



BEACONS OF LIGHT

Informational Meeting

September 21, 2021

St. Clare Parish
College Hill – Cincinnati, OH

Opening Prayer

Let us pray.

Grant, we pray, almighty God,
that your Church may always remain that holy people,
formed as one by the unity of Father, Son, and Holy Spirit,
which manifest to the world

the Sacrament of your holiness and unity
and leads it to the perfection of your charity.

Through our Lord Jesus Christ, your Son,
who lives and reigns with you in the unity of the Holy Spirit,
God, forever and ever.

Amen.

What is *Beacons of Light*?

Beacons of Light is a multiyear process of pastoral planning for the Archdiocese of Cincinnati.

Rooted in prayer,
groupings of parishes will come together
as **one faith community**.

These new **Families of Parishes** will be stronger together,
focused more on mission than on maintenance.

In the Families of Parishes we will grow closer to God,
follow Jesus through the power of the Holy Spirit,
and radiate Christ in our lives.

Why is *Beacons of Light* happening now?

- Our parishes need to be vibrant communities of faith in order that we might fully grow as disciples of Jesus Christ.
- Declining religious practice in the U.S. points to the need for strong parishes that lead people to living and growing their faith in Jesus.
- We need to better understand the impact of demographic changes in many areas within our archdiocese.
- We will have fewer priests who can serve as pastors in the future.

How is the Archdiocese forming Families of Parishes?

By gathering and analyzing demographic, sacramental, financial and school data,

while also considering the pastoral situations that affect life in our communities,

we will be forming Families of Parishes in the cities, towns, rural communities and suburbs throughout our 19 counties in Southwest Ohio.

How is *Beacons of Light* different?

Each previous process has addressed the situations of parishes and the archdiocese at the time in which they took place.

The goal of *Beacons of Light* is for the new Families of Parishes to truly become faith communities that live and work together in mission and ministry – not simply associate parishes with a common pastor.

Will parishes close as a result?

As the Families of Parishes grow stronger together, we will prayerfully decide how to ensure vital pastoral life.

Every grouping (*Families of Parishes*) will initially discern Sunday Mass schedules and locations, bring parish staffs and pastoral councils together and develop a plan for parish programs and activities with the long-term goal of **becoming one parish led by a single pastor**.

The pace at which parishes join together within the families will be variable and determined by the readiness of the parishes to move forward.

Key Steps on the Road from Maintenance to Mission

TIMELINE

Fall 2020: Archbishop Schnurr announces Beacons of Light. Data gathering begins.

February/March 2021: Analyze data, develop principles and vision points, and begin parameters consultation.

April 2021: Begin process design.

May/July 2021: Deans and priests consultation on draft current reality report. Recommend parameters to Archbishop Schnurr.

Summer 2021: Begin Families of Parishes modeling, continue process design, and develop facilitator preparation.

Fall 2021: Propose Families of Parishes models to Archbishop Schnurr. Begin pilot processes.

Spring 2022: Second pilot processes and pastor and facilitator preparation commence.

Summer 2022: Begin Families of Parishes rollout.

Archdiocese of Cincinnati



- 212 Parishes & 12 Deaneries
- ~160k Registered Catholic Households & ~400k Registered Individuals
- 111 Catholic Schools Grades K-12
- 24 Catholic High Schools
- 87 K-8 Catholic Schools
 - 67 Parish Schools, 10 Consolidated Schools, 2 Archdiocesan Schools, 7 Privately Owned Schools, 1 Board Owned School
- 160 Active Priests serving Parishes in the Archdiocese:
 - 4 Externs/R-1 Visa Priests
 - 29 Religious Order Priests
 - 127 Active, Archdiocesan Priests serving Parishes

2010 2020 2025 Overall Population Demographics

POPULATION & RACE DEMOGRAPHICS BY ARCHDIOCESE

| | 2010 | | 2020 | | 2025 | | 2020-2025 |
|---------------|------------------|-------------|------------------|-------------|------------------|-------------|-------------|
| Race | Number | % | Number | % | Number | % | % Change |
| White | 2,426,046 | 81.0% | 2,406,921 | 78.0% | 2,379,921 | 76.1% | -1.1% |
| Black | 382,079 | 12.8% | 408,940 | 13.3% | 421,879 | 13.5% | 3.2% |
| Am. Indian | 5,387 | 0.2% | 5,932 | 0.2% | 6,130 | 0.2% | 3.3% |
| Asian | 54,209 | 1.8% | 85,808 | 2.8% | 105,865 | 3.4% | 23.4% |
| Hispanic | 68,817 | 2.3% | 100,393 | 3.3% | 122,260 | 3.9% | 21.8% |
| Other | 57,982 | 1.9% | 77,886 | 2.5% | 90,916 | 2.9% | 16.7% |
| Totals | 2,994,520 | 100% | 3,085,880 | 100% | 3,126,971 | 100% | 1.3% |

*Persons of Color are defined here as all races and ethnicities other than Hispanic and white. Other races are those persons who identify as a race other than those listed, two or more races, or as Hawaiian/Pacific Islanders

