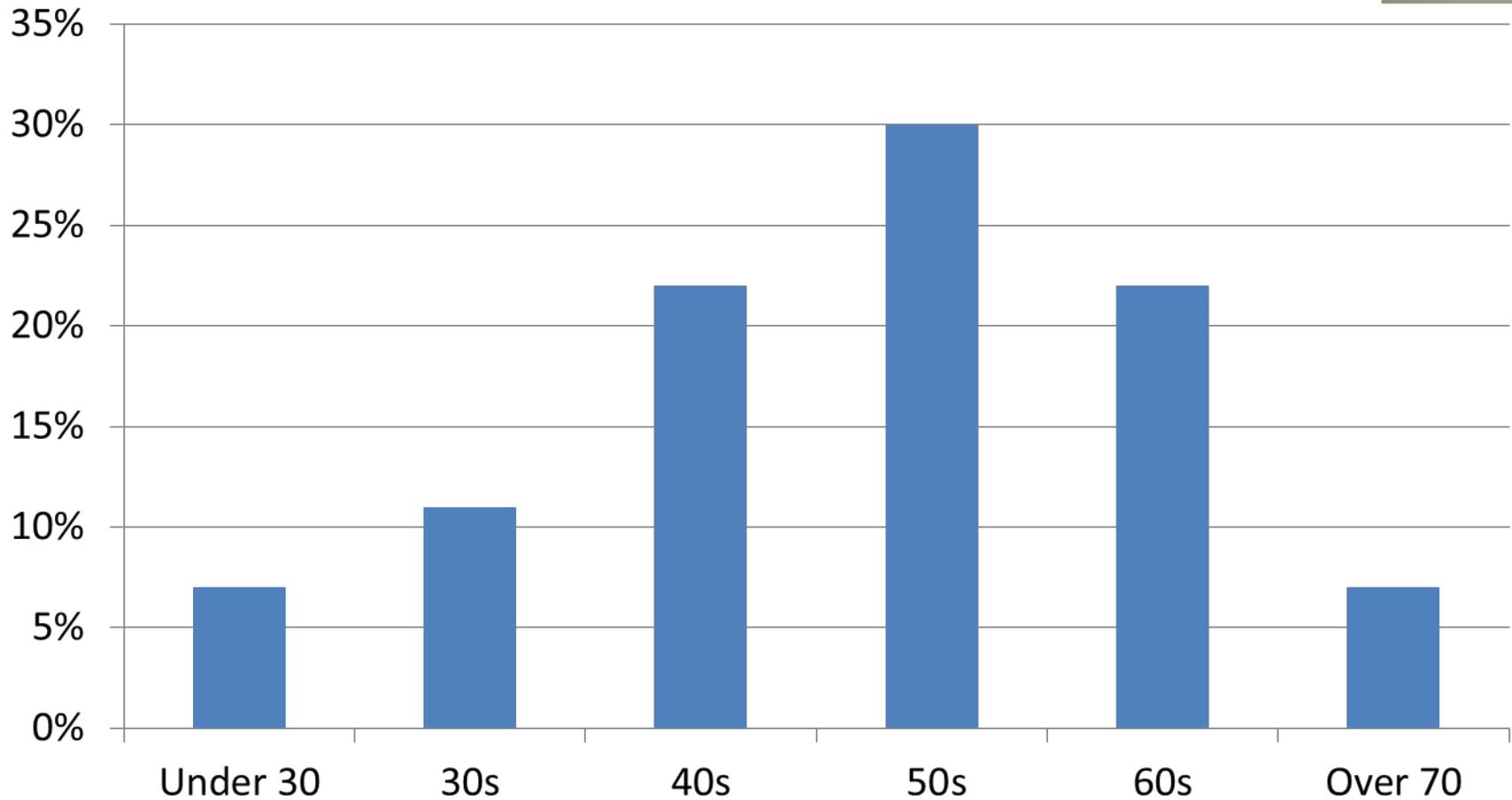




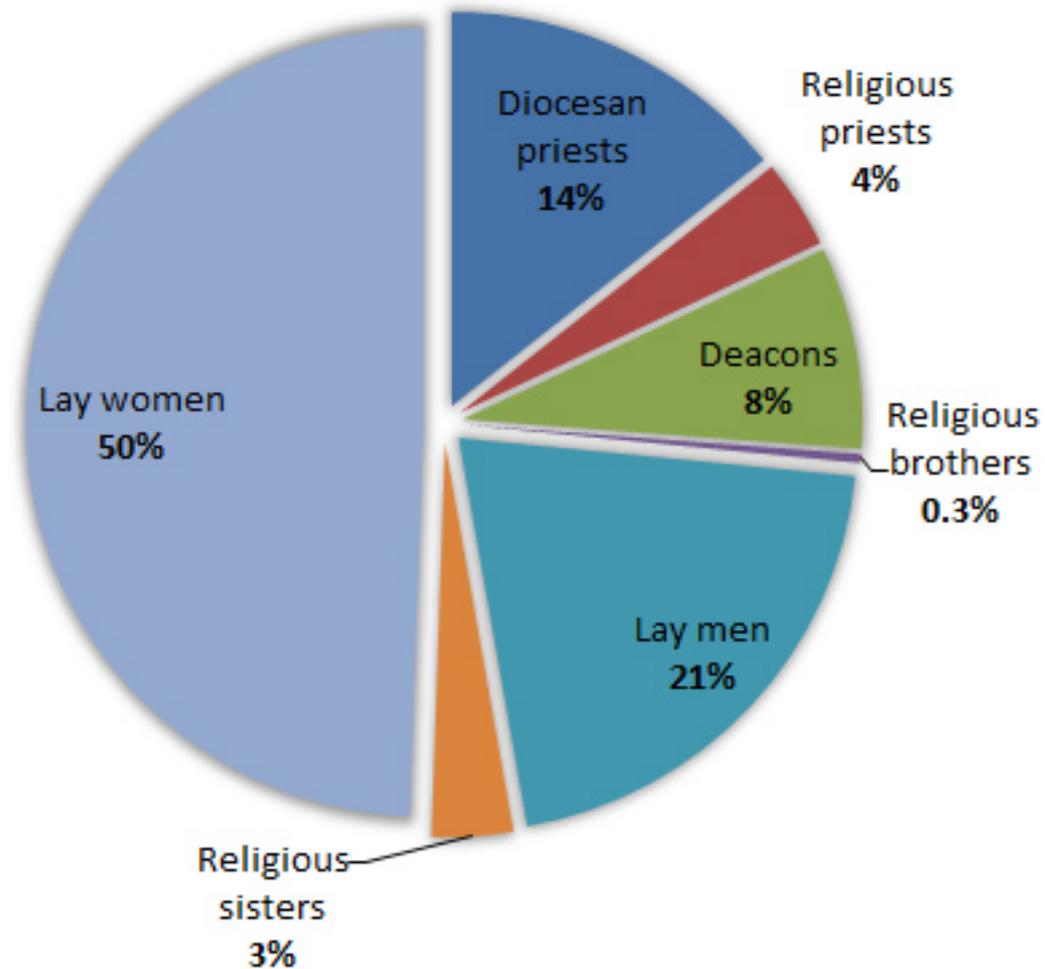
Estimated Number of Lay Ecclesial Ministers (LEM) in the United States



