Diocese of Duluth
Diocesan Strategic
Five Year Plan
Presented by Bishop Paul Sirba
January 19, 2012
Diocese of Duluth Strategic Plan (2012-2017)

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INTRODUCTION:

HOW THE PLAN WAS MADE AND WHO PARTICIPATED?

The document that follows represents the hard work of many people. It is the result of a transparent process that featured the full disclosure on www.dioceseduluth.org and in The Northern Cross of draft proposals put together by a Diocesan Strategic Planning Committee, planning responses made by Deanery Planning Groups (comprised of two lay representatives and the pastor of every parish in each deanery that met over a six-month period), and now the final form of the Diocesan Strategic Plan (2012-2017) which includes recommendations from the Presbyteral Council (a group that represents the priests of the diocese whose recommendations are noted in italics in this document). Bishop Sirba has taken into account the recommendations of these groups representing more than 250 people from across the Diocese of Duluth and has approved the plan that follows.

WHAT DOES THE PLAN ADDRESS?

The Diocesan Strategic Plan (2012-2017) addresses four important challenges:

1. The availability of priests and deacons to minister to the needs of the Diocese of Duluth and its parishes.

2. Changing demographic trends---where people used to live is often not where they live now or where they will live in the future.

3. The infrastructure and financial health of parishes---how and on what are we spending our resources?

4. How can we insure that our clergy are healthy and able to minister to our needs? Are we stretching them too thin? How can we help them serve us?
WHEN WILL THE PLAN BE IMPLEMENTED?

This strategic plan will be implemented slowly and deliberately, working with the people of the affected parishes. The plan does not prioritize when or how particular parts of the plan will be implemented, although some parts of the plan could be implemented as soon as the summer of 2012. Bishop Sirba has established an implementation committee to provide resources and assistance to parishes that will cluster or merge.

DEFINITIONS OF SOME KEY TERMS:

STEWARDSHIP: The Strategic Plan is based on a critically important reality—that we are stewards of the gifts God has entrusted to us. Planning for our future will only bear fruit if we realize that we are called to use wisely the resources God has given to us to accomplish the Church’s mission. We cannot assume that maintaining the status quo is the best we can do for God. In our planning we must seriously consider the question of the viability of our parishes. Are our parishes effectively proclaiming Jesus Christ and bringing people to him?

CLUSTERED PARISHES: Clustered parishes are parishes that work together sharing clergy (and possibly staff), but maintaining separate Pastoral and Finance Councils (although they may choose to have joint meetings). In clustered parishes each parish maintains its church building for worship and is a separate legal entity.

MERGED PARISHES: Merged parishes share clergy and staff and have one or more church buildings but become one parish (civilly and canonically). In merged parishes things are not only shared but done as one family of faith.

“MERGED WITH”: When this phrase is used it means two or more parishes become one parish but retain multiple church buildings.

“MERGED INTO”: When this term is used it means two or more parishes become one parish with one church building for worship.

May God bless our efforts to be good stewards of his many gifts and to proclaim the Good News of Jesus Christ the people of the Northeastern Minnesota.
BRAINERD
DEANERY PLAN

2012-2017

Diocese of Duluth
Strategic Planning
Brainerd
Deanery Plan:

Clergy Availability: Currently 9 Pastors*, Plan for 8

* 8 with the move of St. Charles/Cass Lake to Hibbing Deanery

### Cluster 1
Realign this cluster into two separate clusters:

- St. Francis/Brainerd, All Saints/Baxter and St. Thomas/Pine Beach become **Cluster 1**;
- St. Andrew/Brainerd, St. Mathias/Ft. Ripley become new **Cluster 8**.

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**The Presbyteral Council Recommends:** Given the number of families at All Saints/Baxter and the seasonal Mass at St. Thomas of the Pines with no winter activity, the council recommends that St. Thomas merge with All Saints. The location of the worship site and other parish facilities needs to be determined.

**CRITERIA:** (Reasoning Behind This Proposal)

1. **Availability of Priests and Deacons to minister to the needs of parishes:**
   
   One Pastor continues with Cluster 1, Cluster 8 becomes the responsibility of another Pastor. The Deacons currently serving the clusters may have to accept slightly different assignments in the new alignment.

2. **Changing Demographic Trends:**
   
   While there is projected population growth in this geographic area, that growth would not likely have a major impact on the sacramental needs of the All Saints/Baxter and St. Thomas/Pine Beach communities.

   The sacramental activity of St. Francis is the highest in the Deanery (138), but the sacramental activity at All Saints/Baxter (6) and St. Thomas/Pine Beach (5) is low, as is the number of registered households for All Saints/Baxter and St. Thomas/Pine Beach. (St. Thomas is a “seasonal parish” and has no registered households).
3. Infrastructure and Financial Health of Parishes:

St. Francis reports that it needs to renovate the kitchen, social hall and bathrooms of the worship space. The church is handicap accessible. St. Francis also purchased and shares a rectory with St. Andrew at St. Francis. There is also a need for new windows and re-roofing at a property that St. Francis has as a rental.

St. Francis has a school with an enrollment of 235 (2011-12) and provides the space for the faith formation classes of St. Andrew/Brainerd and St. Mathias/Ft. Ripley. Provisions would have to be made to serve the needs of the 275+ enrolled in faith formation from St. Andrew and St. Mathias at St. Andrew, which has the space to accommodate this.

All Saints/Baxter is a new parish with a provisional church facility. The church is handicap accessible and All Saints reportedly carries a debt of $74,000 (as well as debt to the Diocese for purchase of the land that their provisional church is situated on.)

St. Thomas/Pine Beach is a seasonal parish and reports no serious infrastructure problems with the church buildings.

4. Clergy Health

The new Cluster 1 will have help for the Pastor through the use of Deacons who are/will be assigned to the cluster. The amount of sacramental activity at All Saints/Baxter and St. Thomas/Pine Beach will not cause an overwhelming increase in workload for the Pastor.

Due to the number of registered households, and since the Pastor of this cluster is also responsible for the vitality of the regional school which has benefitted from, and continues to require the support of, all Catholics in the area, this cluster requires the assignment of an Associate Pastor in order to meet all Diocesan planning values.

**Bishop’s Comment: While I understand the concern about the assignment of Associate Pastors, I need to maintain flexibility with respect to those assignments.**
Cluster 2

St. Joseph/Deerwood is merged into St. Joseph/Crosby. These two churches have been clustered for some time. Merger should now be pursued and a new church should be built in the Crosby/Deerwood area, using the “build and close” model.

Our Lady of Fatima/Garrison and Holy Family Hillman should be transferred from Cluster 6 to Cluster 2. Holy Family/Hillman merges into Our Lady of Fatima/Garrison. Our Lady of Fatima clusters with St. Joseph/Crosby.

The Presbytery Council recommends that the merger of the two St. Josephs begin immediately.

CRITERIA: (Reasoning Behind This Proposal)

1. **Availability of Priests and Deacons to minister to the needs of parishes:**

   There is one Pastor serving the needs of this cluster and there are effectively two Deacons serving in this cluster.

2. **Changing Demographic Trends:**

   St. Joseph/Deerwood is surrounded by an area where there is projected population growth, but the immediate parish area is not likely to experience significant population growth. Any modest population growth would not likely have a major impact on the sacramental needs of the parish.

