

Our Lady of the Annunciation Parish – Queensbury

REPORT TO THE TRUSTEES and PARISHIONERS – STATE OF THE PARISH

February 2023

Once again it is that time of the year to report on the “State of the Parish” from the Pastor’s perspective. What follows are some thoughts on the trends, needs, accomplishments of this past year as well as a direction for the future. I thank you for your support and prayers.



STATE OF THE PARISH

The pandemic has not ended totally. New variants have emerged. Not everyone has returned to Church, but we still receive mail in contributions and on line giving.

We did have religious ed classes in person, and Confirmation was celebrated at OLA Queensbury with Sacred Heart, St Cecilia’s in Warrensburg, and St Joseph’s Hudson Falls.

Fr. Busch continues to serve the diocese as Episcopal Vicar for the Adirondack Vicariate. He represents the Bishop in Washington, Warren and Saratoga Counties and is the Pastor of those parishes which have a Parish Life Coordinator rather than a pastor - St Cecilia Warrensburg, St. Patrick’s Cambridge, Holy Cross Salem and St Mary’s Hoosick Falls. Bolton is now pastored by Fr John O’Kane (who also has North Creek, Chestertown, and Hague in the summer)

We are at crisis point. There is no one *on the bench*. If a priest becomes ill, or must quarantine, Masses will have to be cancelled. There are a number of parishes at present time without an assigned Pastor.

CAPITAL IMPROVEMENTS

Kitchen project – Tina Howard organized the paper products, pots/pans and silverware. “Fire blankets” were added.

Cabinets removed from previous kitchen relocated to cloak room behind fireplace in Church lobby.

The eight **Air-conditioning units** were replaced in the Church with mini-splits.

Office files were organized, and documents shredded based on the Diocesan policy of record retention. A storage room off the AV room was cleared providing more storage space.

STAFF CHANGES

Deacon Frank Herlihy died this year. He had celebrated 30 years of ministry and turned 80 in October 2022. **Deacon Ryan McNulty** continues to server Sacred Heart in Lake George. Since Deacon Ryan is now in charge of the Chaplains in the NYS prison system, he has been more available to help on weekends, e.g. with Baptisms.

The Summer of 2022 we had **Jack Cairn and Robert Cieply** (1st Pre-Theology) as **seminarians**.

Fr Michael Flannery was assigned to help OLA Queensbury and Sacred Heart in Lake George. Father announced at his first Mass with us his drug addiction problem. Unfortunately, he continued to use and left the first week of January (2023) to return for treatment. Father was not replaced.

This necessitated the elimination of 2 weekday Masses. OLA will have a morning Mass on Mondays and Tuesdays (7:30 am) and Sacred Heart will have morning Mass on Wednesdays and Fridays (8:30 am)

Fr. Ken Swain who retired out of Corinth / Luzerne is still helping out in Sacred Heart, OLA and St Cecilia's to cover the Masses.

Filomena R. left the secretary position due to health reasons. **Sue Wright** replaced her on a part time basis. **Alesia Tarbell** continues to work as PT secretary.

Patti Abbott left the job of Coordinating the Religious Ed program and took on the position of Bookkeeper and Business Manager for both OLA and Sacred Heart parishes.

Maria Gargano became the new Religious Ed coordinator for OLA Queensbury.

Kent Baker who served both Sacred Heart and Annunciation in Queensbury resigned in June – he needed to be home with his wife who underwent surgery. **Sue Wright** took over the director of Music and Organist position.

Fr. Paul Cox (sacramental minister St. Cecilia's in Warrensburg) only concelebrates as his physical health has deteriorated. **Fr. Nellis Tromblay** resides in the memory unit of the Glen (the Terrace) and both physically and mentally has failed. Both turn 95 years old in 2023.

Mike White oversees the maintenance at both OLA Queensbury and Sacred Heart Lake George. Due to Mike's full time job, this has been a problem. We will need to look at perhaps hiring someone for maintenance.

Joe Yaroshak also is shared by both parishes as janitor – and is limited in what he can do.