Registered Catholic Households



- Between 2010 & 2020 total registered Catholic households declined 6.0% from 168,654 to 158,726
- Between 2019 & 2020 total registered Catholic households declined 5.1% from 167,233 to 158,726 of 1.2 MM total households in geographic area
- Since 2010 the percentage of Catholics vs. overall population in the Archdiocese declined from 14.2% to 11.9%

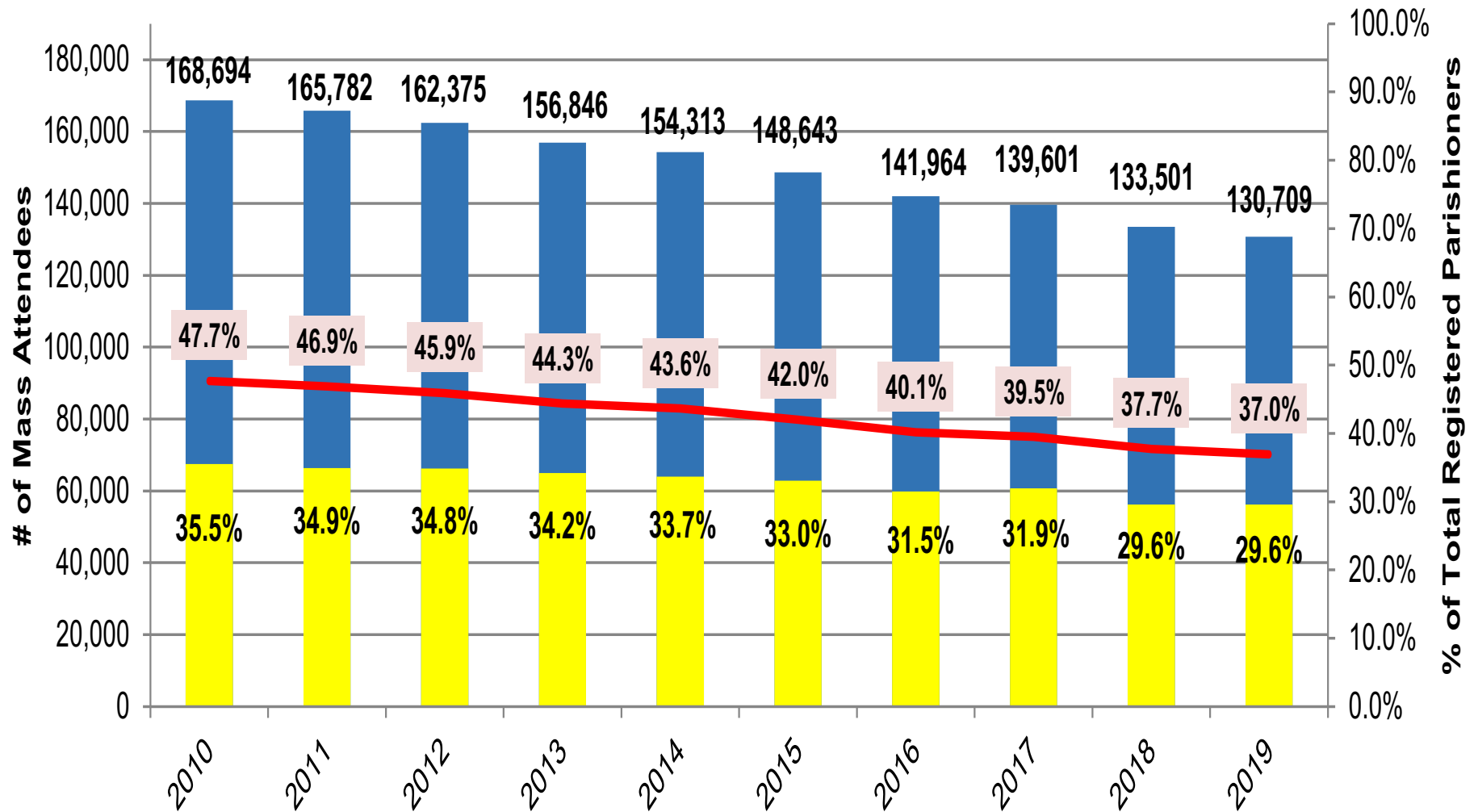
Historical & Current Mass Attendance



- Between 2010 & 2019
 - Mass attendance declined 22.5% from 168,694 to 130,709
 - Mass attendance as a percentage of total registered parishioners declined from 35.5% to 29.6%
 - Church Facility Utilization declined from 47.7% to 37.0%
- Online Mass Attendance March–November 2020
 - Parishes asked to report monthly online mass (where applicable) 'hits' between March and November 2020
 - ~1/3 of parishes responded with data
 - Online mass hits ranged from 28,779 to 96,162