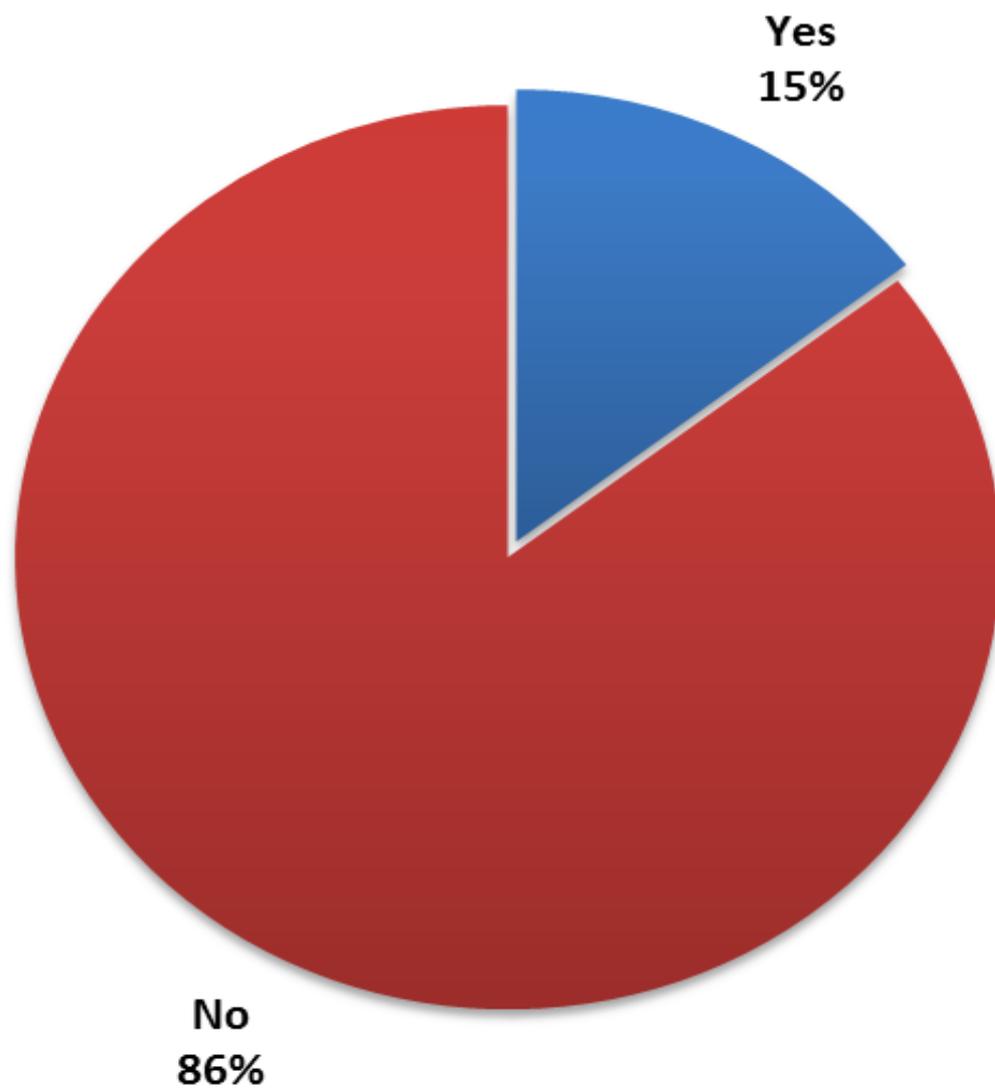
Ages of Lay Ministers



Ecclesial Status and Gender Composition of Parish Staff Members



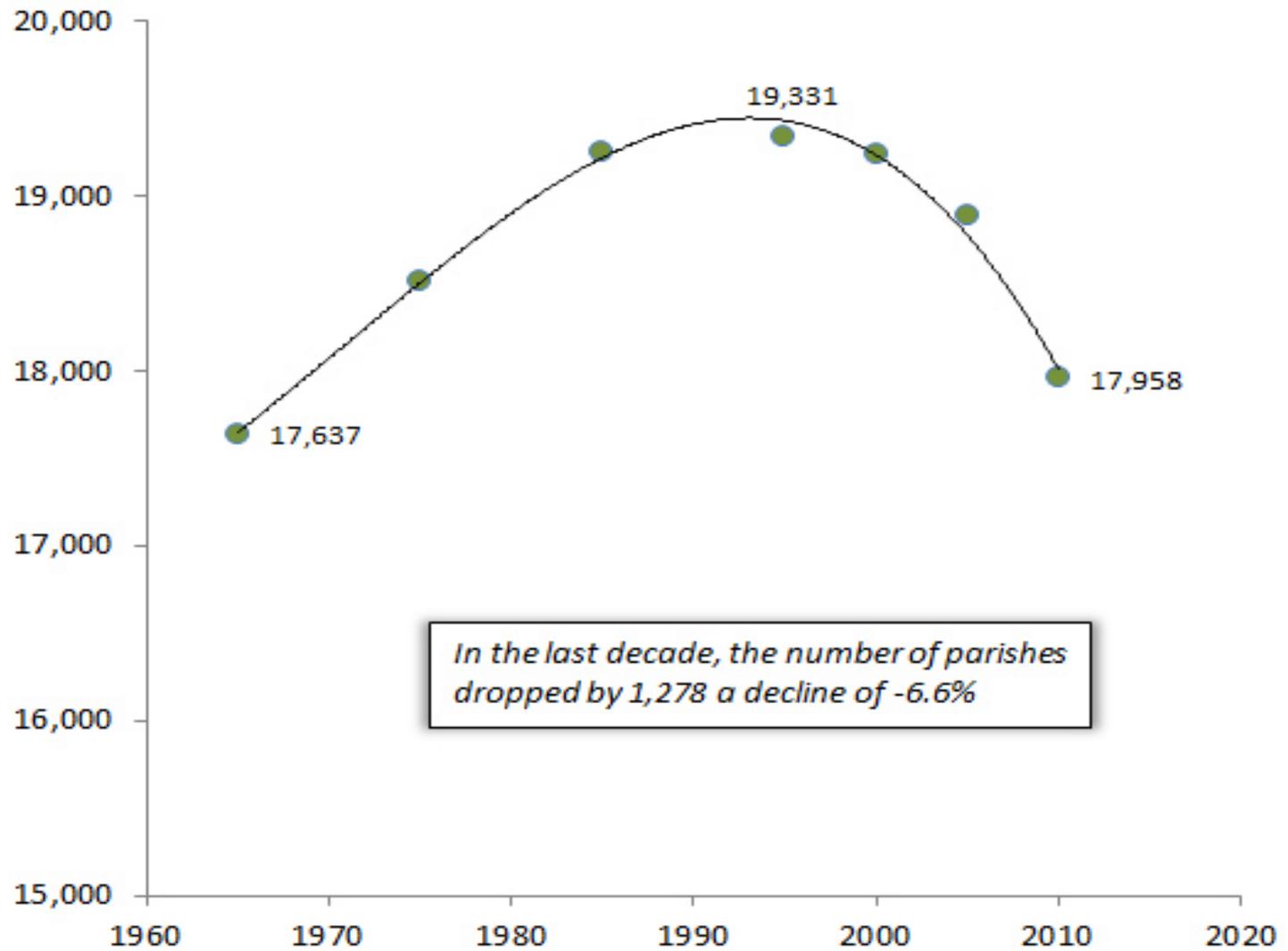
U.S. Parishes with a LEM under age 40



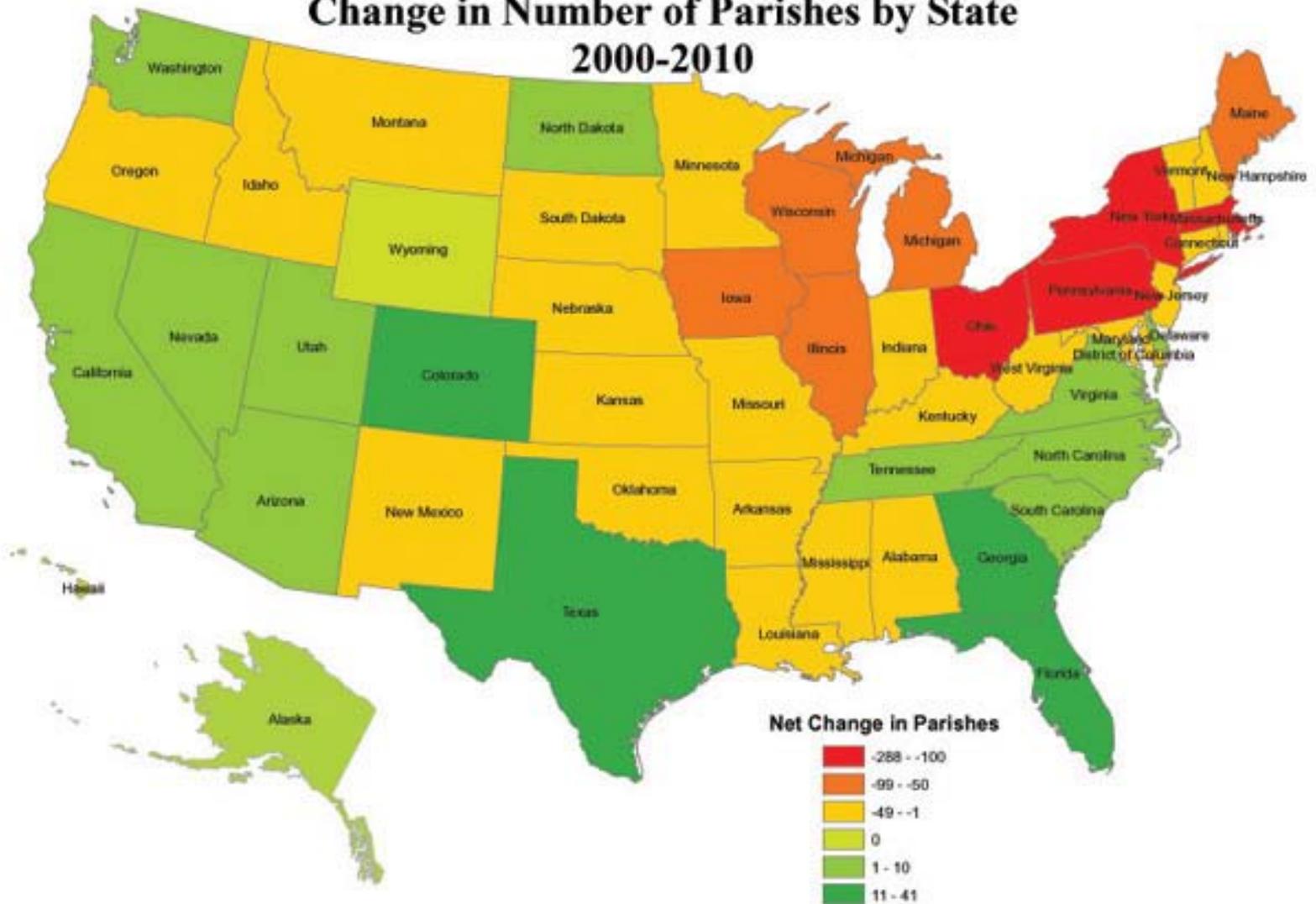
Parishes



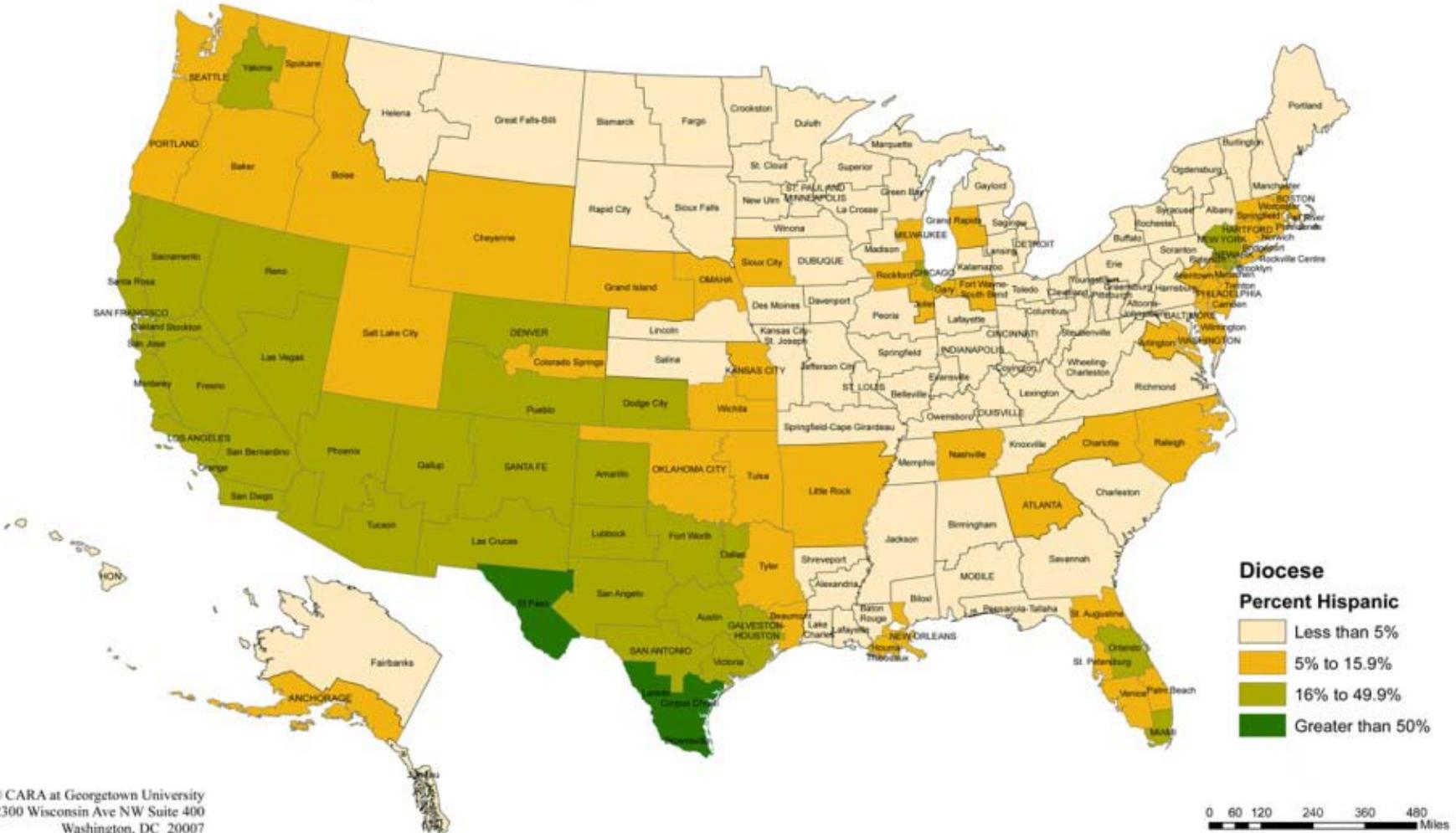
Number of U.S. Parishes, 1965 to 2010



Change in Number of Parishes by State 2000-2010



2010 Hispanic Population in Catholic Dioceses

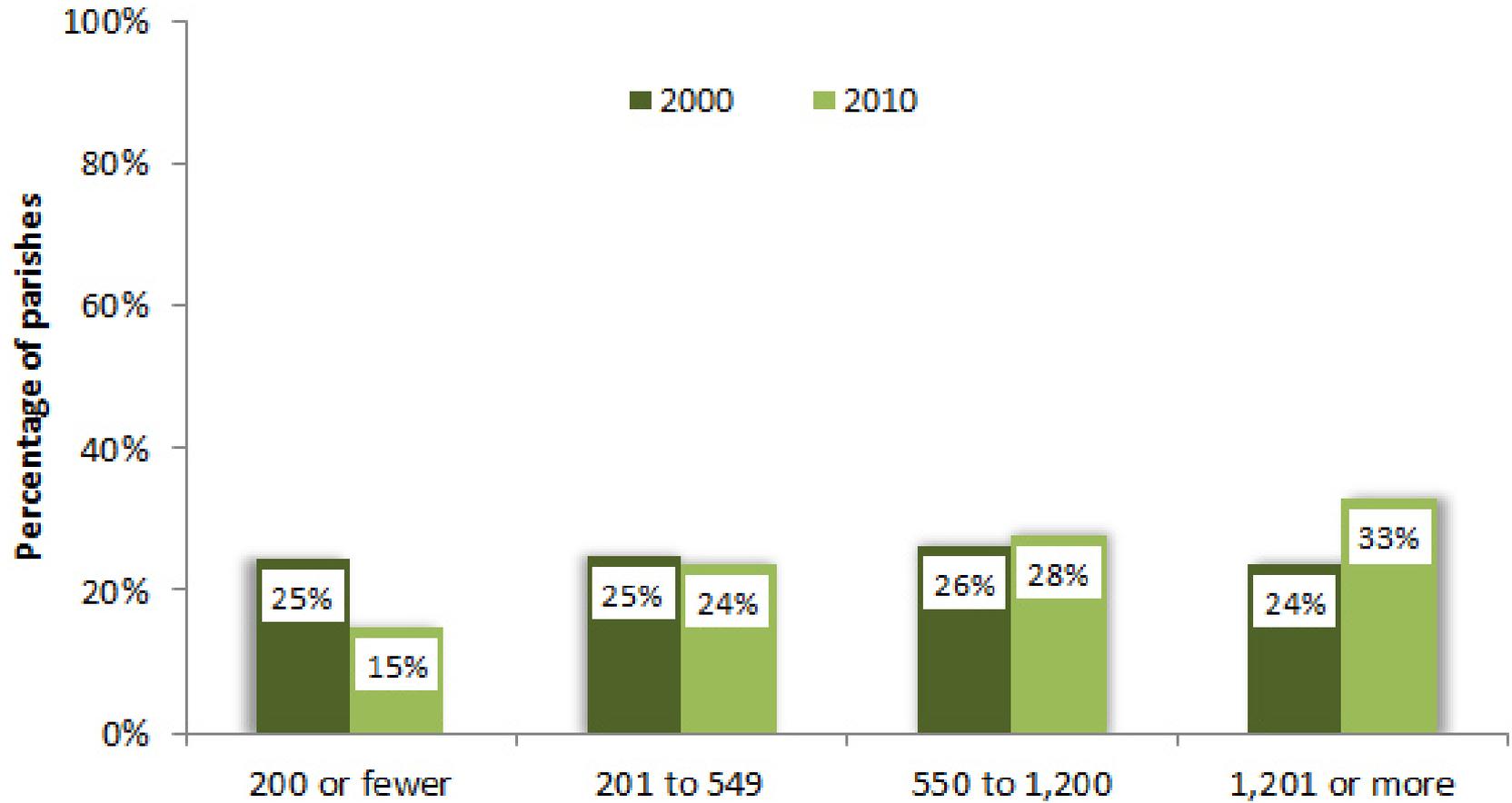


Archdiocese of Atlanta

- 1991 – 176,000 Catholics and 65 parishes
- 2001 – 320,000 Catholics, 77 parishes and 131 active diocesan priests
- 2011 – 900,000 Catholics, 87 parishes and 141 active diocesan priests
- Number of Catholics in last decade increased by 181%, parishes increased by 13% and diocesan priests increased by 8%.
- Number of Catholics per parish grew from 4,146 in 2001 to 10,345 in 2011.
- Ten parishes added to accommodate 580,000 new Catholics

