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LETTER FROM ARCHBISHOP TOBIN



The Most Reverend Joseph W. Tobin, C.S.S.R.
Archdiocese of Indianapolis
1400 N. Meridian Street Indianapolis, IN 46202-2367
317-236-1403

July 2014

Dear Pastors/Administrators, Parish Life Coordinators and Implementation Team Members:

The goal of *Connected in the Spirit*, our archdiocesan parish planning process, is to discern where God is leading the Church in central and southern Indiana and to discuss how the Archdiocese of Indianapolis must change its structures in order to carry out its mission today and in the future. After much prayer, consultation and careful study, this process has resulted in the difficult decision to merge some parishes as well as the proposal to establish new pastoral relationships among other parishes.

I thank everyone who took part in this planning process. I am especially grateful for the feedback that so many people in the Indianapolis Deaneries gave me. I believe that this plan represents a better stewardship of our resources and will strengthen our ability to carry out the mission that Christ has given us.

This implementation manual is designed to answer your questions and guide you through the process of merging your parish. I have approved this manual and ask that you do your best to follow these procedures. If you have any questions or need further assistance the archdiocesan staff is ready to help you. I thank you for your willingness to take on this challenging task of helping to implement these decisions. I am counting on you and you can count on me to give you all of my support to move forward.

I am certain that God is constantly working through us to advance the work of His Church, leading us through sorrow and uncertainty to new and more abundant life. I pray for you each day and ask that you please pray for me. May the Holy Spirit continue to fill our hearts with love and give us the wisdom and courage to live out our baptismal call so that all the communities of the Archdiocese of Indianapolis may be loving disciples of Jesus Christ.

Sincerely in Christ the Redeemer,

Handwritten signature of Joseph W. Tobin, C.S.S.R. in black ink.

Most Reverend Joseph W. Tobin, C.S.S.R.
Archbishop of Indianapolis

ARCHDIOCESE OF INDIANAPOLIS

CONNECTED IN THE SPIRIT

INDIANAPOLIS DEANERIES IMPLEMENTATION GOALS

ARCHDIOCESE OF INDIANAPOLIS

CONNECTED IN THE SPIRIT

INDIANAPOLIS DEANERIES

May 21, 2014

DEANERY: East

COHORT: 1

PARISHES

Holy Cross

St. Philip Neri

St. Mary

SS Peter and Paul

CITIES

Indianapolis

Indianapolis

Indianapolis

Indianapolis

Church of the Holy Cross Parish to merge into Saint Philip Neri Parish

SS. Peter and Paul Cathedral Parish, Saint Mary Parish, and Saint Philip Neri Parish to be in Partnership

Goals:

1. Expand ministry to youth
2. Enhance an understanding of Catholic Social Teaching
3. Collaborate and enhance outreach programs
4. Collaborate on liturgical ministry training
5. Develop a coordinated Mass schedule which eliminates poorly attended liturgies
6. Strengthen training for pastoral ministries
7. Develop engaging evangelization programs and processes creating warm and welcoming parishes who effectively proclaim the Gospel
8. Design and implement effective lifelong faith formation programs with an emphasis on adult faith formation
9. Plan and implement vocation awareness programs including priesthood, diaconate, vowed religious, sacramental marriage and committed single life
10. Recognize the gifts of the people from various cultural and ethnic backgrounds and reach out to meet their needs
11. Promote good stewardship of human and financial resource
12. Take active steps to coordinate a joint RCIA, Youth Ministry Program, Social Outreach, Adult Religious Education Programs, and promotion of Catholic schools (Holy Cross Central School, Saint Philip Neri School, and Seccina Memorial High School)
13. Request from the Office of Deacons that a bilingual deacon be appointed to assist the parishes as indicated in the cohort response

Rationale:

These goals are based on the goals and criteria of *Connected in the Spirit* established by the Archbishop, the parish studies and Parish, Cohort and Archdiocesan data as well as the parish responses to the Preliminary Recommendations.

Please review the Decree to merge the Church of the Holy Cross Parish into Saint Philip Neri Parish. The Decree is available at the Church of the Holy Cross Parish office, the Saint Philip Neri Parish office, *The Criterion*, and the Archdiocesan website.

Regarding the partnership of Ss. Peter & Paul, St. Mary, and St. Philip Neri Parishes the following were considered:

1. The sharing of staff has the potential of enhancing current ministries and adding new ministries.
2. Conserving resources and avoiding unnecessary duplication is good stewardship.