We **contracted with a Lawn service** to maintain the grounds – since they did an excellent job and Mike White is not available we plan on a contact for this coming summer as well

RELIGIOUS EDUCATION

- **Maria Gargano** was hired to oversee both the Family Faith formation Program, the 7th / 8th grade program and the Y Disciple High School Program. She also oversees Confirmation. Confirmation went very well this year, which was celebrated at OLA.
 - At the end of this academic year (June 2022) Patti Abbott left this position, remaining as bookkeeper and assuming the role of Business Manager. It was then that Maria was hired.
- First Communion was celebrated as a separate Mass this year for OLA and Sacred Heart. This allowed more family members to attend. Again, it worked out very well. With the number of clergy declining, this may not be an option in the future.
- The continuing challenge has been and is to have more male teachers involved.
- Numbers have also continued to decline. *See Stats at the end of this report.*

MINISTRY

- The numbers of those involved in ministry – Lectors, Eucharistic Ministers, Altar servers continued to decline from last year. With this happening we held a ministry fair at the end of the summer in order to increase the number of those ministering.
- We lack Altar servers. Not many children attend Mass.

FINANCES

- The finance committee did meet to discuss the CVA (Child Victim's act) suits (OLA has 11 against the Church), the possibility of bankruptcy.
- The diocese took over the Bishop's Appeal – now called the Diocesan Appeal. For the diocese the goal was not reached. We took money out of the saving to pay off the difference (due to a possibility of Chapter 11).
 - OLA also paid \$35,000 to Sacred Heart as a loan to pay off their Diocesan Appeal.

■ CLERGY SHORTAGE – Aging Catholic population trends

In this coming year the **issue of Pastoral Planning** will continue to be addressed. Deacon Frank Berning who had overseen this retired (he is 81 years old). No one has been hired to replace the position.

Fr. Ken Swain is retired and helping. He is 77 years old. The problem is the Mass times do not allow one priest to cover the 3 parishes. Sacred Heart in Lake George and St. Cecilia's in Warrensburg have a 10 am Mass. OLA has 8 am and 11:30 am.

Fr. Busch may retire at 70 years old – which he will be on November 18, 2024.

Soon the celebration of Eucharist in the absence of the priest may have to be implemented (Communion service). Weekday Masses will be cancelled for Fr Busch to have a vacation – a list of priests available for funerals will be provided.

As a Church we are aging out. Not only is there a lack of priests to cover, but there is also a great need for people to be involved in ministries such as lector, eucharistic minister and server (including funerals).

Future is uncertain. Churches will have to close due to a lack of people, clergy, and revenue. We must begin to prepare people now for this and encourage them to travel to the nearest church. Also, we must return to training lay leaders for the Celebration of the Eucharist in the absence of a priest.

Mass times will need to be adjusted if the priest/pastor is to cover multiple churches. Some churches will have to close.

Perhaps Eucharist will not be offered in every church every week. Priest will become the circuit rider.

Educating the people is a priority at this time.

Bishop Ed is unwilling to close churches. However, with the numbers, approaching bankruptcy – we may not have a choice.



2023 goals

Increased ministry – Ministry fair was held, numbers slightly increased.

- New Eucharistic Ministers, Lectors and Ushers are needed. Again, re-visit the confirmation students participating in the Liturgical celebrations as ministers.
- Creation of a Pastoral Council – although with the pandemic continuing this might not be reasonable.

Fund raising

- New sources of income – not sure how.
- Events for both the raising of capital and building community – depends on the Pandemic and the ability to gather.

Future Capital Improvements needed:

- Curbing and sidewalks
- Rug in sanctuary on the wall removed.
- Paint outside building and inside the Church *
- Repave sections of parking lot.
- Church sign replaced
- Sound System in Church and Hall – Problems with Live streaming: cutting out at times ...

* *We have tried unsuccessfully to receive bids for the painting the entire facility. This is a high priority for the spring/summer 2023.*

New Models need to be developed on how to be Church given the resources we have and the numbers of both clergy and laity

On-going need for evangelization

STATS

Christmas Eve	TIME CHANGE	2017	2018	2019	2020	2021	2022
4 pm Hall	4 pm Hall	290	312	217		56	155
4 pm Church	4 pm Church	526	508	509	81	313	464
7 pm Church	7 pm Church	302	276	320	83	102	142
9:30 pm Church	9 pm Church	232	232	283	60	126	177
Christmas Day							
	8 am Church					61	
	8:30 am Church	137	272	284			116
	9 am Church				94		
TOTAL People		1487	1600	1613	318	658	1054
Mailed in					6,378	3,703	1,445
On-Line					2,965	705	380
Collection		15,212	16,152	15,328	4,721	7,579	10,411
TOTAL		\$15,212	\$16,152	\$15,328	\$14,064	\$11,987	\$12,236

We have not returned to the numbers (attendance /collection) of pre-pandemic years

With Fr Michael Flannery and Fr Ken Swain we were able to cover the three parishes of OLA, Sacred Heart (Lake George) and St Cecilia's (Warrensburg) This may not be possible in the near future. All three parishes had a 4 pm vigil Mass.