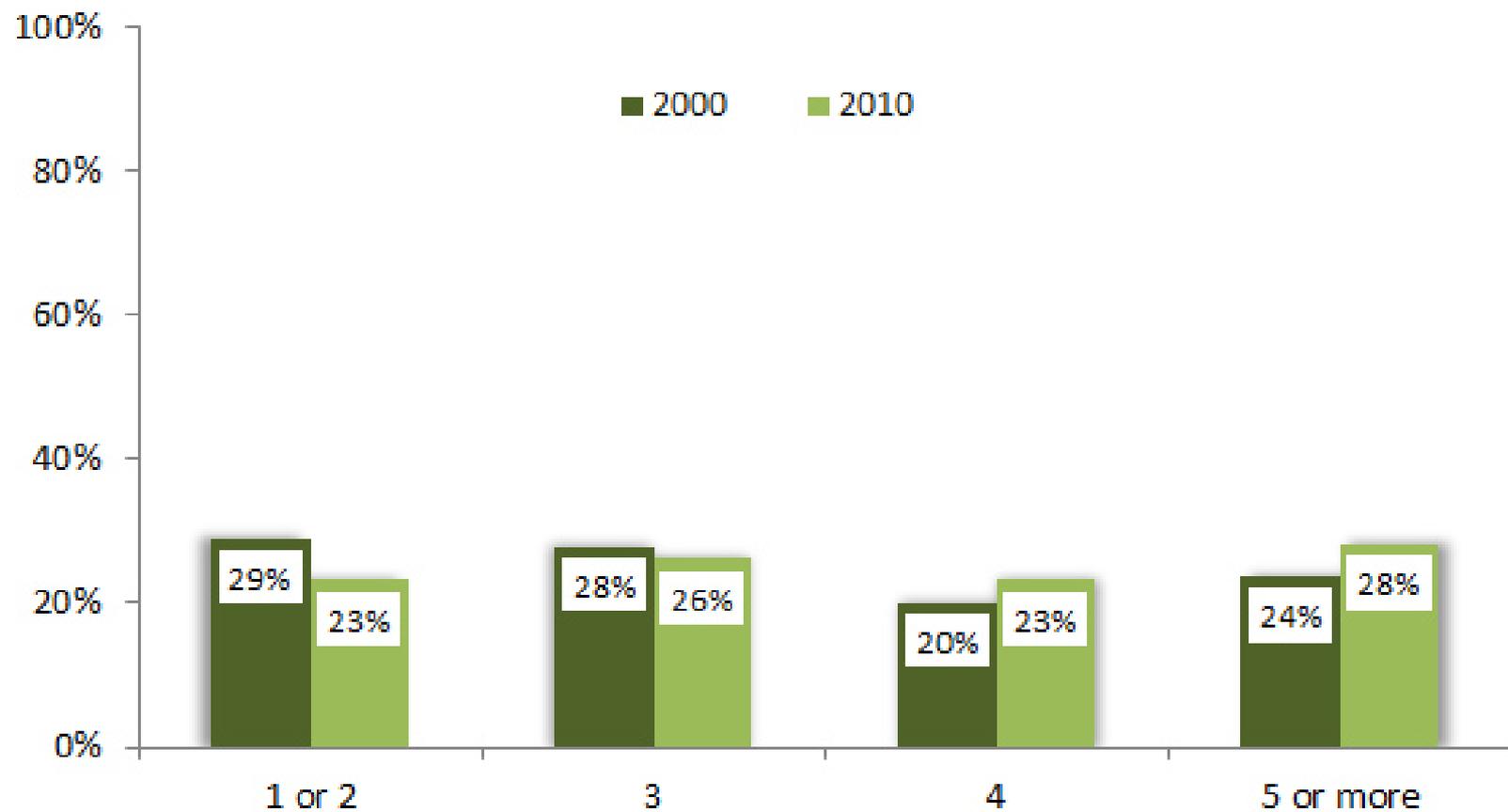


Trends: Registered Households, 2000 and 2010

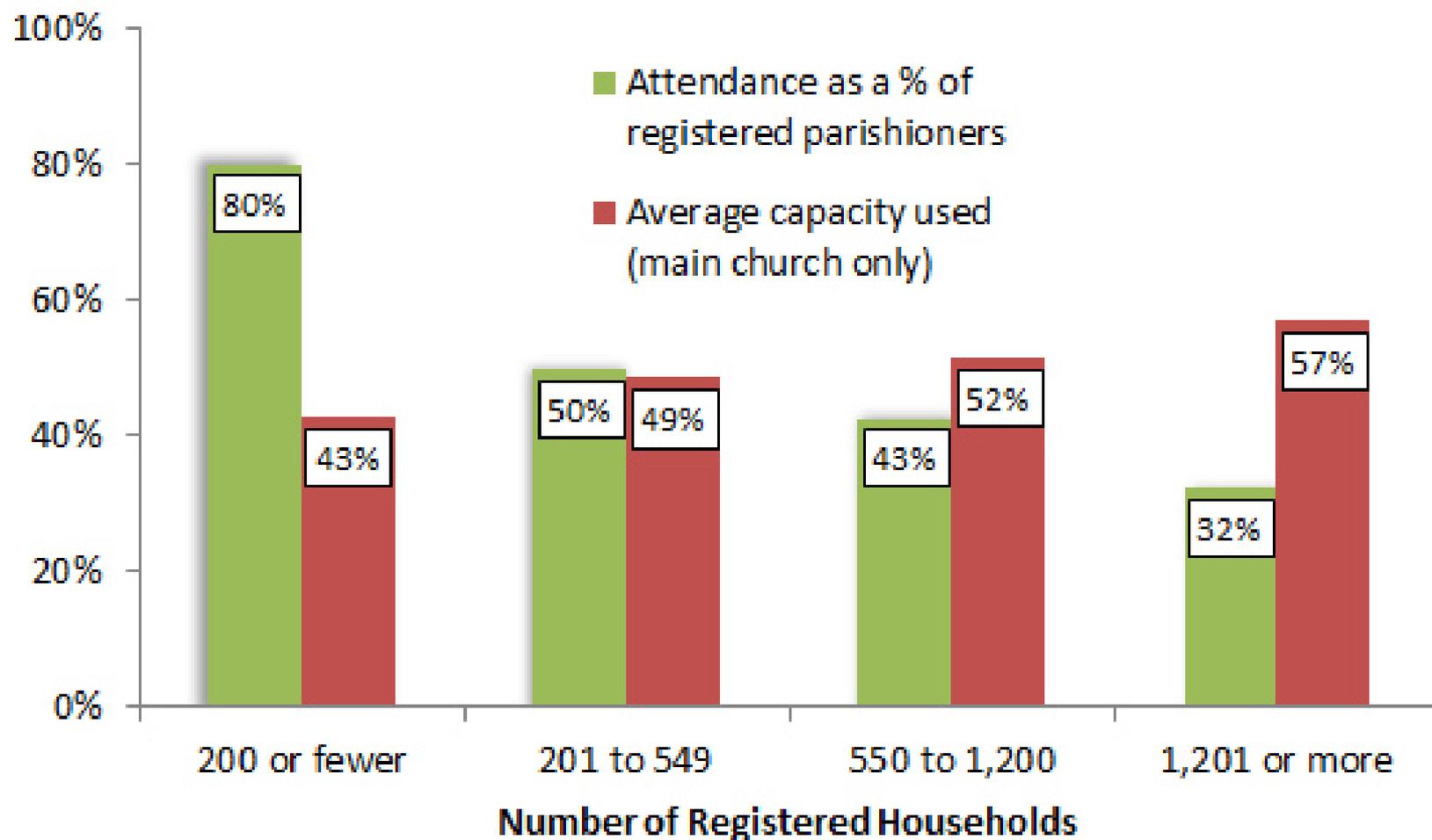




Trends: Number of Sunday/Saturday Vigil Masses, 2000 and 2010

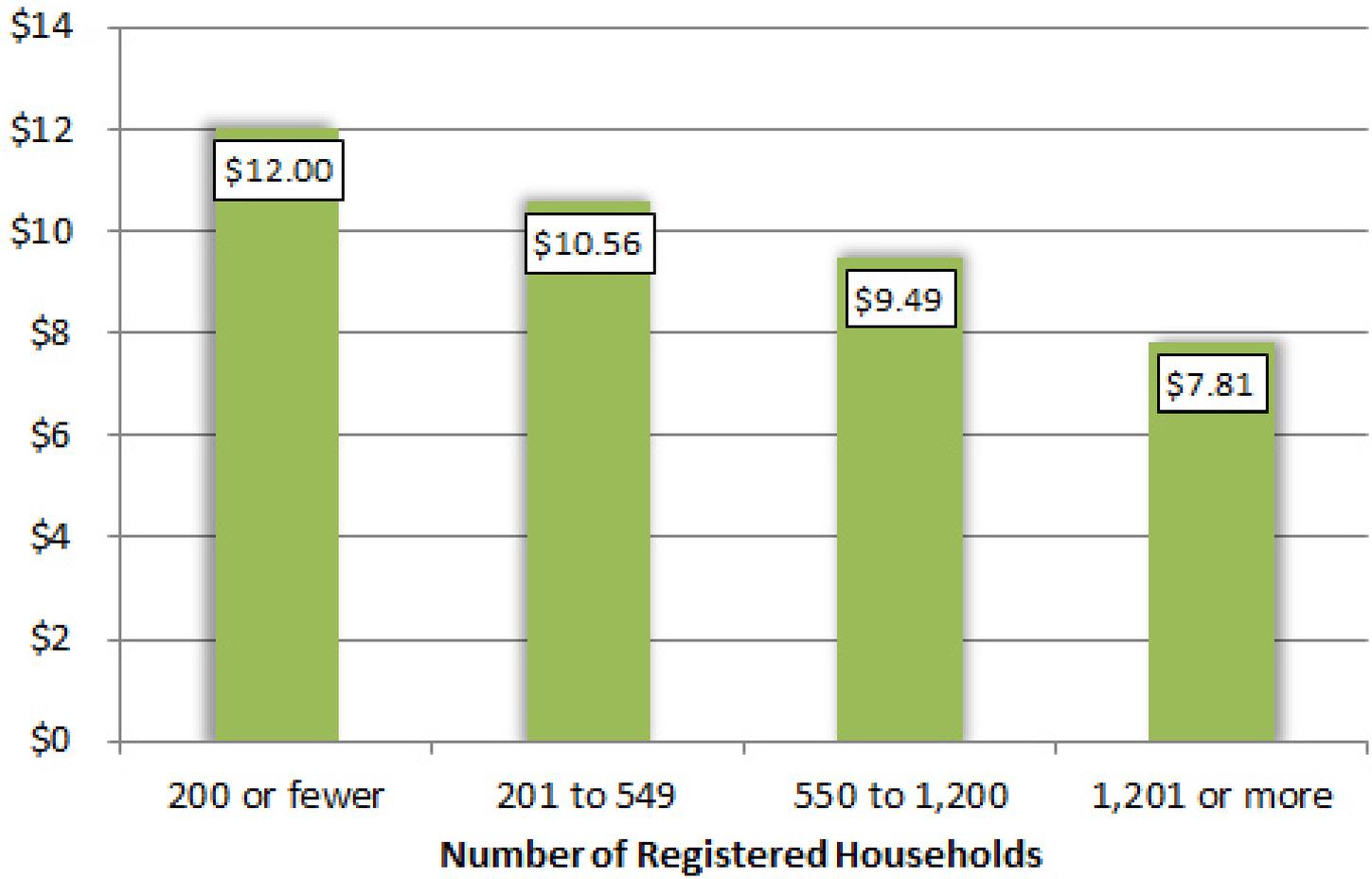


Average Attendance and Capacity Used, by Number of Registered Households



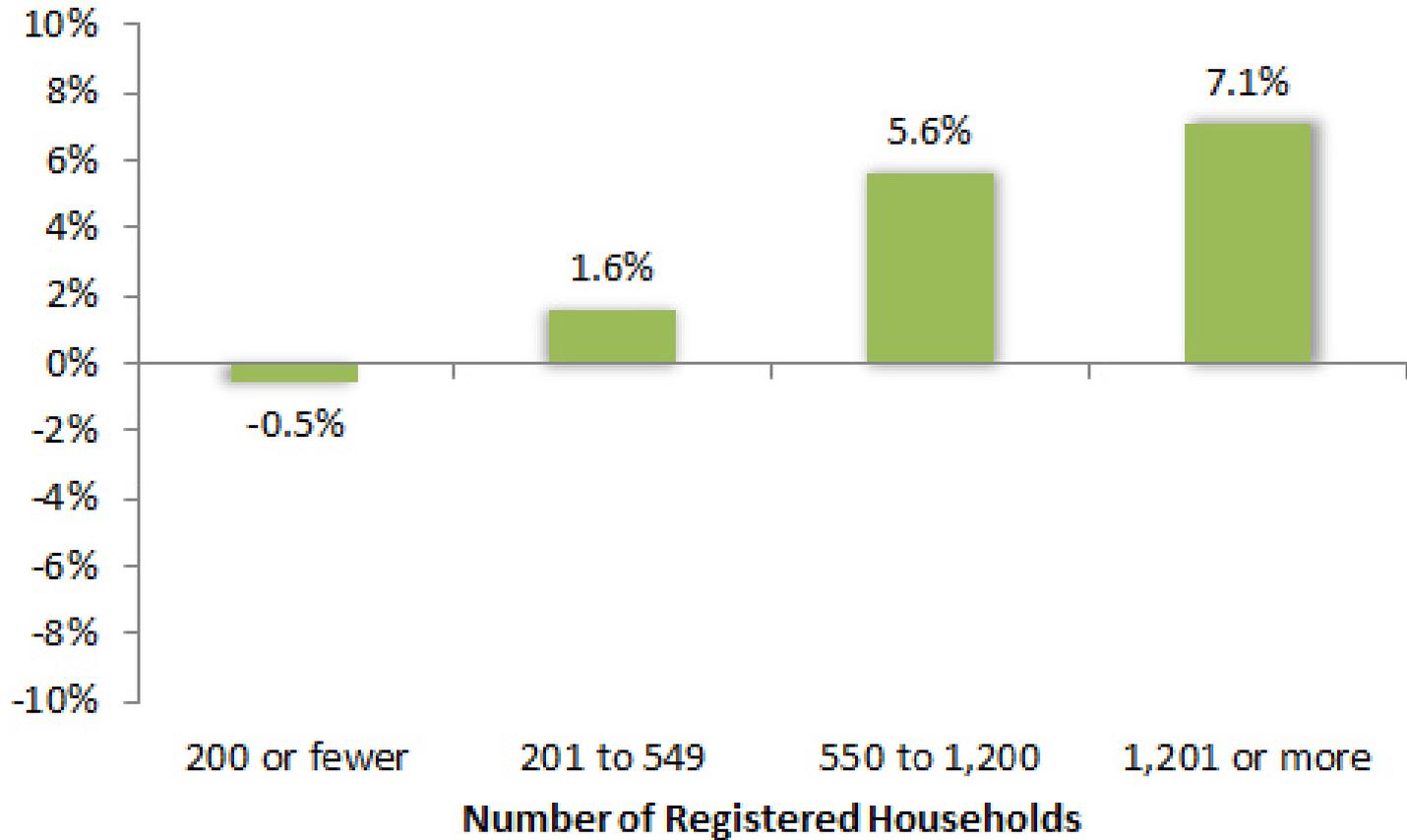


Average Weekly Offertory per Registered Household





Average Budget Deficit/Surplus as a Percentage of Revenue



EMERGING MODELS
OF PASTORAL LEADERSHIP

*A joint project of five Catholic national
ministry organizations funded by Lilly