ARCHDIOCESE OF INDIANAPOLIS
CONNECTED IN THE SPIRIT
INDIANAPOLIS DEANERIES
May 21, 2014

DEANERY: North and East

COHORT: 2

PARISHES

St. Simon the Apostle
St. Michael
St. Thomas the Apostle

CITIES

Indianapolis
Greenfield
Fortville

Saint Simon the Apostle Parish, Saint Michael Parish, Greenfield and Saint Thomas the Apostle Parish, Fortville to be in Partnership

Goals:

1. Develop a coordinated Mass schedule
2. Strengthen training for liturgical and pastoral ministries
3. Design and implement effective lifelong faith formation programs with an emphasis on adult faith formation
4. Plan and implement vocation awareness programs including priesthood, diaconate, vowed religious, sacramental marriage and committed single life
5. Promote good stewardship of human and financial resources
6. Respond pastorally to projected growth in Hancock County

Rationale:

These goals are based on the goals and criteria of *Connected in the Spirit* established by the Archbishop, the parish studies and Parish, Cohort and Archdiocesan data.

ARCHDIOCESE OF INDIANAPOLIS
CONNECTED IN THE SPIRIT
INDIANAPOLIS DEANERIES
May 21, 2014

DEANERY: East

COHORT: 3

PARISHES

Holy Spirit
Little Flower
Our Lady of Lourdes
St. Bernadette

CITIES

Indianapolis
Indianapolis
Indianapolis
Indianapolis

Saint Bernadette Parish to merge into Our Lady of Lourdes Parish

Holy Spirit Parish, Our Lady of Lourdes Parish, and St. Therese of the Child Jesus (Little Flower) Parish to be in Partnership

Goals:

1. Assess outreach programs at St. Bernadette Retreat Center
2. Devise a plan to address issues in social justice and evangelization
3. Continue and explore ways to support Holy Spirit, Little Flower and Our Lady of Lourdes Schools and Scecina Memorial High School
4. Collaboratively support and expand Hispanic ministry to address the needs of the growing community
5. Continue to offer outreach to the marginalized people on the Eastside of Indianapolis
6. Develop spiritually enriching programs, events, and experiences for parishioners
7. Coordinate Mass schedules, consolidating or eliminating poorly attended Masses
8. Strengthen training for liturgical and pastoral ministries
9. Design and implement effective lifelong faith formation programs with an emphasis on adult faith formation
10. Plan and implement vocation awareness programs including priesthood, diaconate, vowed religious, sacramental marriage and committed single life
11. Promote good stewardship of human and financial resources

Rationale:

These goals are based on the goals and criteria of *Connected in the Spirit* established by the Archbishop, the parish studies and Parish, Cohort and Archdiocesan data as well as the parishes responses to the Preliminary Recommendations.

Please review the Decree to merge St. Bernadette Parish into Our Lady of Lourdes Parish. The Decree is available at the St. Bernadette Parish office, Our Lady of Lourdes Parish office, *The Criterion*, and the Archdiocesan website.

ARCHDIOCESE OF INDIANAPOLIS
CONNECTED IN THE SPIRIT
INDIANAPOLIS DEANERIES
May 21, 2014

DEANERY: East/West

COHORT: 4

PARISHES

St. Rita
Holy Angels

CITIES

Indianapolis
Indianapolis

Saint Rita Parish and Church of the Holy Angels Parish to be in a Linked relationship with one pastor

Goals:

1. Collaborate with other Christian Churches to bring Christ's Life and Hope to the St. Rita and Holy Angels neighborhoods
2. Develop engaging evangelization programs and processes creating warm and welcoming parishes who effectively proclaim the Gospel
3. Enhance the voice of the Black Catholic Community in the city of Indianapolis and the Archdiocese
4. Incorporate the gifts of the Black Catholic Community into the Mission of the Archdiocese
5. Develop a coordinated Mass schedule
6. Strengthen training for liturgical and pastoral ministries
7. Design and implement effective lifelong faith formation programs with an emphasis on adult faith formation
8. Plan and implement vocation awareness programs including priesthood, diaconate, vowed religious, sacramental marriage and committed single life
9. Support and Promote Holy Angels School, Cardinal Ritter High School and Seccina Memorial High School
10. Promote good stewardship of human and financial resources

Rationale:

These goals are based on the goals and criteria of *Connected in the Spirit* established by the Archbishop, the parish studies and Parish, Cohort and Archdiocesan data as well as the parish responses to the Preliminary Recommendations.