SCHEDULE

CHRISTMAS 2022	OLA Queensbury		SACRED HEART Lake George		St. CECILIA Warrensburg	
Sat - Dec 24	4:00 PM	Fr. Michael Flannery	4:00 PM	Fr Joe Busch	4:00 PM	Fr Ken Swain
Christmas eve	7:00 PM	Fr. Michael Flannery				
	9:00 PM	Fr Joe Busch				
Sun. - Dec 25						
Christmas	8:30 AM	Fr Ken Swain	10:00 AM	Fr. Michael Flannery	10:00 AM	Fr Joe Busch


Collections Monthly Average

Our Lady of the Annunciation Parish - Queensbury									
COLLECTIONS									
	2015	2016	2017	2018	2019	2020	2021	2022	2023
Jan	6,275	7,332	7,286	6,840	6,586	5,794	8,683	7,710	8444
Feb	6,516	7,069	7,617	6,482	6,555	5,985	7,258	6,236	
March	8,085	7,790	7,443	7,571	6,240	4,434	7,028	7,761	
April	7,692	6,949	8,150	7,332	6,856	0	6,964	7,715	
May	7,887	7,735	7,485	7,210	7,019	0	6,749	6,966	
June	7,368	6,993	7,505	7,609	6,959	0	6,573	6,556	
July	7,957	7,360	7,130	7,526	7,122	6,703	7,538	7,375	
Aug	7,901	7,196	7,302	6,763	6,830	6,696	6,732	7,145	
Sept	8,166	7,745	7,348	7,445	7,002	6,437	6,795	6,974	
Oct	7,753	7,360	7,134	7,682	7,368	6,356	6,901	6,837	
Nov	7,759	7,702	7,198	6,965	6,635	6,071	7,247	6,968	
Dec	7,294	6,447	6,884	7,234	5,664	8,324	6,199	5,677	
Xmas	15,866	15,425	15,212	15,511	15,328	14,064	10,891	12,236	
Easter	14,541	13,606	14,991	12,898	12,257	4,470	11,327	10,741	

Average Attendance by year and month

Our Lady of the Annunciation Parish - Queensbury										
Average Attendance by month										
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Jan	935	874	803	931	824	774	643	673	222	362
Feb	1025	991	793	900	833	723	689	661	242	413
March	1256	1029	998	1208	795	845	730	538	291	449
April	1093	1394	1134	954	1052	783	1053	0	326	507
May	1221	1058	1059	907	908	898	836	0	373	472
June	1015	1010	972	822	847	760	732	71	447	496
July	973	1026	980	902	833	800	719	183	495	526
Aug	1056	1030	977	818	832	800	759	229	462	520
Sept	1050	938	987	863	752	811	759	234	463	483
Oct	968	1029	967	930	826	809	720	245	453	472
Nov	1072	1036	997	835	860	787	723	249	460	489
Dec	1186	1242	1122	1099	887	931	728	258	381	443
Average	1071	1055	982	931	854	810	757	210	385	469

Religious Education Program

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Gr 1 - 8	324	258	194	106	88	114	93	87	85	89
HS	133	178	144	105	104	88	32	42	31	28
TOTAL	457	436		211	192	202	125	129	116	117
BREAKDOWN	<div style="text-align: center;">  Switch to Family Program </div>									
First Communion	39	30	30	27	17	23	11	13	14	15
Confirmations	70	70	62	44	42	38	29	16	13	9
Pre-School	15			3	2	2	2			
Kindergarten						9	8	6	8	5
Grade 1	25	19	18	15	7	7	10	9	6	10
Grade 2	34	29	22	14	17	15	7	12	10	10
Grade 3	37	26	24	5	13	21	12	8	11	10
Grade 4	30	31	20	9	6	13	14	10	11	12
Grade 5	41	26	22	8	6	8	12	14	9	11
Grade 6	50	40	18	17	10	11	6	9	13	8
Grade 7	44	44	34	7	13	14	10	6	9	12
Grade 8	48	43	36	28	14	14	12	13	8	11
TOTAL	324	258	194	106	88	114	93	87	85	89
9th	71	49	36	27	29	16	16	11	9	5
10th	62	61	50	32	40	31	16	15	9	11
		68	58	46	35	41		16	13	12
TOTAL	133	178	144	105	104	88	32	42	31	28

Continued and steady decline.