Endowment Inc. Research conducted by
the Center for Applied Research in the
Apostolate*

The Changing Face of U.S. Catholic Parishes

Mark M. Gray, Mary L. Gautier, and
Melissa A. Cidade

Multiple Parish Ministry Project

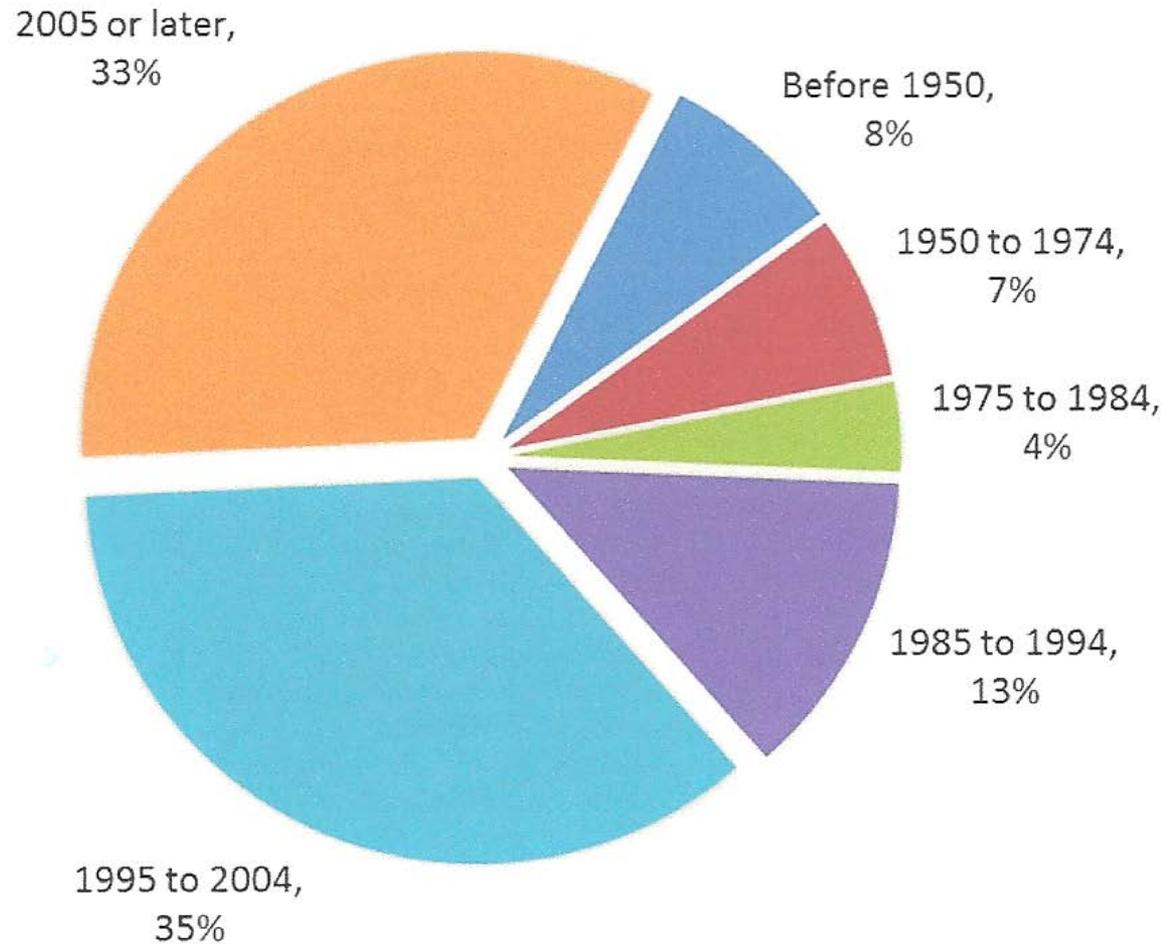
MPM Project Overview

- Phase I – 2003-2009
 - Multiple Parish Pastoring
 - Research
 - MPP Symposium
 - MPP Training
- Phase II - 2010- 2012
 - Multiple Parish Ministry
 - Engage CARA
 - Overall US Sampling of Parishes
 - Parish Leadership
 - In Pew – Parishioner Surveys
 - Symposium – February 7-9, 2012
 - Pilot Updated Leadership Training