Archdiocese of Cincinnati - Historical Mass Attendance & Facility Utilization

Mass Attendees % of Total Parishioners Facility Utilization %



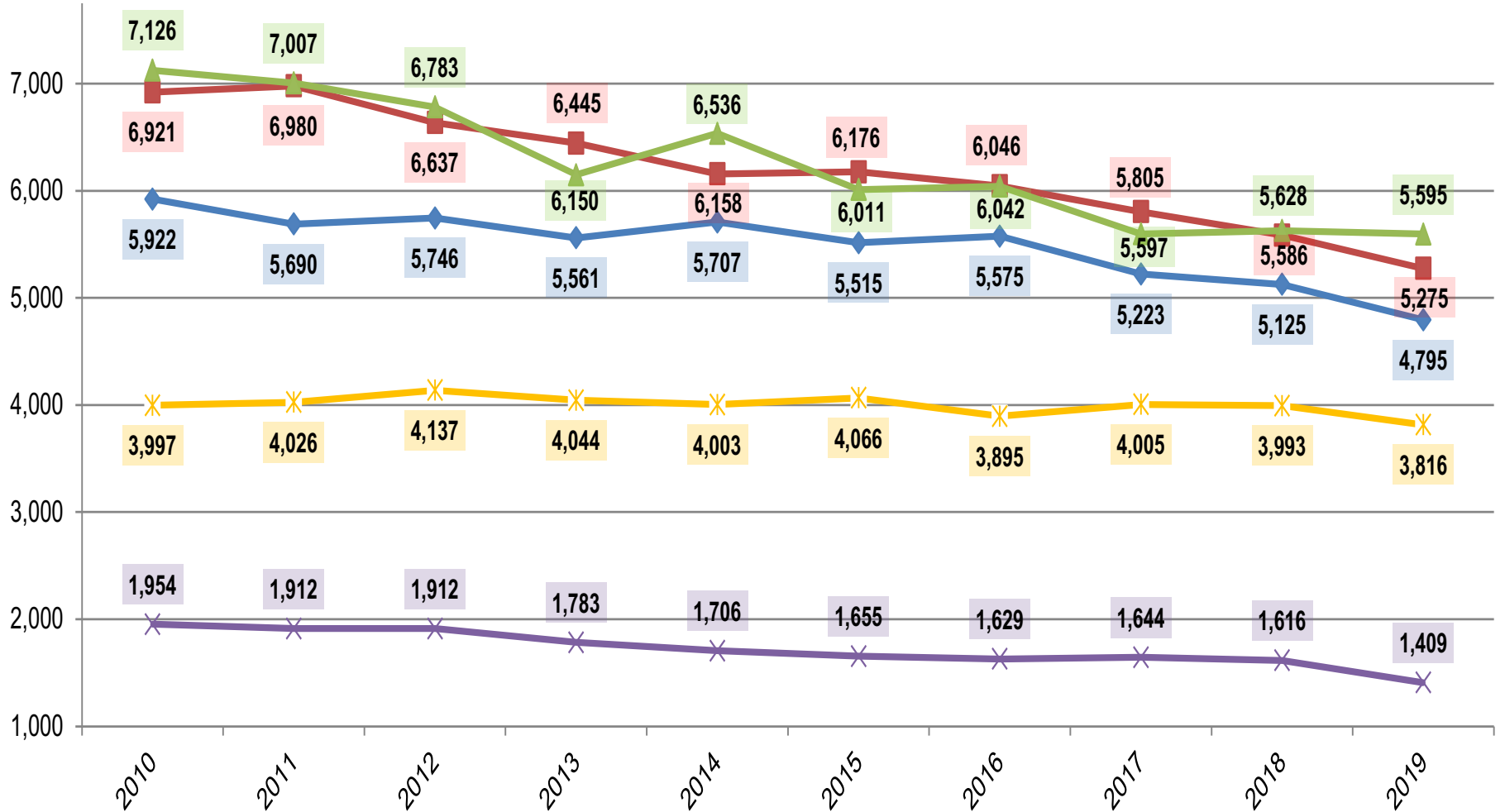
Historical Sacraments



- Between 2010 & 2019 Sacraments declined -19.4% from 25,920 to 20,890
 - Baptisms declined -19.0% from 5,922 to 4,795
 - First Communion declined -23.8% from 6,921 to 5,275
 - Confirmations declined -21.5% from 7,126 to 5,595
 - Weddings declined -27.9% from 1,954 to 1,409
 - Funerals declined -4.5% from 3,997 to 3,816

Archdiocese of Cincinnati - Historical Sacraments 2010-2019

◆ Baptisms
 ■ First Communions
 ▲ Confirmations
 × Weddings
 ✱ Funerals



Catholic Demographics Insights



- Catholicity has declined in HH (-5%) , Sunday Mass attendance (-22.5%), and Sacraments (-19.4%) from 2010 to 2019
- Catholicity varies greatly across Archdiocese, from less than 5% to greater than 50%
- Stewardship HH Median income (\$82,890) is 43% higher than Archdiocesan median income(\$58k)
- 19.4% of stewardship HH account for 80% of stewardship
- High number of churches located in areas of lower Catholicity, typical of older cities in the United States

Parish Strength and Frailty



Between 2015 and 2019

Total operating revenue increased 2.6% and averaged approximately \$637,000 per year