   The combined average sacramental activity of this new cluster is 67.
3. Infrastructure and Financial Health of Parishes:

St. Joseph/Deerwood reports no serious infrastructure problems. St. Joseph/Crosby needs new windows and heating and ventilation (HVAC) in the offices (the former school building). The church needs tuck pointing and could use some exterior and interior redecoration. St. Joseph/Crosby has the larger church/parish physical plant.

Neither of these parishes reported numbers for either savings or debt in the surveys that they completed as part of this planning process.

4. Clergy Health

Merging and clustering these parishes would allow the Pastor to serve the needs of his community from two churches. The Deacons currently serving the cluster may have to accept slightly different assignments in the new alignment. With Holy Family/Hillman merged into Our Lady of Fatima/Garrison, OLF needs to remain open because the area it serves to the south would be too far from other parishes. Also, Cluster 6 becomes difficult to staff if Garrison and Hillman remain part of it.

**Cluster 3**
Immaculate Heart/Crosslake and St. Emily/Emily, no changes at this time.
Cluster 4

St. Agnes/Walker and Sacred Heart/Hackensack, no changes at this time.

The representatives of the St. Agnes and Sacred Heart parishes recommend:

Some adjustments in Masses, especially for the months when attendance is much lower (weekend after Labor Day until the weekend before Memorial Day), when three Masses per weekend can comfortably be scheduled between the two parishes.

The other change they want to pursue is increased collaboration between the two parishes. While each will remain a separate corporation they wish to form one joint Pastoral Council and have joint meetings of the two Finance Councils. This will better use parishioner talent and reduce travel time for meetings by the Pastor. Currently, the parish office staff and education programs are shared.

Cluster 5

St. Christopher/Nisswa, St. Alice/Pequot Lakes, and Our Lady of Lourdes/Pine River merge with each other. These three churches have been clustered for some time. At this time it is not feasible to have only two worship sites during the summer months; therefore, all three churches need to be utilized. Discussion of a new worship site for the merged parish should begin immediately.

CRITERIA: (Reasoning Behind This Proposal)

1. Availability of Priests and Deacons to minister to the needs of parishes:

   There is one Pastor and two Deacons serving the needs of this cluster.
2. Changing Demographic Trends:

   All three parishes are surrounded by an area where there is projected population growth, but this growth would not likely have a major impact on the sacramental needs of any of these parishes. The combined average sacramental activity of this cluster is 138.

   Faith formation: 121 at St. Christopher/Nisswa, 170 at St. Alice/Pequot Lakes and 52 at Our Lady of Lourdes/Pine River.

3. Infrastructure and Financial Health of Parishes:

   St. Christopher/Nisswa, St. Alice/Pequot Lakes and Our Lady of Lourdes/Pine River report no infrastructure challenges. St. Christopher/Nisswa and Our Lady of Lourdes/Pine River both have installed new elevators within the last three years. St. Alice/Pequot Lakes is handicap accessible.

   The three previous years (2008-2010) all three churches were very close to break even. The total shortage for the three year period was:

   St. Christopher/Nisswa, $21,206 or 2.1% of income
   St. Alice/Pequot Lakes, $13,206 or 2.5% of income
   Our Lady of Lourdes/Pine River, $1,867 or 0.5% of income

   All shortages were met with money from unrestricted savings accounts.

   Savings balances at the church year ending June 2010 were:

   St. Christopher/Nisswa, unreserved savings $27,058, reserved savings $8,514.
   St. Alice/Pequot Lakes, unreserved savings $10,723, reserved savings building fund $456,323
   Our Lady of Lourdes/Pine River unreserved savings $24,921 and reserved savings $4,001
4. Clergy Health

Merging these parishes into one entity would allow the Pastor to better serve the needs of his parish community. The Deacons currently serving the cluster may have to accept slightly different assignments in the new alignment.

**Cluster 6**

Our Lady of Fatima/McGrath merges into Holy Family/McGregor and Our Lady of Fatima closes.

St. James/Aitkin clusters with Holy Family/McGregor.

Our Lady of Fatima/Garrison and Holy Family/Hillman move to **Cluster 2**

**CRITERIA: (Reasoning Behind This Proposal)**

1. **Availability of Priests and Deacons to minister to the needs of parishes:**

   One Pastor will take care of the needs of these parishes instead of the current two. There are currently three Deacons serving in this cluster.

2. **Changing Demographic Trends:**

   Our Lady of Fatima/McGrath: the parish is located in an area that is expected to have flat, or declining population. The sacramental activity score of Our Lady of Fatima is 5. This new cluster will have a sacramental activity in the 95 range.

   All of the Faith Formation for the parish is done at Holy Family/McGregor (current enrollment between the two parishes is 37).
3. Infrastructure and Financial Health of Parishes:

Our Lady of Fatima/McGrath reports that it recently replaced damaged walls in the basement, and did some excavation to prevent future water damage. It replaced the roof of the church in 2009.

The parish does have a high percentage of Registered Households who give at least $100 per year (78%).

Holy Family/McGregor reports that it recently replaced the furnace and air conditioning. The parish has enough church capacity to accommodate the proposed merger without adding to its current Mass schedule.

These parishes have been clustered for many years and have a history of successfully working together, and should be merged at this time.

St. James/Aitkin has a new church facility (2007) which includes a new rectory. The church seating capacity can accommodate additional parishioners. St. James does have debt from its recent building project.

4. Clergy Health:

The proposed merger and cluster created will mean more sacramental activity for the Pastor, but will eliminate much of the travel for weekend Masses.

The Deacons currently serving the cluster may have to accept slightly different assignments in the new alignment.

There are major roads between the two parishes in this new cluster. The new cluster is within reasonable driving distance for the Pastor for Sunday Mass schedule.
Cluster 7
St. Edward/Longville, St. Paul/Remer, no changes at this time.

Cluster 8
St. Andrew/Brainerd, St. Mathias/Ft. Ripley

The parishes in Cluster 8 had been clustered together before they became part of the Brainerd “super cluster” (formerly Cluster 1). They are familiar with each other and have worked successfully together in the past.

Parish Move
St. Charles/Cass Lake moves from Brainerd Deanery to Hibbing Deanery.

Summary:
This Deanery Plan addresses the need of planning for one less Pastor in this Deanery. The proposal also considers the infrastructure and financial health of the parishes in the Deanery and helps to insure Clergy health. The consensus for submitting this plan on behalf of the Brainerd Deanery was 89% in favor.
<table>
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<tr>
<th>CLUSTER</th>
<th>FAMILIES</th>
<th>SAC. ACTIVITY</th>
<th>COMBINED</th>
<th>CHURCH CAPACITY</th>
<th>AVG USE</th>
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<td>575</td>
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<td>St. Alice/Pequot Lakes and</td>
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<td>Our Lady of Lourdes/Pine River</td>
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<td>St. Mathias/Ft. Ripley</td>
<td></td>
<td>34</td>
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<td>279</td>
</tr>
</tbody>
</table>