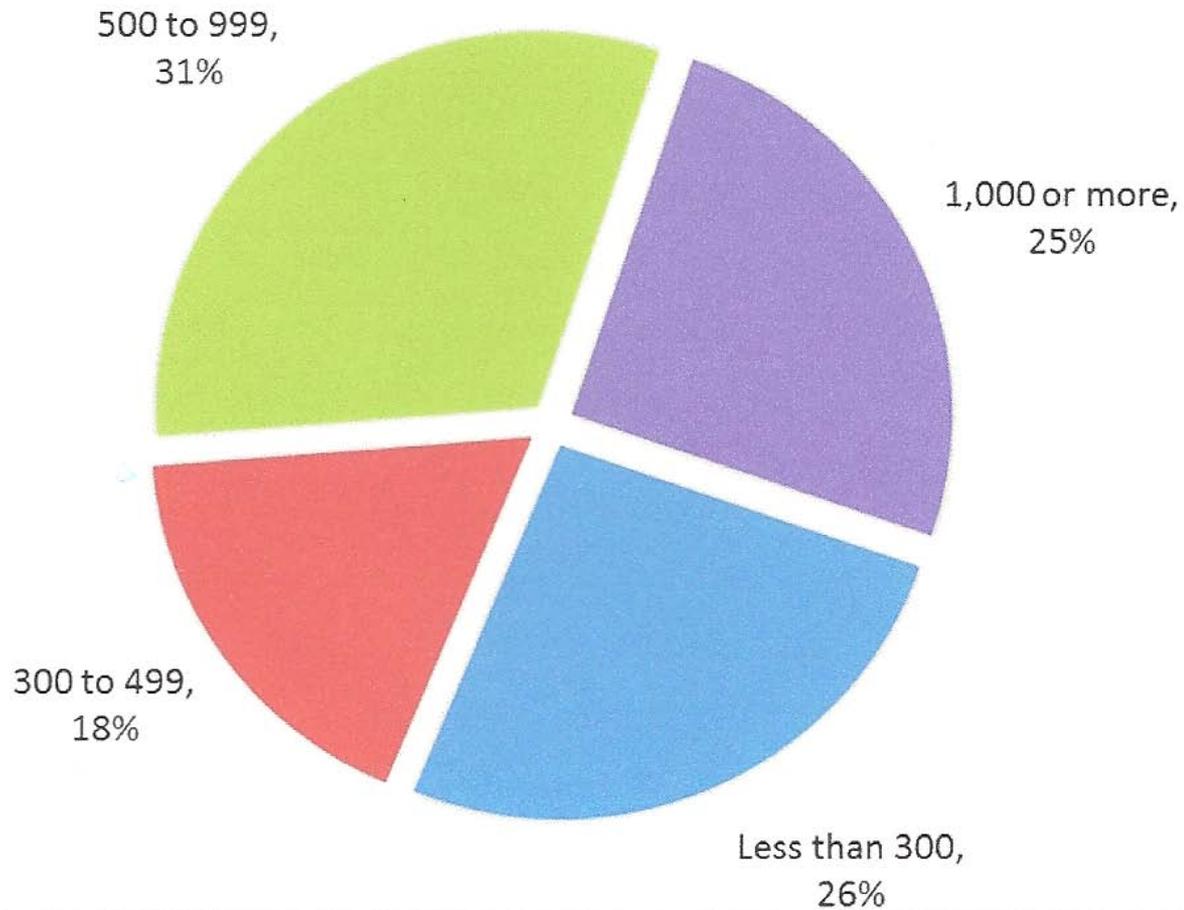
Incidence of MPM

- Sr. Katarina Schuth – Priestly Ministry In Multiple Parishes – 2006
 - 44% (included missions)
- Changing Face of US Parishes – 2011
 - 26% (did not include missions)
 - 56% in Midwest
 - Consolidated parishes – 7%
 - 30% have 2 or more worship sites

Year the parish began sharing a pastor, PLC, or pastoral team with at least one other parish?

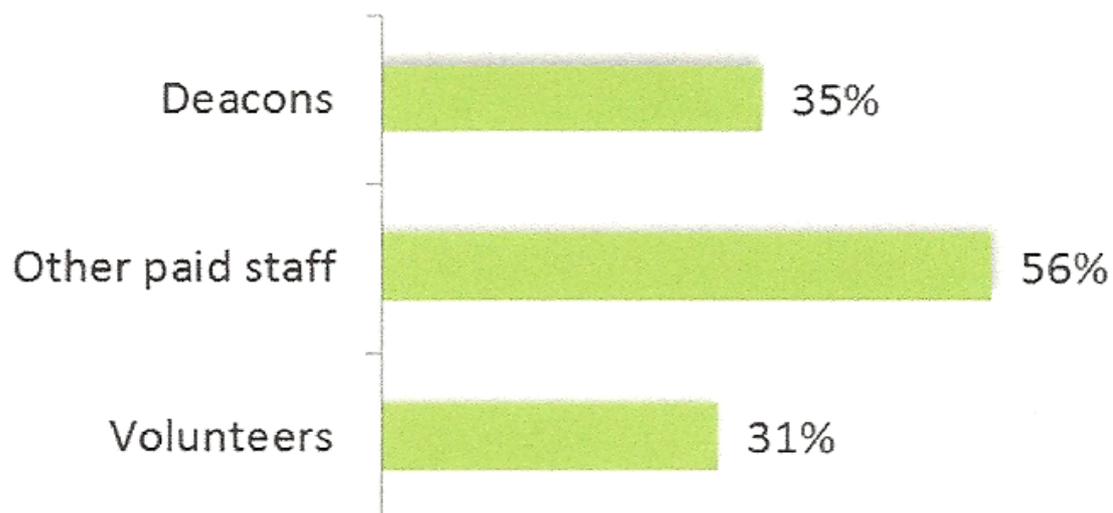


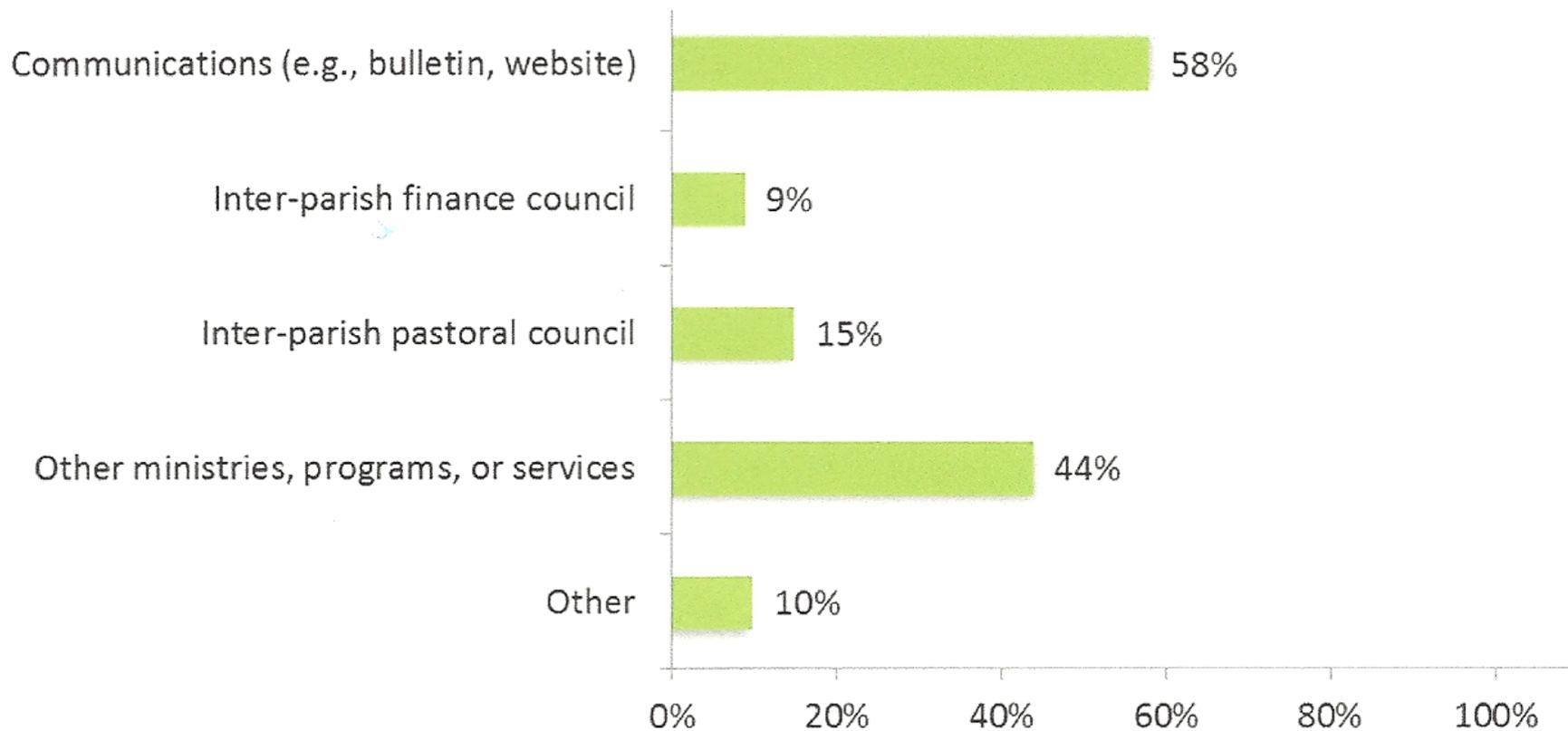
Total number of registered households in all parishes the pastor, PLC, or team is responsible for:



In addition to the pastor, PLC, or pastoral team, does the parish share any of the following with any of the other parishes?

Percentage responding "yes"





EM – CARA – Changing Face of US Parishes - 2011

If the parish shares ministries, program, or services, please indicate which programs the parishes share. Check all that apply.