- Sundays and Holy days collection revenue declined 1.2%, averaged approximately \$520,000 per year and accounted for 81.6% of total operating revenue
 - 131 parishes (63.3%) had collections revenue at or below the Archdiocesan average
 - 57 parishes had average collections revenue of less than \$200,000
 - 32 of those 57 parishes had collections revenue of less than \$100,000 per year
 - 26 parishes had average collections revenue above \$1,000,000
 - 6 of those 26 parishes had average collections revenue above \$2,000,000 per year
- Parish other operating revenue increased 22.1%, averaged approximately \$117,000 per year and accounted for 18.4% of total operating revenue

Parish Strength and Frailty



Between 2015 and 2019

Total operating expenses increased 3.2% and averaged approximately \$601,000 per year

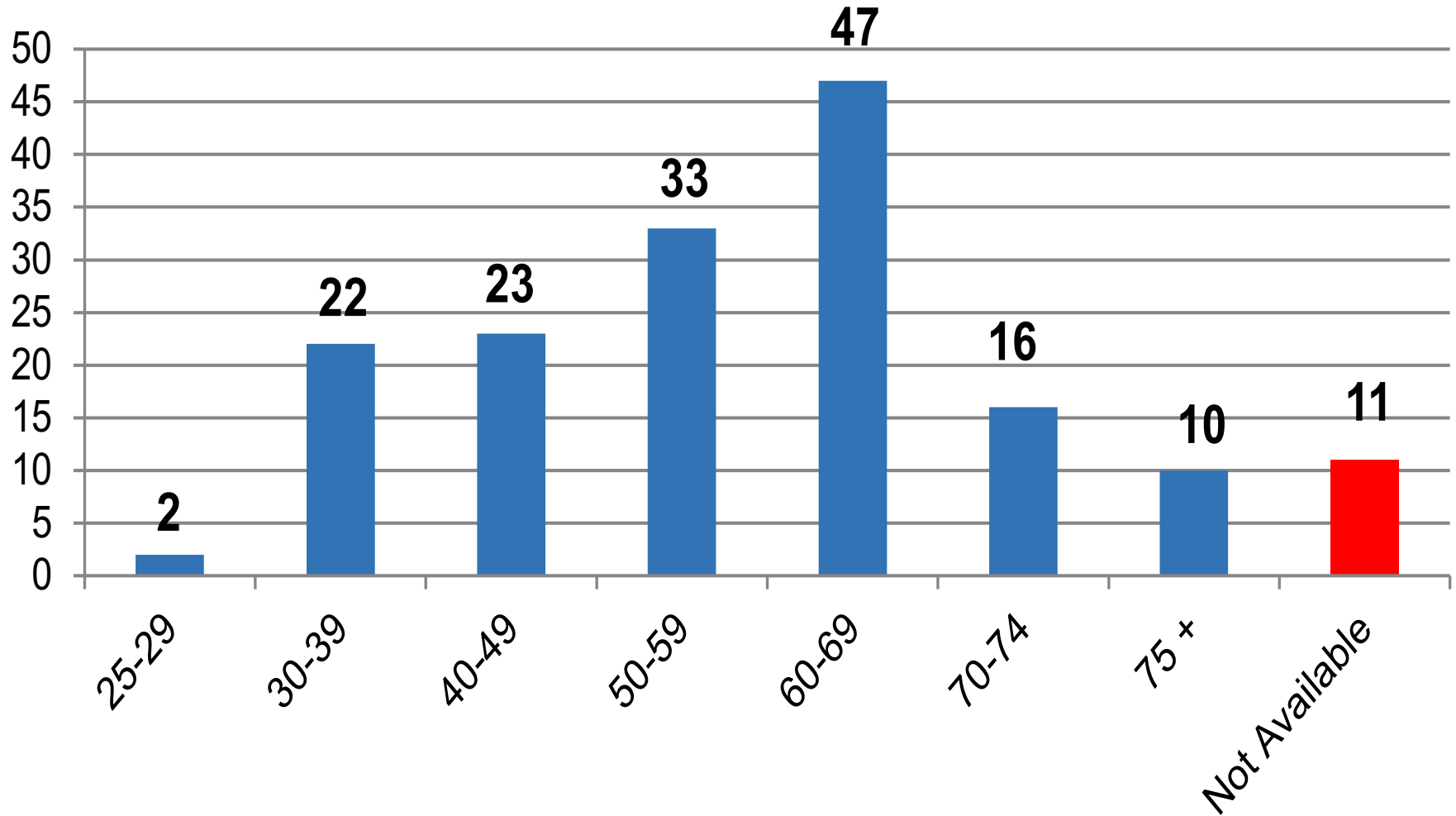
- Salaries and benefits increased 6.0%, averaged approximately \$281,000 per year and accounted for 46.8% of total operating expenses
- Administrative-program expenses increased 5.1%, averaged approximately \$90,000 per year and accounted for 15.0% of total operating expenses
- Parish facility expenses have remained relatively flat, averaged approximately \$89,000 per year and accounted for 14.8% of total operating expenses
- Parish investment to Catholic schools when averaged across the 207 parishes for which data was received, averaged approximately \$80,000 per year and accounted 13.8% of total operating expenses
 - However, only 113 parishes provided investment revenue to schools. Parish investment among the 113 parishes averaged approximately \$144,000 per year and increased 1.5%