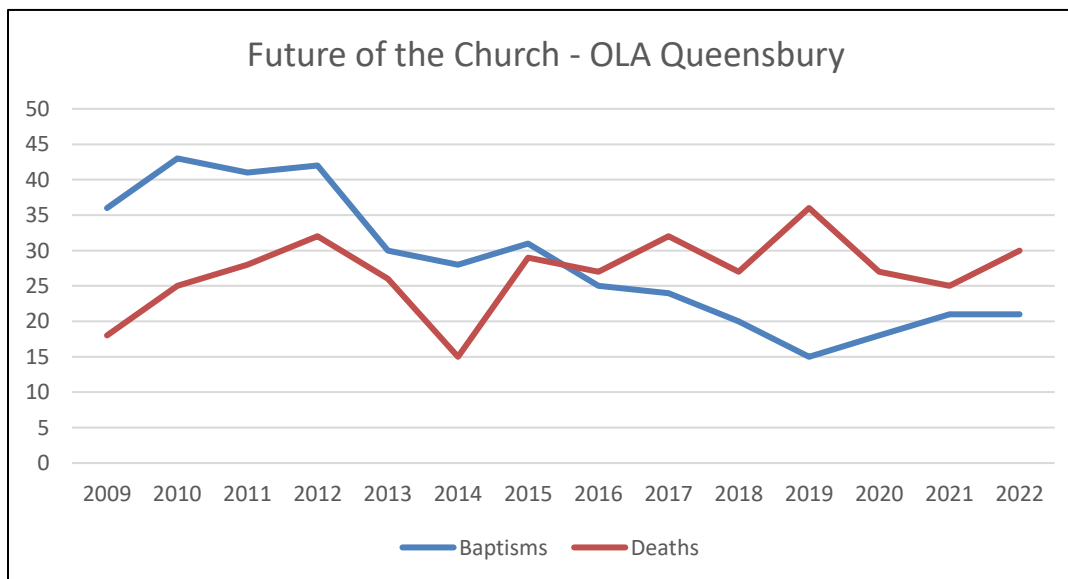
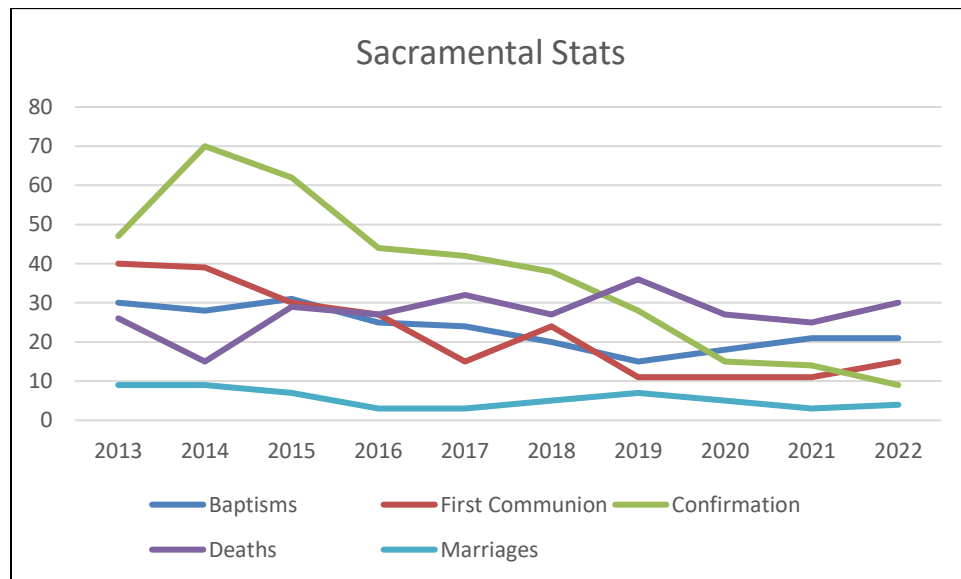
There is also a decline in the number of children demographically.