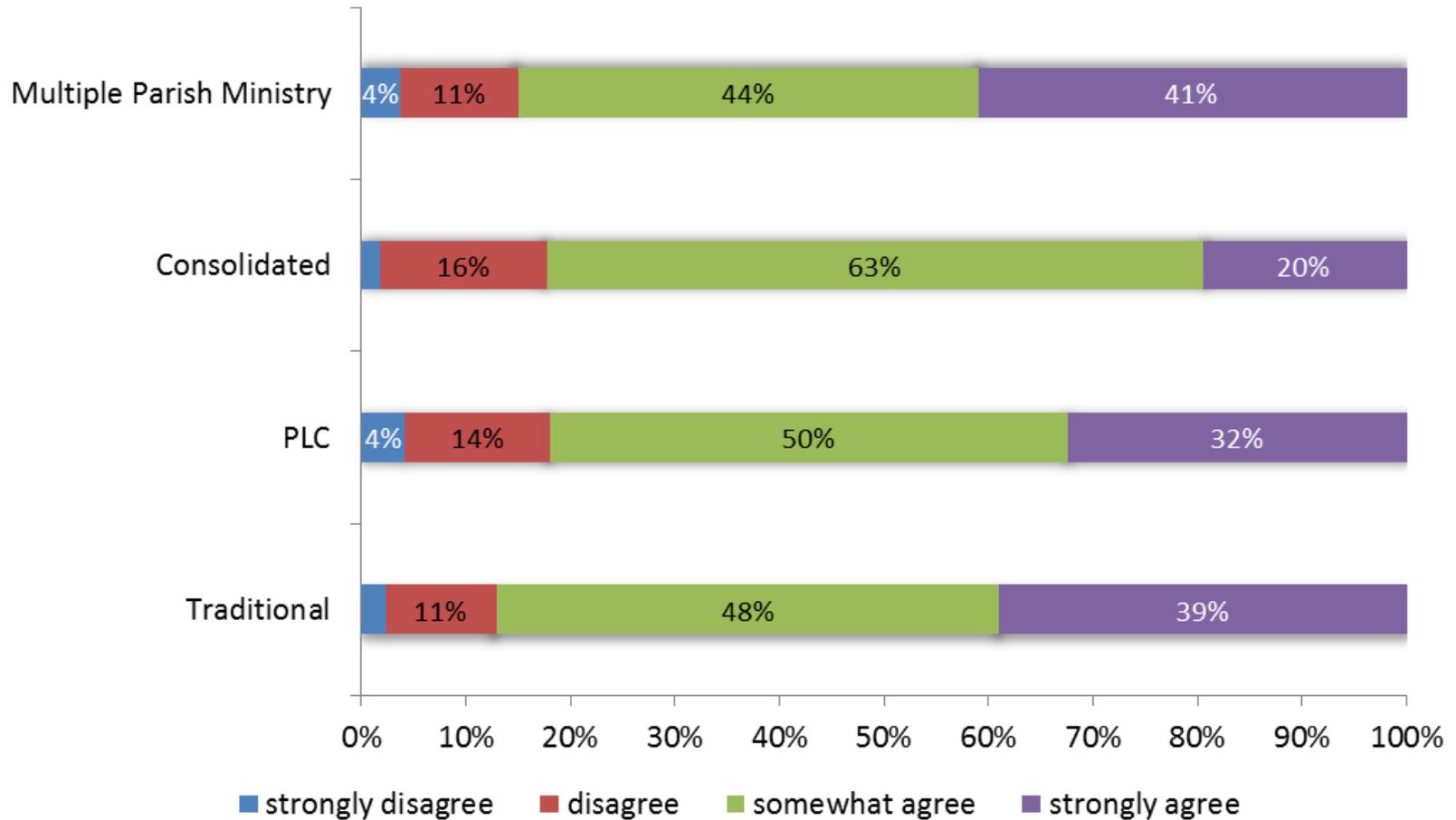
Percentage of multi-parish ministry parishes
sharing ministries responding as such:

Sacramental preparation	54%
RCIA	53
Religious ed./faith formation for children	51
Marriage preparation	46
Religious ed./faith formation for adolescents	45
Youth ministry	45
Adult faith formation	44
Ministry to infirm or homebound	31
Social services to meet individual needs	29
Ministry to elderly/senior citizens	26
Ministry to bereaved	24
Evangelization	23
Young adult ministry	19
Social action to educate or effect change	18
Whole family catechesis	18
Ministry to persons with disabilities	16
Ministry to divorced/separated	16
Other	5

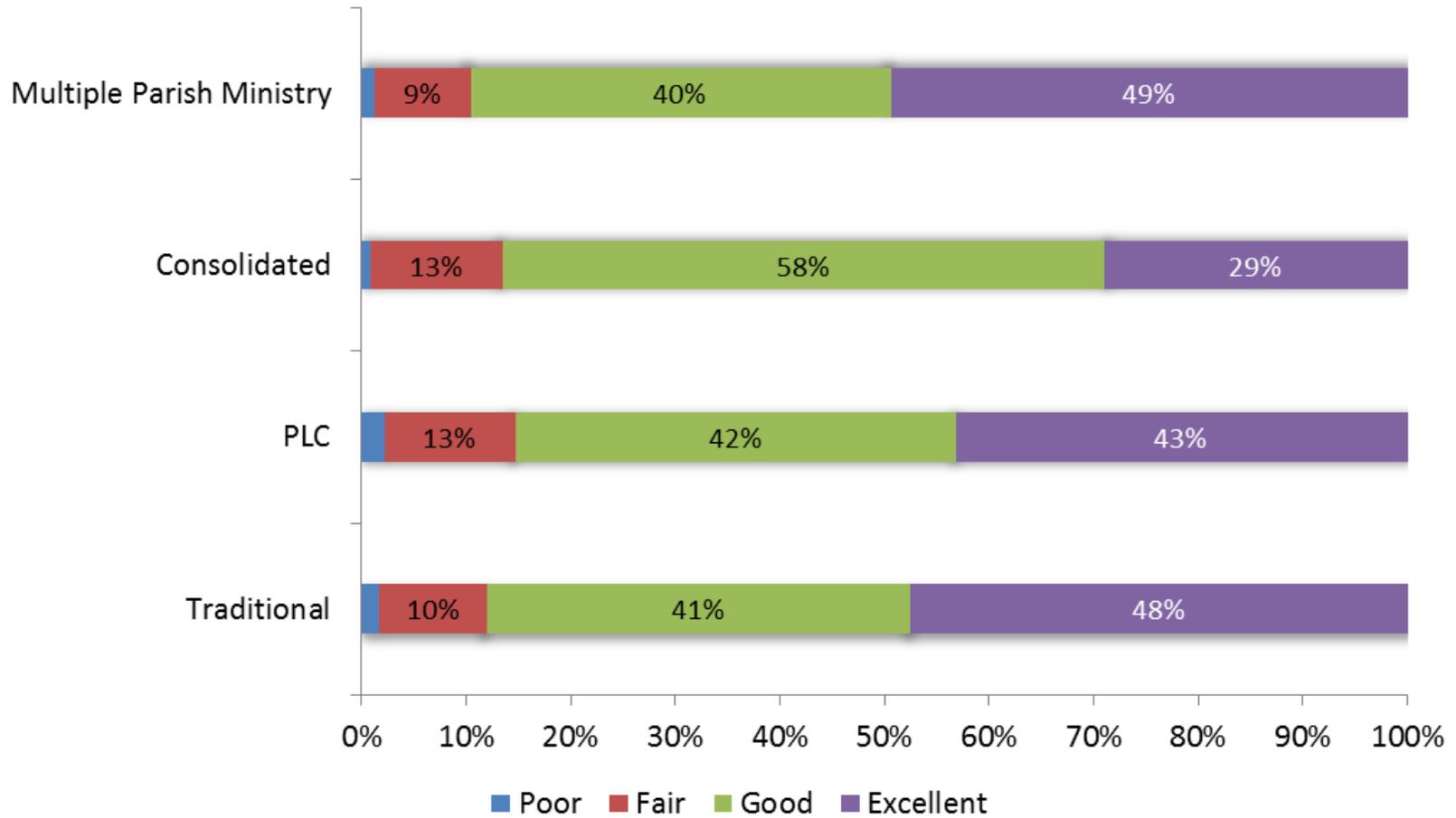
Evaluate the following ministries... Percentage responding "Excellent"

	Traditional	PLC	Consolidated	Multiple Parish Ministry
Preparation for First Communion	65%	53%	42%	59%
RCIA	64%	53%	49%	56%
Children's religious education	61%	49%	44%	52%
Preparation for Baptism	59%	50%	42%	57%
Marriage Preparation	57%	49%	38%	52%
Youth ministry	56%	55%	34%	48%
Faith formation for adults	56%	54%	26%	44%