**Brainerd Deanery Plan**

*Did not report both Summer and Fall numbers

**Seasonal only (No Fall Numbers Available)

***Very High Summer Usage

Average Use number is the average of the reported Summer and Fall Numbers
Cluster 1  St. Francis/Brainerd with All Saints/Baxter merges with St. Thomas/Pine Beach
Cluster 2  St. Joseph/Crosby (St. Joseph/Deerwood merged into) with Our Lady of Fatima/Garrison (Holy Family/Hillman merged into)
Cluster 3  Immaculate Heart/Crosslake with St. Emily/Emily
Cluster 4  St. Agnes/Walker with Sacred Heart/Hackensack
Cluster 5  St. Christopher/Nisswa merges with St. Alice/Pequot Lakes and Our Lady of Lourdes/Pine River
Cluster 6  Holy Family/McGregor (Our Lady of Fatima/McGrath merged into) with St. James/Aitkin
Cluster 7  St. Edward/Longville with St. Paul Remer
Cluster 8  St. Andrew/Brainerd with St. Mathias/Ft. Ripley

Represent Proposed Clusters drawn around Church Buildings and DO NOT represent Parish Boundaries

BRAINERD DEANERY PLAN MAP
CLOQUET
DEANERY PLAN

2012-2017

Diocese of Duluth
Strategic Planning
**Cloquet Deanery Plan:**
**July 2011**

**Clergy Availability:** Currently 7 Pastors, Plan for 5

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### Cluster 1

St. Francis/Carlton, SS Mary and Joseph/Sawyer, no changes at this time.

### Cluster 2


St. Joseph/Beroun which is currently in Cluster 2 leaves the group and clusters with Immaculate Conception/Pine City (Cluster 5).

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**CRITERIA: (Reasoning Behind This Proposal)**

1. **Availability of Priests and Deacons to minister to the needs of parishes:**
   
   One Pastor takes care of the needs of these parishes instead of the current two.

2. **Changing Demographic Trends:**

   The combined sacramental activity of St. Luke/Sandstone, St. Joseph/Finlayson and Sacred Heart/Bruno averages 19. St. Patrick/Hinckley’s average is 36. (The highest average in the Deanery is Queen of Peace/Cloquet with 138.) The demand for sacramental services is low for these parishes, as is the number of registered households and the reported attendance at Masses in the Summer and the Fall.
While there is projected population growth in this geographic area, that growth would not likely have a major impact on the sacramental needs of these communities.

3. Infrastructure and Financial Health of Parishes:

   St. Luke/Sandstone reports that the Rectory foundation requires serious repair. Sacred Heart/Bruno reports that the Church basement and septic system have serious problems. St. Joseph/Finlayson does not report any serious problems but the Church is not handicap accessible.

   There are a total of 13 persons reported to be enrolled in faith formation between these 3 parishes. (12 at St. Luke/Sandstone, 1 at St. Joseph/Finlayson and 0 at Sacred Heart/Bruno).

4. Clergy Health

   Merging and clustering these parishes would allow the Pastor to serve the needs of his community with little increase in workload. Staff additions may have to be made to handle the needs of the merged parish.

   The future of the specialized Prison Ministry at Sandstone needs to be discussed.

### Cluster 3

Queen of Peace/Cloquet and Holy Family/Cloquet would continue as a cluster. Queen of Peace parish has a school with an enrollment of 98 (2011-12). The Bishop has expressed a desire that there be a Sunday Mass offered at Holy Family which would serve the American Indian population there.
Cluster 4

St. Isidore/Sturgeon Lake merges with St. Mary/Willow River. This newly merged parish will cluster with Holy Angels/Moose Lake. St. Isidore and St. Mary church buildings will serve as an additional worship sites seasonally and at other times with some form of Mass rotation schedule.

The Presbyteral Council recommends: the Mass rotation between St. Isidore and St. Mary would be as follows: St. Mary in the winter, St. Isidore in the summer.

CRITERIA: (Reasoning Behind This Proposal)

1. Availability of Priests and Deacons to minister to the needs of parishes:

   One Pastor takes care of the needs of these parishes instead of the current two. There is no Deacon currently assigned to this cluster.

2. Changing Demographic Trends:

   The predicted population growth for the City of Moose Lake needs clarification. Growth was predicted at about 13% for 2000-2010, as it is for 2011-2015. However, the City of Moose Lake includes correction facilities with prisoners and sexual offenders in their population projections and these accounted for an 18% increase for 2000-2010, and for the 13% increase projected for 2011-2015 (adding 329 beds).

   City and Chamber business leaders noted that the projected boom in housing and residential growth for 2000-2010 did not occur as expected as most new State and Hospital jobs were filled by area residents or by those who chose to commute from surrounding communities. The Moose Lake School District enrollment has been declining and new school referendums have been voted down several times and the defeat attributed to the senior population. Growth in the wider area is predicted at about 7-8%.
Population growth for the Sturgeon Lake and Willow River areas is also projected at 7-8%. Willow River School District enrollment is increasing. St. Mary’s membership of younger families is also growing.

3. Infrastructure and Financial Health of Parishes:

St. Isidore and St. Mary are viable both financially and in their infrastructure. Both have recently renovated sanctuaries and confessionals. St. Isidore has a newer parish hall and St. Mary has a newly renovated parish hall. Financially, both parishes have no debt, healthy savings accounts and no infrastructure problems.

Holy Angels/Moose Lake is reporting no serious infrastructure problems. It is currently carrying a debt of $312,000. The facilities of all three of these parishes are reportedly handicap accessible.

4. Clergy Health

One Pastor would serve the needs of this cluster residing in Moose Lake. As a new cluster, a five year period of establishing new relationships and unity under one Pastor seems best for the Pastor and the people alike. Specialized ministries are two prison locations at Moose Lake and Willow River and a nursing home in Moose Lake.

**Cluster 5**

St. Joseph/Beroun (formerly in Cluster 2) clusters with Immaculate Conception/Pine City.

**CRITERIA: (Reasoning Behind This Proposal)**

1. **Availability of Priests and Deacons to minister to the needs of parishes:**

   This cluster will cause more work for the Pastor assigned to Immaculate Conception, but will represent a more equal distribution of
need in the realigned Deanery. Immaculate Conception/Pine City currently has 2 Deacons working in the parish. The Deacons currently serving the cluster may have to accept slightly different assignments in the new alignment.

2. Changing Demographic Trends:

   St. Joseph/Beroun has 47 registered households. The sacramental activity in the parish averages 13. Immaculate Conception averages 69. (The highest average in the Deanery is Queen of Peace/Cloquet with 138.)

   While there is projected population growth in this geographic area, that growth would not likely have a major impact the sacramental needs of St. Joseph/Beroun.

3. Infrastructure and Financial Health of Parishes:

   St. Joseph/Beroun does not report any serious infrastructure problems. The church building is not handicap accessible. Immaculate Conception/Pine City church is handicap accessible, the school is not.

   The faith formation at St. Joseph/Beroun is currently held at St. Patrick/Hinckley, but this could be incorporated into the faith formation classes at Immaculate Conception/Pine City.

   St. Mary’s School in Pine City is part of the Immaculate Conception parish and has an enrollment of 65 (2011-12).