Also – we have a family faith formation program.

This year St Mary's in Glens Falls changed their program – Parents bring their children to Mass – Children meet during the Liturgy of the Word. This appeals to parents who do not want to have to teach their children – but undermines evangelization of the parents.

Sacramental Stats

Our Lady of the Annunciation - Queensbury, New York																
Sacramental Statistics																
	2008	2009	2010	2011	2012	10 year period										10 yr Average
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	
Baptisms	42	36	43	41	42	30	28	31	25	24	20	15	18	21	21	23
First Communion	80	81	84	65	50	40	39	30	27	15	24	11	11	11	15	22
Confirmation	83	74	72	74	63	47	70	62	44	42	38	28	15	14	9	37
Deaths	22	18	25	28	32	26	15	29	27	32	27	36	27	25	30	27
Marriages	17	13	10	11	13	9	9	7	3	3	5	7	5	3	4	6



Catholic population is again out.

Demographics – number of children in public school is also in decline.

Baptisms holding / Funerals up

Our Lady Of The Annunciation Church
 Stmt. of Financial Position (Bal. Sheet) for 01/2023

	01/2023	01/2022
0100.10 CASH OPER. ACCNT-CHURCH	\$351,102.88	\$285,512.74
0102 PETTY CASH ACCOUNT	100.00	100.00
0104 OLA Reigniting Our Faith Campaign	100.00	100.00
0111 SAVINGS MM SPEC-BUS LMTD 9	57,849.04	57,791.24
0130 INVESTMENT	505,909.41	482,543.91
0131 INVESTMENT MARKET VALUATION	116,026.31	236,450.33
0132.10 EDWARD JONES 280-1-6 (Book V	400,000.00	400,000.00
0133.10 EDWARD JONES 280-1-16 (Mkt V	85,817.09	158,291.45
0200.10 ACCOUNTS RECEIVABLE	0.00	300.00
0255.15 Re-Igniting our Faith	79,325.73	46,451.27
0280 TRANSITORY INCOME	(80.00)	(50.00)
0280.30 AACL (Patti)	(1,193.45)	(1,333.65)
TOTAL ASSETS	<u>\$1,594,957.01</u>	<u>\$1,666,157.29</u>
0606 HEALTH INSURANCE PAYABLE	(\$2,346.82)	\$0.00
0640.10 NYSPFL Withholding	(6.97)	33.58
0640.30 NYSPFL Withholding	53.89	13.90
0645.10 Flex Spending	0.00	109.61
0685.10 DEFERRED REVENUE - CLASSY	630.00	0.00
0816 BLACK-NATIVE-LATIN AMERICAN	40.00	0.00
0817 PROPAGATION OF THE FAITH	10.00	0.00
0823 BISHOP'S APPEAL	1,000.00	1,100.00
0827 Catholic Charities	5.00	0.00
TOTAL LIABILITIES	(614.90)	1,257.09
0900 FUND BALANCE	(\$200,445.78)	(\$131,117.49)
0901 PRIOR YEAR BALANCE	1,796,017.69	1,796,017.69
TOTAL EQUITY	1,595,571.91	1,664,900.20
TOTAL LIABILITIES / EQUITY	<u>\$1,594,957.01</u>	<u>\$1,666,157.29</u>

Our Lady Of The Annunciation Church
Stmnt. of Activity (Income Statement) for 07/2022 thru 01/2023