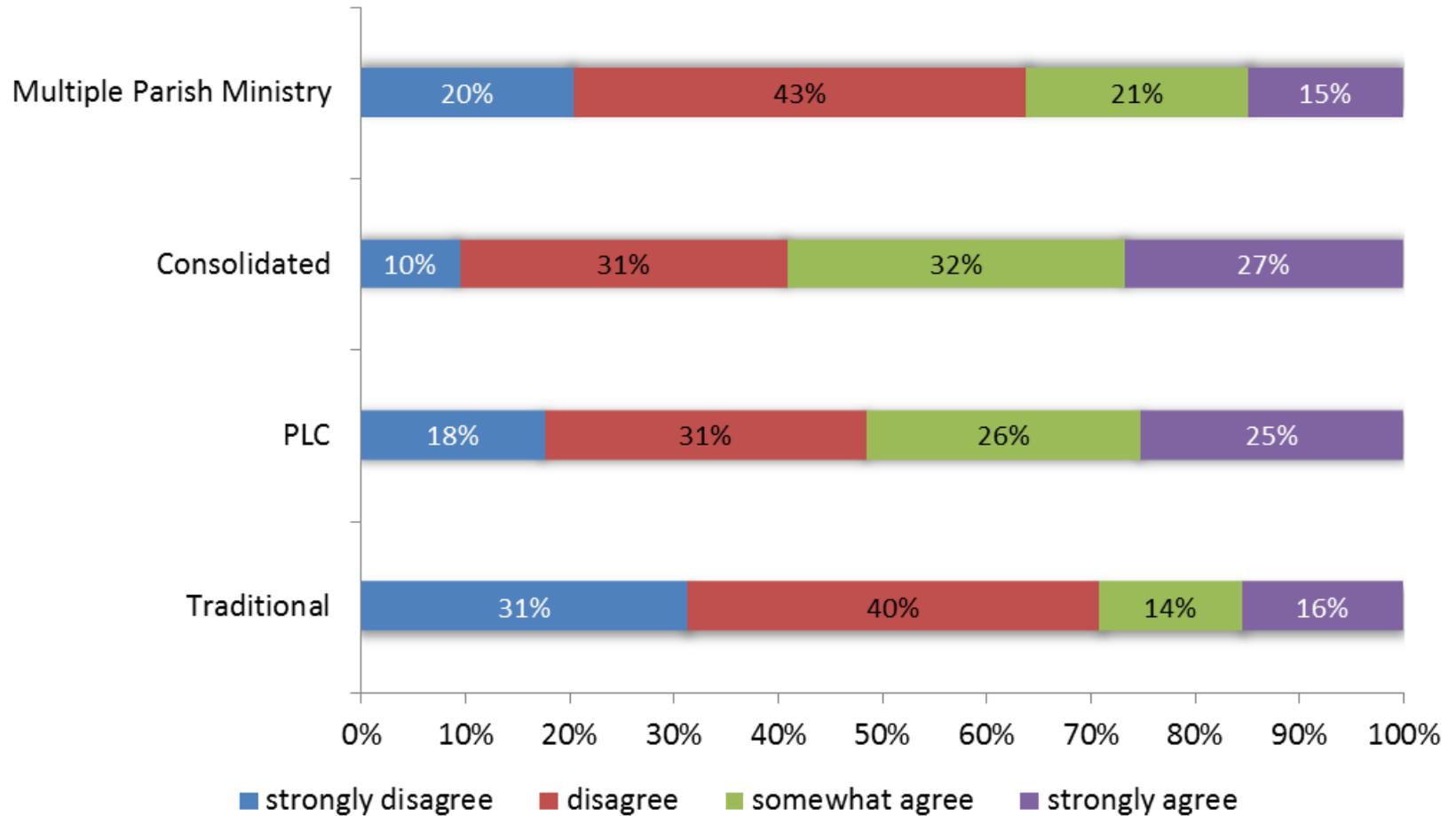
There is sufficient qualified parish staff to meet the parish's needs



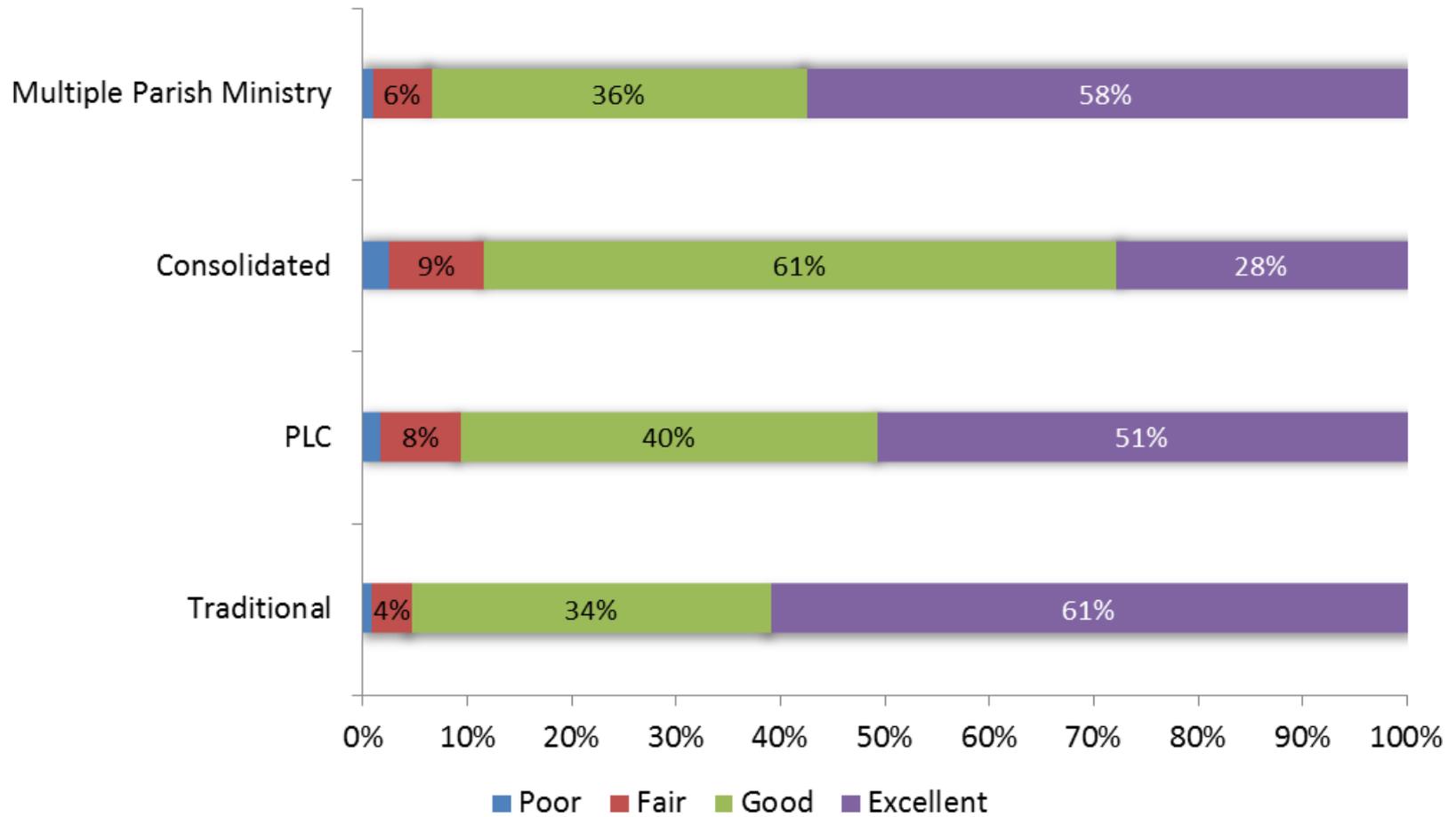
Sense of community within the parish:



Things were better at this parish five years ago



Your overall satisfaction with the parish:



Did you receive and special reorganization training in the following areas? If yes, evaluate the usefulness of this training in your ministry.

	Yes	Considered "somewhat" or "very" useful
Models of multiple parish ministry	22%	67%
Collaboration	15%	66%
Empowering and delegating	14%	67%
Bereavement and grief	12%	50%
Ability to lead change and deal with resistance	10%	50%
Inter-parish community building	10%	43%
Communication skills	8%	40%
Networking	8%	60%
Stress management	4%	33%
Fiscal management	4%	67%
Time management	4%	100%
Coaching	2%	50%
Diversity training	2%	0%

MPM Outcomes

- Pilot Training
 - May 17-18, 2012 – London Ontario
 - Taping – Salt & Light Television - DVD
 - May 31 – June 1 – Loyola University, New Orleans
- Research Reports
 - 2012 Symposium Report
 - EM - MPM Project – CARA Report
- Center for MPM?

Business Managers and Finance Councils

Purpose

- Convene a Conversation
- The Role/Mission/Expertise of PBM/PFC's
- The Relationship between their roles and the mission of the parish.
- Examine Qualifications and Training needs
- Produce Training Material to Assist Parish Leadership and Dioceses

Process

- Emerging Models CARA Study of Parishes
- 3 Symposia: Villanova; Dallas and Dubuque
- Report Preparation, materials
- Leadership Focus Sessions
- Production of deliverables

Highlights

- Description of recruitment, training, responsibilities, particularly for accounting/budget process, and the preparation of legal documents.
- Field of relationships
- How does the situation involve “stakeholders,” parish communication, ministries, collaboration, etc?
- The relationship between PPC, PFC, PBM and pastor in setting budget priorities?

Deliverables

- Process Report
- Book on materials
- Webinars and Video conferences
- Permanent availability for Pastoral Leaders and Dioceses

Leadership for a Multicultural Church

The Process

- Advisory Committee frames the issues
- Focus groups convened by symposium attendees
- Action research symposium
- Advisory Committee assesses symposium feedback
- Deliverables: CARA data/report; Narrative report

Leadership for a Multicultural Church

- Resources and staffing for serving multicultural communities is on the decrease nationally
- The path to leadership is seen more as a recognition of gifts and invitation rather than through academic qualifications.
- Some of the data from the CARA parish leaders and in-pew surveys do not resonate with the committee's experience.

Contact Information



A Joint Project, Funded by the Lilly Endowment, Inc.

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Emerging Models of Pastoral Leadership Project

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