4. Clergy Health

   While the clustering of these two parishes will create an increase in workload for the Pastor, and the two Deacons in Pine City, the amount of sacramental activity at the clustered parishes would not be substantially greater than current levels. The school in Pine City contributes to the workload of the Pastor, but the distance between the two churches is reasonable, and both are connected by I-35.
Summary:

This Deanery Plan would address the need of planning for two less Pastors in this Deanery. It also accounts for a projected growth in population in the Deanery. The proposal also considers the infrastructure and financial health of the parishes in the Deanery and helps to insure Clergy health. The consensus for submitting this plan on behalf of the Cloquet Deanery was 96% in favor.
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<th>CLUSTER</th>
<th>FAMILIES</th>
<th>SAC. ACTIVITY</th>
<th>COMBINED</th>
<th>CHURCH CAPACITY</th>
<th>AVG USE</th>
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<td>St. Luke/Sandstone</td>
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<td></td>
</tr>
</tbody>
</table>

**Cloquet Deanery Plan**

* Only reported one set of Mass Attendance Numbers
** Currently does not have a Weekend Mass

Average Use number is the average of the reported Summer and Fall Numbers
Cluster 1  St. Francis/Carlton with SS Mary and Joseph/Sawyer
Cluster 2  St. Patrick/Hinckley (St. Joseph Finlayson, Sacred Heart Bruno merged into) St. Luke/Sandstone clusters with St. Patrick
Cluster 3  Queen of Peace/Cloquet with Holy Family/Cloquet
Cluster 4  St. Isidore/Sturgeon Lake merges with St. Mary/Willow River Clusters with Holy Angels/Moose Lake
Cluster 5  St. Joseph/Beroun with Immaculate Conception/Pine City

Represent Proposed Clusters drawn around Church Buildings and DO NOT Represent Parish Boundaries
DULUTH
DEANERY PLAN

2012-2017

Diocese of Duluth
Strategic Planning
Because of the amount of change that is needed in this Deanery to go from its current number of Pastors to the projected number that will be available, it is necessary to restructure or create new clusters that differ from current configurations.

The following clusters will remain unchanged in configuration, but will be renumbered as follows:

**Cluster 1**

St. John/Grand Marais and Holy Rosary/Grand Portage

**Cluster 2**

Holy Spirit/Two Harbors and St. Mary/Silver Bay

**Cluster 3**

St. Louis/Floodwood, St. Mary/Meadowlands and Immaculate Conception/Cromwell/Wright

The challenges of the distances between parishes in these clusters make reorganizing them extremely difficult.
In the Duluth metropolitan area, we will plan on moving from the current 11 Pastors to 6. The following proposal addresses this need, by creating new clusters as follows:

**Cluster 4**

Our Lady of Mercy merges into St. Mary Star of the Sea. Our Lady of Mercy closes. St. Mary Star of the Sea is clustered with The Cathedral of Our Lady of the Rosary.

*The Presbyteral Council recommends: this cluster demonstrates a strong need for the assignment of an Associate Pastor.*

**Bishop’s Comment: While I understand the concern about the assignment of Associate Pastors, I need to maintain flexibility with respect to those assignments.**

**CRITERIA: (Reasoning Behind This Proposal)**

1. **Availability of Priests and Deacons to minister to the needs of parishes:**

   One Pastor will take care of the needs of these two parishes. There is currently a Deacon assigned to the Cathedral and two Deacons assigned to St. Mary Star of the Sea.

2. **Changing Demographic Trends:**

   The population of the downtown area of Duluth is projected to remain flat or slightly decline. Our Lady of Mercy has a sacramental activity of 11 for the 3 year average. St. Mary Star of the Sea has an average of 53 over the same period (The Cathedral has the highest average in the deanery of 145.) Population changes should not impact the amount of sacramental activity in the merged downtown parish.

   There are 0 enrolled in faith formation for Our Lady of Mercy. The total number enrolled at St. Mary Star of the Sea is 52.

   The Cathedral has 138 enrolled in faith formation classes and has the capacity and space to accommodate joint faith formation classes with St. Mary Star of the Sea.
3. Infrastructure and Financial Health of Parishes:

Our Lady of Mercy is a small church (capacity 100) located on Park Point. *The church does not have running water.* St. Mary Star of the Sea has the seating capacity to accommodate a merger without scheduling additional Masses.

It must also be noted that St. Peter of Duluth was closed during 2010 and the parish merged into St. Mary Star of the Sea.

St. Mary Star of the Sea reports no serious infrastructure problems and there is a new roof on the church.

The Cathedral replaced the church roof within the last 5 years and is reporting that it will need to replace the boiler in the next 5-10 years. The Cathedral physical plant is in good condition and is well maintained.

4. Clergy Health

The amount of sacramental activity at the Cathedral will likely remain high as the Cathedral is a large parish. There will be a good deal of additional sacramental activity due to the clustering of these two parishes, and the Cathedral has a school, Holy Rosary with an enrollment of 293 (2011-12). This Cluster could request assignment of an Associate Pastor, if one is available.

**Cluster 5**

St. Elizabeth and St. Margaret Mary merge with St. James. Plan for a maximum of two worship sites.

**CRITERIA: (Reasoning Behind This Proposal)**

1. Availability of Priests and Deacons to minister to the needs of parishes:

   One Pastor will take over the responsibilities for these parishes. There is currently a Deacon working with St. James.
2. Changing Demographic Trends:

Both St. Elizabeth and St. Margaret Mary are in areas where the population has declined significantly. Since the heavy industries that were the basis for the economy in West Duluth moved out in the last three decades the economic health of this area has also declined.

St. James is in an area that has seen a major population decline in the last several decades and is not expected to grow in population.

There are reportedly 0 enrolled in faith formation at St. Elizabeth, 34 at St. Margaret Mary, and St. James 74.

Sacramental Activity averages are: St. Elizabeth 19, St. Margaret Mary 22, and St. James 100, total: 141.

3. Infrastructure and Financial Health of Parishes:

St. Elizabeth reports church roof and basement leaks. St. Margaret Mary has a new roof on church and rectory. St. James reports needing to replace school windows and tuck point school walls. They also note that shingles need to be replaced on the church.

St. Elizabeth and St. Margaret Mary report operating on a balanced budget. St. James reports a debt of $168,000.

St. James has a school with an enrollment of 124 (2011-12). St. James subsidizes the school at about $180,000 annually.

4. Clergy Health

The amount of sacramental activity at the merged parish would increase by about 50%. There is a Deacon at St. James who could help with the increased activity. The Deacon currently serving the cluster may have to accept a slightly different assignment in the new alignment.
Cluster 6

St. John is clustered with St. Michael.

The Presbyteral Council recommends: this cluster demonstrates a strong need for the assignment of an Associate Pastor.

**Bishop’s Comment: While I understand the concern about the assignment of Associate Pastors, I need to maintain flexibility with respect to those assignments.

CRITERIA: (Reasoning Behind This Proposal)

1. Availability of Priests and Deacons to minister to the needs of parishes:

   One Pastor would take over responsibility for 2 parishes. There is currently a Deacon at St. John.

2. Changing Demographic Trends:

   Population is expected to remain stable on the East Side of Duluth.

   St. John did not report faith formation enrollment numbers.
   St. Michael reported 139.

   The sacramental activity of St. John averages 48 and St. Michael has 114, (The Cathedral has the highest average in the deanery of 145.)

3. Infrastructure and Financial Health of Parishes:

   The parishes report no serious infrastructure problems. St. John recently completed a $3.8 million addition that is adding classrooms, gathering space, office and kitchen space.