ARCHDIOCESE OF INDIANAPOLIS
CONNECTED IN THE SPIRIT
INDIANAPOLIS DEANERIES
May 21, 2014

DEANERY: North

COHORT: 5/6

PARISHES:

Christ the King
St. Lawrence
St. Luke
St. Matthew
St. Pius X
St. Andrew

CITIES

Indianapolis
Indianapolis
Indianapolis
Indianapolis
Indianapolis
Indianapolis

Saint Lawrence Parish, Saint Matthew the Apostle Parish, and Saint Andrew the Apostle Parish to be in a Specific Partnership

Saint Pius X Parish, Saint Luke the Evangelist Parish, Christ the King Parish, Saint Lawrence Parish, Saint Matthew the Apostle Parish, and Saint Andrew the Apostle Parish to be in Partnership

Goals:

1. Saint Andrew the Apostle Parish, Saint Matthew the Apostle Parish, and Saint Lawrence Parish are to strengthen their existing partnership activities and explore new ways to share resources, in particular:
 - a. Coordinated Mass Schedules
 - b. Pastoral ministries
 - c. Financial administration, facilities administration and other resources
2. Learn from and collaborate with St. Luke’s model of “Volunteer Coordinator” which seems to help their efforts very successfully in promoting participation in ministry
3. Develop programs that will promote young adult and youth ministry
4. Continue efforts to create a unified liturgical preparation program
5. Analyze Mass attendance and church capacities, especially at Christ the King, St. Matthew, and St. Lawrence, and reduce number of weekend Masses offered. Where possible, partner parishes are to coordinate their Mass schedules
6. Strengthen training for liturgical and pastoral ministries
7. Develop engaging evangelization programs and processes creating warm and welcoming parishes who effectively proclaim the Gospel
8. Design and implement effective lifelong faith formation programs with an emphasis on adult faith formation
9. Plan and implement vocation awareness programs including priesthood, diaconate, vowed religious, sacramental marriage and committed single life
10. Recognize the gifts of the people from various cultural and ethnic backgrounds and reach out to meet their needs
11. Promote good stewardship of human and financial resources

12. Promote and support Elementary Catholic schools and Bishop Chatard High School

Rationale:

These goals are based on the goals and criteria of *Connected in the Spirit* established by the Archbishop, the parish studies and Parish, Cohort and Archdiocesan data as well as the parish responses to the Preliminary Recommendations.

The Specific Partnership of Saint Lawrence Parish, Saint Matthew the Apostle Parish and Saint Andrew the Apostle Parish is created to recognize the existing relationships the three parishes share and to vitalize the Catholic presence in their communities.

ARCHDIOCESE OF INDIANAPOLIS
CONNECTED IN THE SPIRIT
INDIANAPOLIS DEANERIES
May 21, 2014

DEANERY: North

COHORT: 7

PARISHES

Immaculate Heart of Mary
St. Joan of Arc
St. Thomas Aquinas

CITIES

Indianapolis
Indianapolis
Indianapolis

Immaculate Heart of Mary Parish, Saint Joan of Arc Parish, and Saint Thomas Aquinas Parish to be in Partnership

Goals:

1. Formalize a common training for pastoral and liturgical ministries
2. Partner in the area of Youth Ministry programs (Junior High, HS and Young Adult)
3. Develops ways to further enhances the Deanery High School (Bishop Chatard)
4. With the assistance of the Archdiocese, identify the best option for Catholic campus ministry at Butler University
5. Collaborate in adult faith formation ministries
6. Do a collaborative ministry evaluation to determine which parishes excel in particular areas and determine how the three parishes might conserve resources and enhance ministries
7. Develop a coordinated Mass and liturgy schedule
8. Develop engaging evangelization programs and processes creating warm and welcoming parishes who effectively proclaim the Gospel
9. Plan and implement vocation awareness programs including priesthood, diaconate, vowed religious, sacramental marriage and committed single life
10. Recognize the gifts of the people from various cultural and ethnic backgrounds and reach out to meet their needs
11. Promote good stewardship of human and financial resources
12. Take active steps to coordinate all ministry programs as appropriate

Rationale:

These goals are based on the goals and criteria of *Connected in the Spirit* established by the Archbishop, the parish studies and Parish, Cohort and Archdiocesan data as well as their Response to the Preliminary Recommendations. There is a desire to have a strong Catholic presence in the area where ministries continue to grow and unnecessary duplication of services can be eliminated.