Current Priest Statistics



- There are 164 priests serving parishes in the Archdiocese:
 - 4 Externs/R-1 Visa Priests
 - 29 Religious Order Priests
 - 4 Non-active priests assigned to parishes
 - 127 Active Priests Archdiocesan Priests serving parishes
 - The age range of current priests is from 29 to 82 and the median age is 58
 - Currently 26 of 164 (15.9%) priests eligible to retire
 - Currently 10 of 164 (6.1%) priests mandatory to retire
- *Priest ages are projected through 2021
- *Assume Age 70 eligible & Age 75 mandatory to retire

Archdiocese of Cincinnati - Age Ranges of Current Priests Serving Parishes

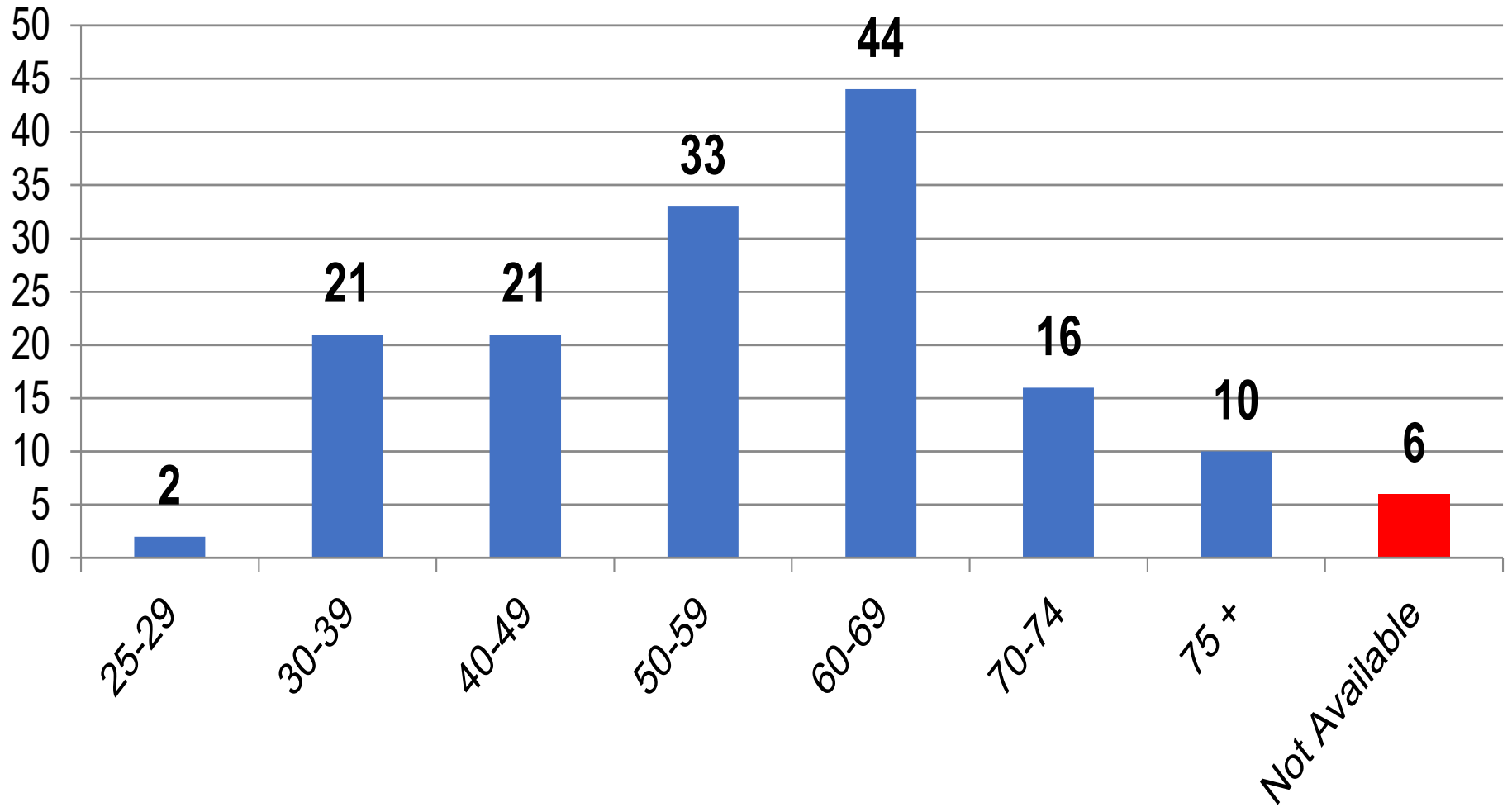


Current Applicable Priest Statistics



- Remove non-active priests, personal parish priests (Vietnamese, Korean), Maronite Parishes, Campus ministry
- 153 priests covering 154 Full Time Equivalents (FTE's)
- The age range of applicable priests is from 29 to 82 and the median age is 58
- Currently 26 of 154 (16.9%) applicable priests eligible (16) or mandatory (10) to retire