	2021-2022 Total Actuals	Year to Date 07/2022-01/2023
CHURCH INCOME-		
1001.10 REGULAR COLLECTIONS	361,048.45	225,343.50
1011.10 FLOWERS	1,578.00	495.00
1012.10 HOLY DAYS	5,354.00	4,385.00
1015.10 COLLECTIONS, SPECIAL- AC/HEAT	8,256.00	4,566.00
1016.10 COLLECTIONS, CHRISTMAS	12,007.00	14,079.00
1017.10 COLLECTIONS, EASTER	10,936.00	0.00
1018.10 COLLECTIONS, SNOW REMOVAL	2,568.00	5.00
1100.10 BAPTISM, WEDDING, FUNERAL RECEIPTS	8,425.00	8,875.00
1110.10 PAMPHLETS & PAPERS ETC.	68.00	57.00
1140.10 INTEREST & DIVIDENDS	8,622.26	7,947.68
1141.10 REALIZED GAINS	17,431.12	15,295.58
1281.15 RIOF Income	35,699.95	10,211.92
1282.15 RIOF Interest Income	1,119.51	716.09
1300.30 RELIGIOUS EDUCATION RECEIPTS	5,807.00	3,595.00
1315.10 TRANSFERS FROM MASS OFFERING/STIPEND ACC	1,800.00	0.00
1320.10 EVANGELIST	621.00	78.00
1350.10 SPECIAL EVENTS/FUNDRAISING	6,769.30	2,225.95
1351.10 FUNDRAISING - CLASSY CRAFTS	4,472.00	7,060.88
1400.10 DONATIONS/MEMORIALS	10,684.00	9,268.00
1440.10 RESTRICTED DONATIONS	1,700.00	7,395.22
1455.10 REIMBURSED EXP	87,011.47	41,024.97
1460.10 NON ASSESSABLE INC. (OTHER)	0.00	5,193.44
1505.10 PPP Forgiveness/ERC Reimbursement	0.00	58,309.83
1615.10 UNREALIZED GAIN/LOSS	(196,936.16)	(15,001.05)
TOTAL INCOME - FAITH FORMATION	\$395,041.90	\$411,127.01
CHURCH EXPENSES		
RECTORY EXPENSES		
REL. ED. EXPENSES		
HALL EXPENSES		
2100.10 SALARIES-CLERGY	\$53,628.72	\$25,546.56
2101.10 SALARIES-CLERGY-EXTRA	8,342.51	14,548.78
2104.10 SALARIES, LAY	91,167.25	66,155.71
2104.30 SALARIES, LAY (FAITH FORMATION)	35,350.12	5,192.28
2105.10 OCCASIONAL HELP	5,025.00	4,141.35
2200.10 BENEFITS,HEALTH & DENTAL-CLERG	17,078.68	6,749.69
2204.10 BENEFITS, HEALTH & DENTAL-LAY	(189.88)	8,746.27
2204.30 BENEFITS, HEALTH & DENTAL-LAY	14,557.79	0.00
2220.10 BENEFITS, LIFE INS.-CLERGY	51.45	0.00
2222.10 BENEFITS, LIFE INS.-LAY	0.00	173.95
2222.30 BENEFITS, LIFE INS.-LAY	88.20	0.00
2225.10 BENEFITS, DISABILITY-LAY	338.69	297.73
2225.30 BENEFITS, DISABILITY-LAY	102.55	49.06
2226.10 LONG TERM DISABILITY	86.34	254.92
2226.30 LONG TERM DISABILITY	114.53	0.00

Our Lady Of The Annunciation Church
Stmnt. of Activity (Income Statement) for 07/2022 thru 01/2023