   Both St. John and St. Michael have schools. St. John’s enrollment is 123 (2011-12) and St. Michael’s enrollment is 76 (2011-12). Both schools are struggling as they compete for students. Both parishes subsidize their schools ($104,000 for St. John, $110,100 for St. Michael). Combining these schools and coordinating use of their resources, while beyond the scope of this current planning effort, may benefit both schools.
4. Clergy Health

The amount of sacramental activity for one Pastor at the clustered parish would greatly increase over current levels. The Deacon currently serving the cluster may have to accept a slightly different assignment in the new alignment.

<table>
<thead>
<tr>
<th>Cluster 7</th>
</tr>
</thead>
<tbody>
<tr>
<td>St. Phillip/Saginaw merges into St. Rose/Proctor. St. Phillip closes. St. Raphael is clustered with St. Rose/Proctor</td>
</tr>
</tbody>
</table>

Original Deanery Proposal: St. Phillip/Saginaw merges into St. Raphael. St. Phillip closes. St. Raphael is clustered with St. Rose/Proctor

The Presbyteral Council recommends that St. Phillip/Saginaw merges into St. Rose/Proctor rather than St. Raphael, since St. Phillip and St. Rose are already clustered.

CRITERIA: (Reasoning Behind This Proposal)

1. Availability of Priests and Deacons to minister to the needs of parishes:

   One Pastor would take over two parishes. The current cluster of St. Phillip/Saginaw with St. Rose/Proctor would change as St. Phillip would merge into St. Raphael. The new merged parish would cluster with St. Rose. There is currently a Deacon serving at St. Rose.

2. Changing Demographic Trends:

   St. Phillip has a small church with 54 registered families. It is not in an area of projected population growth. There are 12 enrolled in faith formation and they could be accommodated at St. Raphael. St. Rose is in an area that has seen major population declines in the last several decades and is in an area that is not expected to grow in population.

3. Infrastructure and Financial Health of Parishes:

   St. Raphael and St. Rose have the seating capacity to accommodate the St. Phillip parish without adding to the current Mass schedule.
St. Rose reports heating/boiler ventilation (HVAC) for the church and school needs to be replaced. The church roof was replaced in the last 6 years. The bus garage at St. Rose needs to be replaced. St. Raphael reports that it operates on a balanced budget. St. Rose reports operating at a deficit of 2-3% of budget. The St. Rose school, with an enrollment of 91 (2011-12) is subsidized by the parish at $90,000 per year.

4. Clergy Health

Clustering St. Raphael and St. Rose will increase the sacramental activity for the Pastor. The Deacon currently serving the cluster may have to accept a slightly different assignment in the new alignment.

Cluster 8
St. Joseph (Heights) merges into St. Lawrence and St. Joseph closes. St. Lawrence is clustered with Holy Family

CRITERIA: (Reasoning Behind This Proposal)

1. Availability of Priests and Deacons to minister to the needs of parishes:

   One Pastor would take over these two parishes. This is a new cluster arrangement for both parishes. There is currently one Deacon serving at St. Lawrence and one at Holy Family.

2. Changing Demographic Trends:

   There is no population growth projected for this area. St. Lawrence has 322 enrolled in faith formation, Holy Family has 44 and St. Joseph reports 13 who could be accommodated at St. Lawrence.

3. Infrastructure and Financial Health of Parishes:

   St. Lawrence reports no serious infrastructure problems. St. Lawrence has had recent boiler and electrical improvements. Holy Family reports that it needs roof maintenance, has some basement flooding and that the duct work in the rectory needs attention.
Both of the parishes report operating with a balanced budget. Holy Family reports debt of $6,000.

4. Clergy Health

The combined sacramental activity of the clustered parishes would be substantially greater than either parish individually (179). The Deacons currently serving the cluster may have to accept slightly different assignments in the new alignment.

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**Cluster 9**

St. Benedict is clustered with St. Joseph Gnesen

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**CRITERIA: (Reasoning Behind This Proposal)**

1. Availability of Priests and Deacons to minister to the needs of parishes:

   One Pastor would take care of these two parishes. There are three Deacons currently working with St. Benedict.

2. Changing Demographic Trends:

   The population of Duluth is projected to remain flat or slightly decline. There are 85 enrolled in faith formation at St. Benedict, 24 at St. Joseph.

   St. Joseph serves an area that is projected to see some modest growth. St. Joseph is a small but vibrant parish that serves a large geographical area and is historically the oldest parish in the Deanery.

3. Infrastructure and Financial Health of Parishes:

   St. Benedict and St. Joseph both report no serious infrastructure problems. St. Benedict recently added a Gathering Space to the front of the church. St. Joseph also has a cemetery.
Both parishes reported operating on balanced budgets. St. Benedict reports a parish debt of $60,000 while St. Joseph did not report any parish debt.

4. Clergy Health

The amount of sacramental activity at the clustered parishes would not be substantially greater than current levels (72 for St. Benedict, 7 for St. Joseph. (The Cathedral has the highest average in the deanery of 145). The three Deacons currently serving the new cluster may have to accept slightly different assignments in the new alignment.

Summary:

This Deanery Plan addresses the need of planning for a total of nine Pastors in this Deanery. It also addresses the need for a more equitable distribution of Pastors in the Diocese than currently exists. This Plan also considers the infrastructure and financial well being of the parishes in the Deanery and helps to insure Clergy health by contracting the number of parishes that individual Pastors are responsible for. The consensus for submitting this Plan on behalf of the entire Duluth Deanery Planning Group was 100% in favor.
<table>
<thead>
<tr>
<th>Cluster</th>
<th>Family Activity</th>
<th>SAC Activity</th>
<th>Combined</th>
<th>Church Capacity</th>
<th>Avg Use</th>
</tr>
</thead>
<tbody>
<tr>
<td>#1 St. John/Grand Marias</td>
<td>193</td>
<td>21</td>
<td>27</td>
<td>300</td>
<td>39%</td>
</tr>
<tr>
<td></td>
<td>Holy Rosary/Grand Portage</td>
<td>6</td>
<td></td>
<td>75</td>
<td>32%</td>
</tr>
<tr>
<td>#2 Holy Spirit/Two Harbors</td>
<td>574</td>
<td>40</td>
<td>63</td>
<td>280</td>
<td>53%</td>
</tr>
<tr>
<td></td>
<td>St. Mary/Silver Bay</td>
<td>23</td>
<td></td>
<td>350</td>
<td>25%</td>
</tr>
<tr>
<td>#3 St. Louis/Floodwood</td>
<td>133</td>
<td>9</td>
<td>16</td>
<td>125</td>
<td>62%</td>
</tr>
<tr>
<td></td>
<td>St. Mary/Meadowlands</td>
<td>5</td>
<td></td>
<td>140</td>
<td>61%</td>
</tr>
<tr>
<td></td>
<td>Immaculate Conception/Cromwell-Wright</td>
<td>2</td>
<td></td>
<td>120</td>
<td>48%</td>
</tr>
<tr>
<td>#4 St. Mary Star of the Sea (OLM merged into)</td>
<td>1138</td>
<td>64</td>
<td>209</td>
<td>300</td>
<td>34%</td>
</tr>
<tr>
<td></td>
<td>Cathedral</td>
<td>145</td>
<td></td>
<td>800</td>
<td>26%**</td>
</tr>
<tr>
<td>#5 St. James (St. Elizabeth and St. Margaret Mary merged with)</td>
<td>914</td>
<td>141</td>
<td>141</td>
<td>400</td>
<td>34%</td>
</tr>
<tr>
<td></td>
<td>(with a maximum of two worship sites)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>#6 St. John</td>
<td>1194</td>
<td>48</td>
<td>162</td>
<td>300</td>
<td>52%</td>
</tr>
<tr>
<td></td>
<td>St. Michael</td>
<td>114</td>
<td></td>
<td>400</td>
<td>33%</td>
</tr>
<tr>
<td>#7 St. Raphael</td>
<td>856</td>
<td>58</td>
<td>92</td>
<td>300</td>
<td>48%</td>
</tr>
<tr>
<td></td>
<td>St. Rose (St. Phillip/Saginaw merged into)</td>
<td>34</td>
<td></td>
<td>225</td>
<td>39%</td>
</tr>
<tr>
<td>#8 St. Lawrence (St. Joseph Heights merged into)</td>
<td>1351</td>
<td>109</td>
<td>179</td>
<td>400</td>
<td>46%</td>
</tr>
<tr>
<td></td>
<td>Holy Family</td>
<td>70</td>
<td></td>
<td>350</td>
<td>31%</td>
</tr>
<tr>
<td>#9 St. Benedict</td>
<td>675</td>
<td>72</td>
<td>79</td>
<td>500</td>
<td>29%</td>
</tr>
<tr>
<td></td>
<td>St. Joseph Gnesen</td>
<td>7</td>
<td></td>
<td>170</td>
<td>*</td>
</tr>
</tbody>
</table>