Archdiocese of Cincinnati - Age Ranges of Current Applicable Priests Serving Parishes



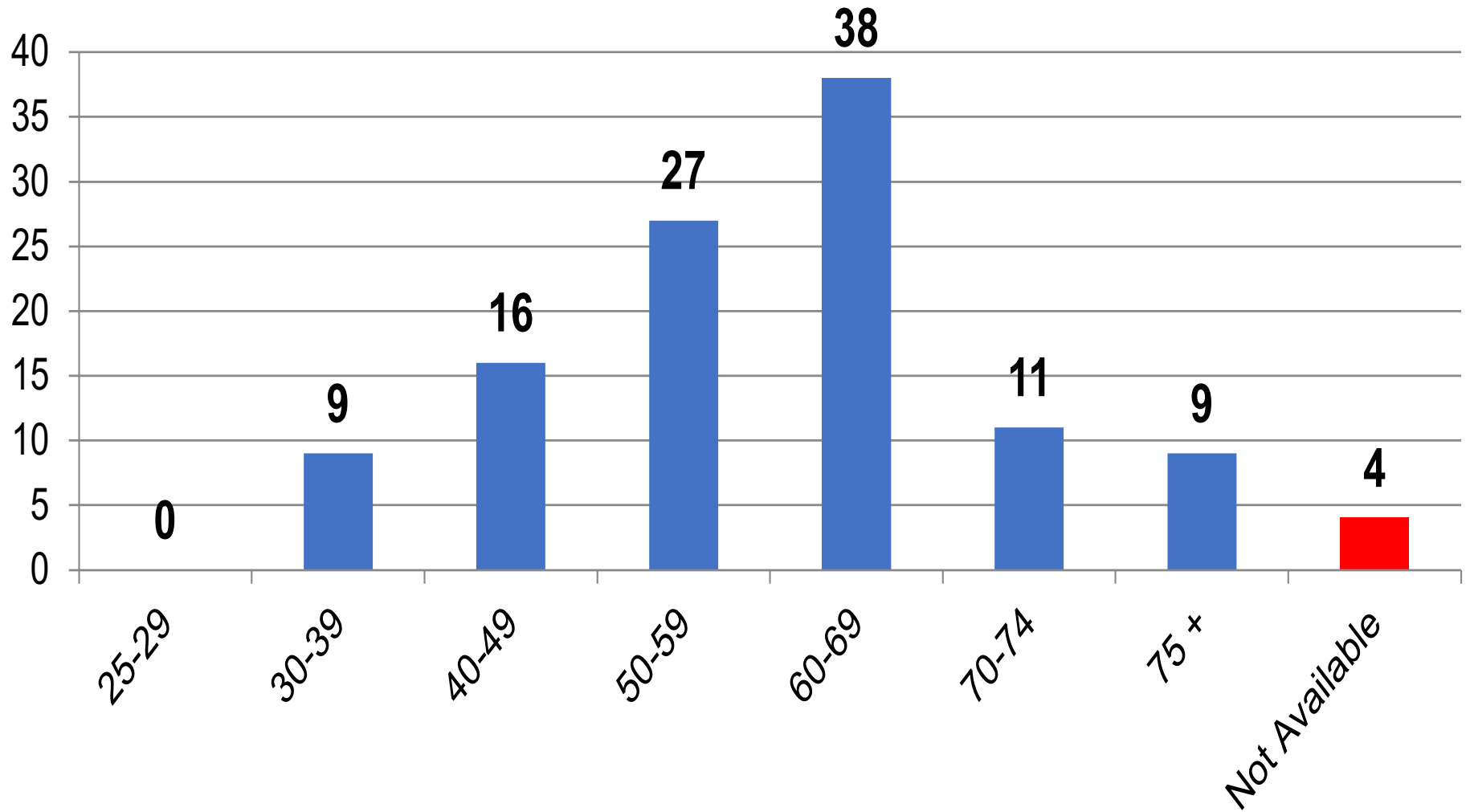
10-Year Applicable Priest Estimates



Priest Resources for Archdiocesan leadership, ministries, parishes, and schools are declining

| Priests | 2021 | 2031 Estimates (75+ Mandatory Retirement) | 2031 Estimates (70-74 Eligible Retirement) |
|----------------------|--|--|--|
| Total Priests | 153 | 125 | 113 |
| Archdiocesan Priests | 125 | 70 | 63 |
| Religious Orders | 24 | 12 | 7 |
| Extern/R-1 Visa | 4 | 3 | 3 |
| Est. Ordinations | NA | 40 | 40 |
| | 153 priests assigned to 154 FTE's (~1.0 ratio) | 125 priests assigned to 154 FTE's (0.81 ratio) | 113 priests assigned to 154 FTE's (0.73 ratio) |