	2021-2022 <u>Total Actuals</u>	Year to Date <u>07/2022-01/2023</u>
2230.10 BENEFITS, PENSION-CLERGY	11,794.50	6,583.00
2231.10 BENEFITS EXPENSE, TSA, CLERGY	1,500.00	1,000.00
2234.10 BENEFITS, PENSION-LAY	(33.75)	(796.22)
2234.30 BENEFITS, PENSION-LAY	1,237.05	1,590.62
2304.10 PAYROLL TAXES-FICA	6,951.42	4,742.08
2304.30 PAYROLL TAXES-FICA	2,138.45	397.26
2324.10 BENEFIT, WORKER'S COMP.	1,738.00	1,912.00
2344.10 UNEMPLOYMENT INSURANCE	827.72	547.15
2344.30 UNEMPLOYMENT INSURANCE	179.27	204.69
2350.10 BACKGROUND CHECKS	348.00	0.00
2350.30 BACKGROUND CHECKS	134.00	250.00
2410.10 SERVICES, LEGAL, ACCOUNTING	0.00	6,780.00
2500.10 PAMPHLETS AND PAPER EXPENSES	1,116.41	1,946.00
2510.10 SUPPLIES, OFFICE	959.26	1,261.64
2510.30 SUPPLIES, OFFICE/CLASSROOM FF	469.23	173.95
2515.10 SUPPLIES, COMPUTER RELATED	288.88	226.81
2520.10 SUPPLIES, MAINTENANCE & HOUSE	911.96	885.03
2525.10 SUPPLIES ALTAR-GENERAL	1,828.02	893.38
2530.10 SUPPLIES, ALTAR-FLOWERS	1,302.75	758.64
2550.10 FOOD	113.11	417.44
2550.20 FOOD	8,361.34	3,000.00
2550.30 FOOD	460.43	547.07
2560.10 SUPPLIES, CHURCH ENVELOPES	1,248.02	856.26
2565.10 SUPPLIES EXP., SMALL EQUIPMENT- FURNISHI	0.00	978.96
2570.30 TEXTBOOKS	3,788.40	527.75
2600.10 TELEPHONE	599.88	349.93
2600.20 TELEPHONE	599.88	349.93
2600.30 TELEPHONE	599.88	349.93
2650.10 INTERNET EXPENSE	657.92	280.00
2650.20 INTERNET EXPENSE	479.92	280.00
2650.30 INTERNET EXPENSE	479.88	279.93
2700.10 POSTAGE, CARRIERS	716.00	540.00
2810.10 CONTRACTED SERVICE-MAINTENANCE	23,342.18	28,210.06
2810.20 CONTRACTED SERVICE-MAINTENANCE	312.94	0.00
2815.10 CONTRACTED SERVICES-OTHER	11,137.29	5,711.88
2815.20 CONTRACTED SERVICES-OTHER	1,218.48	873.39
2815.30 CONTRACTED SERVICES-OTHER	933.47	932.00
2830.10 UTILITIES	15,365.47	9,967.51
2830.20 UTILITIES	892.39	586.14
2831.10 UTILITIES, SEWER AND WATER	989.57	1,259.05
2831.20 UTILITIES, WATER AND SEWER	132.50	70.00
2840.10 MAINTENANCE-GROUNDS	1,227.79	1,033.00
2850.10 INSURANCE, PROPERTY & VEHICLES	13,274.00	14,602.00
2850.20 INSURANCE, PROPERTY & VEHICLES	1,748.00	1,923.00
2870.10 REPAIRS/UPKEEP-BUILDING	0.00	279.00
2880.10 REPAIRS,FURNISHINGS&GRDS&EQUIP	121.34	0.00

Our Lady Of The Annunciation Church
Stmnt. of Activity (Income Statement) for 07/2022 thru 01/2023

	2021-2022 <u>Total Actuals</u>	Year to Date <u>07/2022-01/2023</u>
2890.10 TRASH REMOVAL	2,165.15	611.50
3300.10 CLERGY REIMBURSEMENT	7,712.63	3,138.54
3400.10 SUBSCRIPTIONS, DUES-OTHER	2,606.28	852.60
3400.30 SUBSCRIPTION-DUES,OTHERS	325.00	0.00
3420.10 LITURGICAL PUBLICATIONS	3,604.68	2,570.40
3430.10 REFERENCE MATERIALS	279.30	430.00
3430.30 REFERENCE MATERIALS	228.62	296.83
3440.10 EVANGELIST EXPENSES	6,532.14	3,747.38
3600.10 CHOIR -SUPPLIES AND SERVICES	401.21	165.40
4200.10 AWRDS/RECOGNITION/APPRECIATION	1,900.00	1,800.00
4200.30 AWARDS/RECOGNITION/APPRECIATIO	0.00	100.00
4210.10 TRAINING/EDUCATION-PROFESSIONA	0.00	75.00
4220.10 PRIEST'S RETREAT	375.00	0.00
4230.30 YOUTH AND OTHER RETREATS	150.00	0.00
4350.10 FUNDRAISING EXPENSES/ CLASSY CRAFTS	3,625.11	2,280.70
4400.10 CHARITY AND DONATIONS	489.82	30,839.00
4500.15 Reigniting Our Faith Project Expenses	208,311.17	0.00
4930.10 BANK SERVICE CHARGES	326.31	175.00
4931.10 PAYROLL PROCESSING FEES	701.80	466.81
4933.10 CREDIT CARD CHGS - EGIVING	3,385.26	1,833.68
4934.10 ADMIN FEES - EGIVING	1,345.39	973.45
4935.10 INVESTMENT FEES	4,209.64	2,499.19
5030.10 SCHOOL ASSESSMENT	26,394.00	0.00
5040.10 Diocesan Appeal	33,827.00	0.00
5300.10 MISCELLANEOUS EXPENSES	77.95	60.00
6010.10 EQUIPMENT, COMPUTERS	159.99	0.00
6020.10 EQUIPMENT, STRUCTRUAL EXPENSES	0.00	60,916.00
TOTAL DEPARTMENT EXPENSES	<u>\$657,366.65</u>	<u>\$349,248.04</u>
NET INCOME/DEFICIT ACCOUNT	<u>(\$262,324.75)</u>	<u>\$61,878.97</u>