**Duluth Deanery Plan**

* Did not report Summer & Fall Use Numbers

** Cathedral has gone from 4 Weekend Masses to 3 since the Survey

Average Use number is the average of the reported Summer and Fall Numbers
Cluster 1  St. John/Grand Marias with Holy Rosary/Grand Portage

Cluster 2  Holy Spirit/Two Harbors with St. Mary/Silver Bay

Cluster 3  St. Louis/Floodwood with St. Mary/Meadowlands and Immaculate Conception/Cromwell-Wright

Represent Proposed Clusters drawn around Church Buildings and DO NOT Represent Parish Boundaries

Duluth Deanery Plan Map 1
Represent Proposed Clusters drawn around Church Buildings and DO NOT Represent Parish Boundaries

**Cluster 4**  
St. Mary Star of the Sea (O.L. Mercy merged into) with Cathedral

**Cluster 5**  
St. James (St. Margaret Mary and St. Elizabeth merged with)

**Cluster 6**  
St. John with St. Michael

**Cluster 7**  
St. Raphael with St. Rose (St. Phillip merged into)

**Cluster 8**  
St. Lawrence (St. Joseph Heights merged into) with Holy Family

**Cluster 9**  
St. Benedict with St. Joseph Gnesen

**Duluth Deanery Plan Map 2**
HIBBING DEANERY PLAN

2012-2017

Diocese of Duluth
Strategic Planning
Hibbing Deanery Plan

Clergy Availability: Currently 8 Pastors* /Plan for 6

*9 with the move of St. Charles/Cass Lake from Brainerd Deanery

Cluster 1:
Sacred Heart/Federal Dam, and St. Ann/Bena merge into St. Mary/Deer River. Sacred Heart/Federal Dam and St. Ann/Bena close.

St. Joseph/Ball Club merges with St. Mary/Deer River

St. Mary/Deer River is then clustered with St. Charles/Cass Lake which will move from the Brainerd Deanery to the Hibbing Deanery. *

* See Presbyteral Council recommendation below

Original Deanery Proposal: Sacred Heart/Federal Dam, St. Joseph/Ball Club and St. Ann/Bena merge into St. Mary/Deer River.

Sacred Heart/Federal Dam, St. Joseph/Ball Club and St. Ann/Bena close.

St. Mary/Deer River is then clustered with St. Charles/Cass Lake which will move from the Brainerd Deanery to the Hibbing Deanery.

The Presbyteral Council recommends: St. Joseph/Ball Club be merged with St. Mary/Deer River and not merged into St. Mary/Deer River.

** Bishop’s Comment: I accept the recommendation of the Presbyteral Council.
CRITERIA: (Reasoning Behind This Proposal)

1. Availability of Priests and Deacons to minister to the needs of parishes:

   One Pastor takes care of the needs of these parishes instead of the current three.

2. Changing Demographic Trends:

   The parishes of Sacred Heart/Federal Dam and St. Joseph/Ball Club both serve a small number of families and even together struggle to afford the cost of a Pastor. Reportedly there are 8 enrolled in faith formation at St. Joseph, (0 at Sacred Heart) and these could be enrolled in the program at St. Mary (69 enrolled) or St Charles/Cass Lake (13 enrolled) depending on driving distance for families.

3. Infrastructure and Financial Health of Parishes:

   St. Joseph/Ball Club reports operating with a deficit of 45% of budget while Sacred Heart/Federal Dam also reports operating at a deficit with no savings reported. St. Mary/Deer River and St. Charles/Cass Lake both report parish savings. St. Mary/Deer River is handicap accessible. St. Mary/Deer River and St. Charles/Cass Lake have the church seating capacity available to accommodate families from St. Joseph/Ball Club and Sacred Heart/Federal Dam.

4. Clergy Health

   St. Mary/Deer River, St. Joseph/Ball Club and St. Charles/Cass Lake are located on Highway 2 within reasonable driving distance of each other. The amount of Sacramental Activity for this group will not cause a substantial
increase in workload for the Pastor. The combined Sacramental Activity for these parishes is 70 (Blessed Sacrament/Hibbing has the highest in the Deanery, 274).

5. Other

This area has a relatively large American Indian population and the Bishop would like to further address this specialized ministry.

<table>
<thead>
<tr>
<th>Cluster 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>St. Joseph/Chisholm and Our Lady of the Sacred Heart/Buhl, no changes at this time.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cluster 3</th>
</tr>
</thead>
</table>

**CRITERIA: (Reasoning Behind This Proposal)**

1. **Availability of Priests and Deacons to minister to the needs of parishes:**

   One Pastor takes care of the needs of these parishes instead of the current two Pastors. There are currently no Deacons assigned to these Parishes.

2. **Changing Demographic Trends:**

   St. John/Hill City and St. Paul/Warba are both small churches that are temporarily closed. St. John/Hill City currently has 6 enrolled in faith formation at St. Joseph/Grand Rapids. The population in the area around these Parishes is projected to remain flat or slightly decline.
3. Infrastructure and Financial Health of Parishes:

St. Joseph is a large parish with a school with an enrollment of 199 (2011-12). Currently, St. John/Hill City and St. Paul/Warba are being served by St. Joseph. St. Augustine/Cohasset has been clustered with St. Joseph/Grand Rapids in the past and the two parishes have a history of working together successfully.

4. Clergy Health

Good, major highways connect these parishes. There will be additional sacramental activity due to the clustering of these two parishes, (and the school attached to St. Joseph). This Cluster strongly requests the assignment of an Associate Pastor, if one is available.

**Bishop’s Comment: While I understand the concern about the assignment of Associate Pastors, I need to maintain flexibility with respect to those assignments.