Archdiocese of Cincinnati - Age Ranges of Current Pastors Serving Parishes



10-Year Pastor Estimates - Current



Pastor Resources for Archdiocesan leadership, ministries, parishes, and schools are declining

| Priests | 2021 | 2031 Estimates (75+ Mandatory Retirement) | 2031 Estimates (70-74 Eligible Retirement) |
|----------------------|--|--|--|
| Total Pastors | 114 | 113 | 102 |
| Archdiocesan Pastors | 99 | 69 | 62 |
| Religious Orders | 15 | 14 | 10 |
| Extern/R-1 Visa | 0 | 0 | 0 |
| Est. Ordinations | NA | 30 | 30 |
| | 114 pastors assigned to 120 parish families (0.95 ratio) | 113 pastors assigned to 120 parish families (0.94 ratio) | 102 pastors assigned to 120 parish families (0.85 ratio) |

Pastoral Resources Insights



- Strong impact of retirements on pastoral resources in next decade
- Religious Order presence and scale for next 10 years needs to be solidified, and until then, not to be assumed in modeling beyond the 5 noted in chart
- Parish lay leaders typically prefer structural stability across 10 years over constant incremental change (*tear the band aid off now*)
- Archdiocese does not appear to operate with an “insurance” design of pastors, (*unforeseen deaths, leaves, limitations*) and that all priests cannot or want to be pastors
- Archdiocese may not be able to support more than 60-65 pastor assignments to a parish region/family over the next 10 years; pastor of a single parish will be an anomaly
- A stable parish region/family structure that is 60% of the number of today from 2022 - 2031 will allow for:
 - Initial presence and then decline of liturgies through retirement and loss
 - Growth of retired priest ministry to support priest vacation and development
 - Parishioner consultation on maintaining and/or changing church status
 - Development of vocations as a parish region/family ministry

Historical Catholic School Enrollment Trends



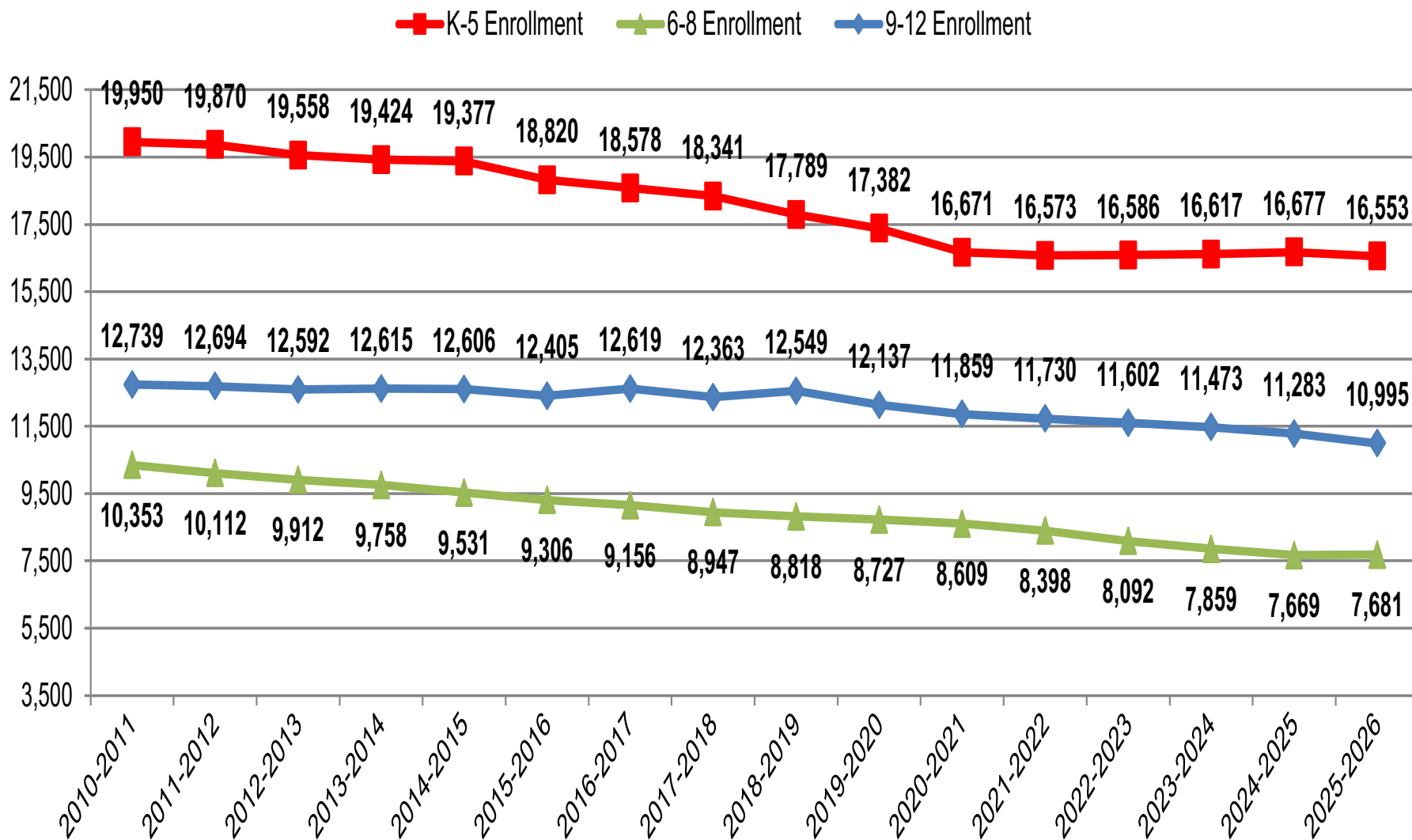
- Since school-year 2010/2011:
 - K-12 enrollment declined -13.7% from 43,042 to 37,139
 - Grades K-5 enrollment declined -16.4% from 19,950 to 16,671
 - Grades 6-8 enrollment declined -16.8% from 10,353 to 8,609
 - Grades 9-12 enrollment declined -6.9% from 12,739 to 11,859
- By school-year 2025/2026:
 - K-12 enrollment is projected to decline -5.1% from 37,179 to 35,228
 - Grades K-5 enrollment projected to decline -0.7% from 16,671 to 16,553
 - Grades 6-8 enrollment projected to decline -10.8% from 8,609 to 7,681
 - Grades 9-12 enrollment projected to decline -7.3% from 11,859 to 10,995