ROMAN CATHOLIC DIOCESE OF ALBANY CATHOLIC

DRAFT

OUR VISION OF WHAT THE DIOCESE WILL LOOK LIKE IN 1-5 YEARS

- A synodal church that listens, respects and responds to the people's needs raised in the synodal process
- Effective leadership throughout the Diocese to be evidenced by:
 - Reestablishment of the Diocesan Pastoral Council
 - A more synodal way of interacting with staff and parishioners
 - Departments and parishes not guessing about the needs of their people, but asking them
 - Parish and Diocesan leaders listening with a sense of humility and to grow in the skills to do this
- Vibrant, sustainable parish communities linked together as "Networks"
- Initial and ongoing training, formation, and strengthening of lay leaders throughout our Diocese in order to live their baptismal call to be co-responsible with their pastors for the being and action of the local and diocesan Church.

PROPOSED STRATEGIES/ACTIONS TO MOVE TOWARDS THE VISION

- Create a more specific description of what a "vibrant parish network" looks like to serve as a guideline and "guardrails" for those who are working hard to implement this new model, for example:
 - An effective parish network should have one Pastoral Council • Should have a much simpler and appropriate Mass Schedule based on what is needed vs. what was always done.
 - Should operate in the model of "servant leadership" with true collaboration among lay leaders, deacons and priests.

ROMAN CATHOLIC DIOCESE OF ALBANY CATHOLIC

- Implement a comprehensive Communications Program to inform and promote the concept of "vibrant parish networks" and how the model of leadership needs to change; some examples of the "messaging" that could be used in print media, social media, and in face to face meetings include:
 - Parish networks are the way to go given the decline in church attendance and deteriorating building structures that are not being fully used
 - Share success stories of parish networks that are working well
 - Priests will need to "let go" and collaborate with lay leaders in this new paradigm - stepping aside to empower others with administration/leadership skills
 - Our goal is not to close parishes: instead, we close buildings that are no longer meeting the needs of a parish community
- Develop a program to call forth laity to serve as leaders and in other ways according to their baptismal dignity
- Implement a reinvigorated training program to develop lay parish leaders
 - Evaluate:
 - the existing Kateri Institute for Missionary Discipleship for opportunities to modify or expand
 - the impact of Siena's Pastoral Leadership Institute to determine if it can be used as a guidepost for effecting change such that we would 'assign' Network leaders to enroll and participate
- Develop and then employ a system of constructive review of our active clergy and their ability and willingness to pastor a network
- Identify the most effective leaders, whether lay or clergy, and place them in change-making positions
 - Without dictating results, set firm expectations of what a pastoral leader should do and how they are to be spiritual leaders

ROMAN CATHOLIC DIOCESE OF ALBANY CATHOLIC

- Allow the Leadership team to measure the effectiveness of individual leaders Establish alternate paths for priests who are not willing, desiring nor have the capability of being a pastor
- Continue to engage and regularly examine the 32 Parish Networks to coordinate their reduction in number and expansion in size
 - Have fewer number of church buildings based on parish network demographics and other key criteria to be determined
 - Establish a clear process and approach to measure the effectiveness of individual leaders
- Increase involvement by key diocesan staff in facilitating parish network initiatives and emphasizing synodal methods of pastoral planning
- Develop and implement a training program for the Episcopal Vicars to ensure they are supporting and modeling the new behaviors needed from parish leaders in their vicariate and how they can be key advocates for the Diocese in moving to the "vibrant parish network" model
- Maintain a strong Safe Environment Program and continue to grow our Hope and Healing Ministry to support abuse survivors
- Study the sacramental experiences in all parish networks to ensure that the full sacramental life is offered with reverence and care .
- Support a robust vicariate based vocations recruitment effort for priests and deacons that might be managed by lay leadership
- Explore alternate use/re-purposing/sale of real estate properties across the Diocese's geography
- Evaluate Diocesan ministries and programs to re-imagine more effective means of supporting these activities in the Parish Networks and/or vicariates