Cluster 4

St. Kevin/Pengilly and St. Mary/Keewatin merge into St. Cecilia/Nashwauk. St. Kevin/Pengilly and St. Mary/Keewatin close. St. Joseph/Taconite and St. Mary/Marble merge into Mary Immaculate/Coleraine. St. Joseph/Taconite and St. Mary/Marble close.

St. Cecilia/Nashwauk clusters with Mary Immaculate/Coleraine

CRITERIA: (Reasoning Behind This Proposal)

1. Availability of Priests and Deacons to minister to the needs of parishes:

One Pastor takes care of the needs of these parishes instead of the current two. There is currently a Deacon at St. Cecilia/Nashwauk.
2. Changing Demographic Trends:

There are many small parishes along Highway 169 that were created to serve the needs of the mining communities that grew up on the Iron Range. There have been profound changes in the number of people who live in these towns, along with the understanding that future mining operations may employ fewer people even as new mines or mining operations are started in the area.

There are 4 enrolled in faith formation from St. Kevin/Pengilly and 18 from St. Mary/Keewatin. The faith formation needs of these two parishes are already being served by St. Cecilia.

All of the faith formation needs of St. Joseph/Taconite and St. Mary/Marble are currently served through Mary Immaculate/Coleraine.

3. Infrastructure and Financial Health of Parishes:

St. Kevin/Pengilly reports the roof and basement leak. The rectory needs paint and has plumbing problems. St. Cecilia needs a new roof for the church and the rectory.

St. Mary/Keewatin reports operating at a deficit of 40% of budget.

St. Joseph/Taconite ranks in the lowest 20% in 4 of the 5 factors on the parish profile: Sacramental Activity, Summer Mass Attendance, Fall Mass Attendance and Number of Registered Households for a total score of 1.6. St. Mary/Marble has a lower total score of 1.4.

St. Cecilia and Mary Immaculate/Coleraine have the church seating capacity to meet the needs of the merging parishes.

4. Clergy Health

The new cluster is within reasonable driving distance for the Pastor. The merged parishes will create less need for meetings with
Cluster 5
Our Lady of Snows/Bigfork, St. Catherine/Squaw Lake and St. Michael/Northome, no changes at this time.*
* See Presbyteral Council note below

Original Deanery Proposal: St. Michael/Northome merges into St. Catherine/Squaw Lake and closes. St. Catherine/Squaw Lake is clustered with Our Lady of the Snows.

The Presbyteral Council recommends: No changes in this cluster be made at this time after reconsideration of building structural issues in Northome.

**The Bishop’s comment: I accept the recommendation of the Presbyteral Council.

The original Diocesan Planning Proposal did not suggest that any changes be made in this cluster at this time. It did note that St. Michael/Northome and St. Catherine/Squaw Lake were small parishes with little sacramental activity. The Pastor of this cluster requested that St. Michael/Northome must be closed due to building structural problems. This proposal was adopted at the last deanery meeting and included in this plan.
Blessed Sacrament/Hibbing

This parish completed a merger/building project involving three parishes and two schools formulated during the prior planning process. Assumption School has an enrollment of 163 (2011-12). No changes at this time.

The Presbyteral Council recommends: this cluster demonstrates a strong need for the assignment of an Associate Pastor.

**Bishop’s Comment: While I understand the concern about the assignment of Associate Pastors, I need to maintain flexibility with respect to those assignments.

Summary:

This Deanery Plan addresses the need of planning for two less Pastors in this Deanery. It also accounts for the fact that there is a projected decline in population in the Deanery. The plan also considers the infrastructure and financial well being of the parishes in the Deanery and helps to insure Clergy health by contracting the number of parishes that individual Pastors are responsible for. The consensus for submitting this plan on behalf of the Hibbing Deanery was 90% in favor.
<table>
<thead>
<tr>
<th>CLUSTER</th>
<th>FAMILIES</th>
<th>SAC. ACTIVITY</th>
<th>COMBINED</th>
<th>CHURCH CAPACITY</th>
<th>AVG USE</th>
</tr>
</thead>
<tbody>
<tr>
<td>#1</td>
<td>St. Mary/Deer River (St. Ann/Bena and Sacred Heart/Federal Dam merged into) (merged with St. Joseph/Ball Club) St. Charles/Cass Lake</td>
<td>273</td>
<td>45</td>
<td>70</td>
<td>150</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>#2</td>
<td>St. Joseph/Chisholm Our Lady of the Sacred Heart/Buhl</td>
<td>721</td>
<td>122</td>
<td>145</td>
<td>368</td>
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</tr>
<tr>
<td>#3</td>
<td>St. Joseph/Grand Rapids (St. John/Hill City, St. Paul Warba merged into) St. Augustine/Cohasset</td>
<td>1140</td>
<td>191</td>
<td>207</td>
<td>800</td>
</tr>
<tr>
<td></td>
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<td></td>
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</tr>
<tr>
<td>#4</td>
<td>St. Cecelia/Nashwauk (St. Kevin/Pengilly, St. Mary Keetwatin merged into) Mary Immaculate/Coleraine (St. Joseph/Taconite, St. Mary/Marble merged into)</td>
<td>684</td>
<td>62</td>
<td>111</td>
<td>500</td>
</tr>
<tr>
<td></td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>#5</td>
<td>St. Catherine/Squaw Lake St. Michael/Northome Our Lady of the Snows/Bigfork</td>
<td>240</td>
<td>4</td>
<td>20</td>
<td>200</td>
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</tr>
<tr>
<td>#6</td>
<td>Blessed Sacrament/Hibbing</td>
<td>1548</td>
<td>274</td>
<td>274</td>
<td>800</td>
</tr>
</tbody>
</table>

**Hibbing Deanery Plan**

Average Use number is the average of the reported Summer and Fall Numbers
Cluster 1: St. Mary/Deer River (Sacred Heart/Federal Dam, and St. Ann/Bena merged into) merged with St. Joseph/Ball Club clusters with St. Charles/Cass Lake

Cluster 2: St. Joseph/Chisholm with Our Lady of the Sacred Heart/Buhl

Cluster 3: St. Joseph/Grand Rapids (St. John/Hill City and St. Paul/Warba merged into) clusters with St. Augustine/Cohasset

Cluster 4: St. Cecelia/Nashwauk (St. Kevin/Pengilly, St. Mary/Keetwatin merged into) clusters with Mary Immaculate/Coleraine (St. Joseph/Taconite, St. Mary/Marble merged into)

Cluster 5: St. Catherine/Squaw Lake with St. Michael/Northome and Our Lady of the Snows/Bigfork

Cluster 6: Blessed Sacrament/Hibbing

Represent Proposed Clusters drawn around Church Buildings and DO NOT represent Parish Boundaries
Virginia Deanery Plan

Clergy Availability: Currently 7 Pastors, Plan for 6

Cluster 1

Holy Rosary/Aurora, Queen of Peace/Hoyt Lakes, St. John/Biwabik merge with each other.

The Presbyteral Council recommends: Queen of Peace and St. John merge with Holy Rosary.

**The Bishop’s comment: I accept the recommendation of the Presbyteral Council.**

These parishes propose to merge in a slow and purposeful manner, keeping all three churches as worship sites. They ask that the finance councils work out the financial details of the merger, keeping in mind budgets and plans and keeping existing dedicated funds separate.