Catholic School Financial Insights



- In many respects, Catholic Schools appear to be in a stable financial condition, without obvious crisis points.
- Catholic School financials and stability appears to be heavily dependent on Ed Choice (\$16 MM annually) and its administrative assistance for many schools
- There does not appear to be a robust fundraising or advancement element or structure across the Catholic Schools
- Median income of school families appears to be 50% higher than overall median income, and about 25% less than the 20% higher givers median income
- School-age children demographics are flat to declining, so increase in enrollment is dependent on an increase in local market share
- Schools largely are not located close to areas of high potential in the Sweet Spot Analysis
- School structure will be impacted by parish structural changes

Archdiocese of Cincinnati Historical & Projected Student Enrollment



Guiding Change Document: the “WHY” (1)

- The number of available priests is increasingly declining due to aging and retirements.
- The number of priests cannot effectively serve the number of parishes (210) and pastoral regions (109) either now or into the future.
- The Archdiocese is dependent on priests over the age of 70 who are serving in full-time parish ministry.

Guiding Change Document: the “WHY” (2)

- The needed change in design of parishes and schools is of major scale, not a minor adjustment or refinement.
- The priests are calling for assessment and redesign of structure of parishes, schools, and ministries.
- Many parishes are not adequately resourced to fully engage their parishioners in the sacramental, evangelization, and charitable mission of the Gospel.

Guiding Change Document: the “WHY” (3)

- The current Pastoral Plan sets out a Vision for what ought to be, but does not yet describe parish family/deanery structure and pastoral resources.
- Catholic households, liturgy attendance, and sacraments are in decline for more than 10 years.
- Most parishes appear to have financial stability and management of expenses.
- Deferred maintenance of parishes and schools is a concern, but hard to quantify.

Guiding Change Document: the “WHY” (4)

- Many Catholic schools are declining in enrollment.
- Births have been declining or flat for many years and into the foreseeable future.
- Catholic school conditions and factors of sustainability vary greatly, with dependence on Ed Choice, size, location, and demographics of wealth/poverty and % Catholicity.

Guiding Change Document: the “WHAT” (1)

- Reorganize structure of parishes, deaneries, and Catholic schools for sustainability and growth of *approximately 50-60 parish families*, resulting in a design that the Archdiocese will transition into as it builds anew.
- All Catholics will have access to sacraments, liturgy, and formation.
- Parishes are adequately resourced to fully engage their parishioners in the sacramental, evangelization, and charitable mission of the Gospel.

Guiding Change Document: the “WHAT” (2)

- Assume that not all priests will be pastors, and that newly ordained will have additional years as Associate Pastors.
- Maximize resources focused on mission and minimize resources focused on maintenance.
- The role of the dean, as well as the assignment of priests to the Archdiocese and Seminary, will be reviewed and evaluated.

Guiding Change Document: the “WHAT” (3)

- In accordance with 2020 guidance from the Vatican, allow for a pastoral planning process and local decision making for the changing of status of existing parishes and churches.
- Align current parish and school assets, liabilities, and sacred items with parish families in the future design.

Closing Prayer

Mary, Mother of the Church and our Mother,
present our prayer of thanksgiving to your Son.

Beg from Him the graces we need to be faithful disciples
who follow Him with enthusiasm and joy.

May our witness to the love of God bear fruit
in our archdiocese, parishes, homes and hearts.

Teach us to be God's joyful witnesses,
to radiate Christ in all we do,
so that all people might know, love, and follow your Son
through this life and into the next.

Amen.



PARISH FAMILIES

To be better stewards of the resources
God has made available to us,
parishes in the archdiocese will be grouped into
“Families of Parishes” under the leadership of one pastor.

Beginning October 1, go to the website below to view the
plan for the Families of Parishes and give feedback.

<https://catholicaoc.org/beacons-of-light/parish-families>



BEACONS of LIGHT

Pastoral Planning for Our Third Century

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