CRITERIA: (Reasoning Behind This Proposal)

1. **Availability of Priests and Deacons to minister to the needs of parishes:**
   
   One Pastor to continue to care for the needs of these parishes. There are no Deacons currently assigned to the cluster.

2. **Changing Demographic Trends:**

   The population in the areas around these parishes are projected to remain stable or decline slightly. St. John/Biwabik reports 21 in Faith Formation classes, Holy Rosary/Aurora 35 and Queen of Peace/Hoyt Lakes, 27. The three parishes have combined average 50 for sacramental activity, (Holy Spirit/Virginia at 109 is the highest in the Deanery).
3. Infrastructure and Financial Health of Parishes:

There are no major infrastructure problems reported at any of the church buildings in this cluster. All of the churches are handicap accessible. The roof at St. John/Biwabik was replaced in 2008.

All three parishes report operating on a balanced budget, with healthy savings accounts.

4. Clergy Health

There is currently one Pastor caring for all three of these parishes. There is no Deacon. The eventual merger of the three separate pastoral and finance councils will reduce the number of meetings necessary to operate the parish.

Cluster 2
St. Anthony/Ely and St. Pius X/Babbitt, no changes at this time.

Cluster 3
St. Mary/Cook is clustered with Holy Cross/Orr and St. Martin/Tower*

* See Presbyteral Council Note below

Original Deanery Proposal: St. Mary/Cook, is currently clustered with Holy Cross/Orr, and St. Joseph/Buyck (as a chapel). This group adds St. Martin/Tower to the cluster.

The Presbyteral Council recommends: St. Joseph/Buyck be closed and no longer function as a chapel.

**The Bishop’s comment: I accept the recommendation of the Presbyteral Council.
CRITERIA: (Reasoning Behind This Proposal)

1. Availability of Priests and Deacons to minister to the needs of parishes:
   One Pastor would be responsible for the care of these parishes instead of the current two. There are no Deacons currently assigned to these parishes.

2. Changing Demographic Trends:
   The population in the area around St. Martin/Tower and St. Mary/Cook is expected to continue to decline slightly, the population in the area of Holy Cross/Orr is projected to increase slightly. These slight population shifts will probably not effect the sacramental activity of these parishes. The total sacramental activity for the new cluster averages 45, (Holy Spirit/Virginia at 109 is the highest in the Deanery).

   There are reportedly 61 enrolled in Faith Formation for the new cluster, 16 at St. Mary/Cook, 20 at Holy Cross/Orr and 25 at St. Martin/Tower. The distance between these parishes makes combining Faith Formation programs a challenge.

3. Infrastructure and Financial Health of Parishes:
   St. Martin/Tower reported that the social hall floor needed repair, but that there are no other major problems. St. Martin/Tower added an elevator between the church and the social hall in 2009. Holy Cross/Orr and St. Mary/Cook reported no serious infrastructure problems and all three of these churches are handicap accessible.

   St. Martin/Tower has almost $187,000 in savings (Certificates of Deposit) and $283 in general savings. St. Mary/Cook reports almost $34,000 in savings while Holy Cross/Orr reported savings of $19,500. St. Martin/Tower and St. Mary/Cook operate on a balanced budget, Holy Cross/Orr has carried an operating deficit for the last 2 years of about 10% of total budget.
4. Clergy Health

One Pastor is responsible for the needs of these parishes. There is no Deacon assigned to any of these parishes at this time.

Cluster 4
Resurrection/Eveleth, St. Joseph/Gilbert, no changes at this time.

The cluster moves from four Sunday Masses to three.

Cluster 5
St. Thomas/International Falls, St. Columban/Littlefork; no changes at this time. St. Thomas parish has a school with an enrollment of 54 (2011-12).

Cluster 6
Sacred Heart/Virginia and Sacred Heart/Mt. Iron merge with Holy Spirit/Virginia.

CRITERIA: (Reasoning Behind This Proposal)

1. Availability of Priests and Deacons to minister to the needs of parishes:

   There is currently a Pastor and one Deacon serving the needs of this cluster.

2. Changing Demographic Trends:

   This cluster is an area where the population is projected to decline. This declining population will probably not effect the sacramental activity of the newly merged cluster.
There are 27 pre-school-6th graders enrolled in Faith Formation classes at Sacred Heart/Mt. Iron (all middle and high school students attend Holy Spirit/Virginia). Sacred Heart/Virginia and Holy Spirit/Virginia share Faith Formation programs at Holy Spirit/Virginia with an enrollment of 220.

Holy Spirit parish has a school with an enrollment of 120 (2011-12).

3. Infrastructure and Financial Health of Parishes:

All three of these parishes report no serious infrastructure problems. The churches at Holy Spirit/Virginia and Sacred Heart/Virginia are handicap accessible, Sacred Heart/Mt. Iron is not.

Sacred Heart/Mt. Iron reportedly operates with a balanced budget and savings of $75,550. Sacred Heart/Virginia has savings of $77,000 and operates at a deficit of 21% of budget. Holy Spirit/Virginia reports a savings of $701,917 and operates at a deficit of 2.7% of budget (not including the school).

This group has been clustered for some time. They are now ready to merge keeping all four churches (this includes St. John the Baptist) open as worship sites.

4. Clergy Health

There is one Pastor and one Deacon currently assigned to the cluster. The group expressed a “strong need” for an Associate Pastor.

**Bishop’s Comment: While I understand the concern about the assignment of Associate Pastors, I need to maintain flexibility with respect to those assignments.**
Summary:

This Deanery Plan would address the need of planning for one less Pastor in this Deanery. It accounts for the fact that there is a projected decline in population in the Deanery. The proposal also considers the infrastructure and financial well being of the parishes in the Deanery and helps to insure Clergy health. There was a consensus that this Deanery Group could live with the proposed plans.
<table>
<thead>
<tr>
<th>CLUSTER</th>
<th>FAMILIES</th>
<th>SAC. ACTIVITY</th>
<th>COMBINED</th>
<th>CHURCH CAPACITY</th>
<th>AVG USE</th>
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<tr>
<td>#1</td>
<td>Holy Rosary/Aurora merges with Queen of Peace/Hoyt Lakes and St. John Biwabik</td>
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<td>#6</td>
<td>Holy Spirit/Virgina merges with Sacred Heart/Virginia and Sacred Heart/Mt. Iron</td>
<td>1095</td>
<td>109</td>
<td>166</td>
<td>600</td>
</tr>
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</table>

**Virginia Deanery Plan**

*Did not report numbers
**Seasonal only (No Fall Numbers Available)

Average Use number is the average of the reported Summer and Fall Numbers
VIRGINIA DEANERY PLAN MAP

Cluster 1  Holy Rosary/Aurora merges with Queen of Peace/Hoyt Lakes and St. John/Biwabik
Cluster 2  St. Anthony/Ely and St. Pius X/Babbitt
Cluster 3  St. Mary/Cook, Holy Cross/Orr and St. Martin/Tower
Cluster 4  Resurrection/Eveleth and St. Joseph/Gilbert
Cluster 5  St. Thomas/International Falls and St. Columban/Littlefork
Cluster 6  Holy Spirit/Virginia merges with Sacred Heart/Virginia and Sacred Heart/Mt. Iron

○ Represent Proposed Clusters drawn around Church Buildings and DO NOT represent Parish Boundaries