ARCHDIOCESE OF INDIANAPOLIS
CONNECTED IN THE SPIRIT
INDIANAPOLIS DEANERIES
May 21, 2014

DEANERY: South

COHORT: 8

PARISHES

St. John the Evangelist
Holy Rosary

CITIES

Indianapolis
Indianapolis

Saint John the Evangelist Parish and Holy Rosary Parish to be in Partnership

Goals:

1. In collaboration with downtown and near-downtown parishes evaluate and establish Mass and Confession schedules to best utilize priestly resources
2. Explore opportunities for rotating Eucharistic adoration and procession among downtown parishes
3. Evaluate how pastoral ministers and deacons could help ease the burden for priestly resources at the parishes, e.g. expanding social justice programs, partnership with Right to Life ministries, St. Vincent DePaul Society
4. Develop engaging evangelization programs and processes creating warm and welcoming parishes who effectively proclaim the Gospel
5. Plan and implement vocation awareness programs including priesthood, diaconate, vowed religious, sacramental marriage and committed single life
6. Recognize the gifts of the people from various cultural and ethnic backgrounds and reach out to meet their needs
7. Promote good stewardship of human and financial resources
8. Take active steps to coordinate a joint RCIA, youth and young adult ministry program, and support Roncalli High School and area Catholic schools

Rationale:

These goals are based on the goals and criteria of *Connected in the Spirit* established by the Archbishop, the parish studies, the parishes Response to the Preliminary Recommendations and Parish, Cohort and Archdiocesan data. In particular:

- The reality that both parishes are growing significantly in registered households, average attendance at Mass, and participation in the Sacrament of Confession
- The parishes serve a diverse range of communities that are vital to evangelization efforts in the downtown Indianapolis Catholic community

ARCHDIOCESE OF INDIANAPOLIS
CONNECTED IN THE SPIRIT
INDIANAPOLIS DEANERIES
May 21, 2014

DEANERY: South

COHORT: 9

PARISHES

CITY

Saint Jude

Indianapolis

Nativity

Indianapolis

Saint Jude Parish and Nativity of Our Lord Jesus Christ Parish to be in Partnership

Goals:

1. Focus on Faith Formation, Evangelization, Social Justice, and joint activities of the Ministry teams
2. Gather staff at least twice a year to continue planning and implementation of programs
3. Develop new Religious Education program options for students whose families have difficulty attending the Sunday programs
4. Examine Mass schedules and attendance annually and adjust according to need
5. Find ways to involve young people in parish ministries
6. Discover ways to become involved in multi-cultural ministry
7. Strengthen training for liturgical and pastoral ministries
8. Plan and implement vocation awareness programs including priesthood, diaconate, vowed religious, sacramental marriage and committed single life
9. Promote good stewardship of human and financial resources
10. Continue to promote and support Nativity, St. Jude and Roncalli schools.

Rationale:

These goals are based on the goals and criteria of *Connected in the Spirit* established by the Archbishop, their own parish studies and Parish, Cohort and Archdiocesan data.

ARCHDIOCESE OF INDIANAPOLIS
CONNECTED IN THE SPIRIT
INDIANAPOLIS DEANERIES
May 21, 2014

DEANERY: South

COHORT: 10

PARISHES

St. Barnabas
St. Mark
St. Roch

CITIES

Indianapolis
Indianapolis
Indianapolis

Saint Barnabas Parish, Saint Mark Parish, and Saint Roch Parish to be in Partnership

Goals:

1. Form a joint partnership steering committee to facilitate activities and endeavors among the three parishes focusing on:
 - a. furthering evangelization efforts
 - b. spiritual and liturgical formation and
 - c. Catholic Social Teaching formation
2. Evaluate the number of Masses offered per weekend and reduce where possible
3. Discuss and evaluate sharing part-time ministries across the cohort
4. Collaborate, plan, and implement a common evangelization program
5. Design and implement effective lifelong faith formation programs with an emphasis on adult faith formation
6. Plan and implement vocation awareness programs including priesthood, diaconate, vowed religious, sacramental marriage and committed single life
7. Recognize the gifts of the people from various cultural and ethnic backgrounds and reach out to meet their needs
8. Promote good stewardship of human and financial resources
9. Take active steps to coordinate a joint RCIA, Youth Ministry Program, Social Outreach, Adult Religious Education Programs, and promotion of Saint Barnabas, Saint Mark, Saint Roch and Roncalli schools

Rationale:

These goals are based on the goals and criteria of *Connected in the Spirit* established by the Archbishop, the parish studies and Parish, Cohort and Archdiocesan data.

ARCHDIOCESE OF INDIANAPOLIS
CONNECTED IN THE SPIRIT
INDIANAPOLIS DEANERIES
May 21, 2014

DEANERY: South

COHORT: 11

PARISHES

Sacred Heart
St. Patrick
Good Shepherd
Holy Name of Jesus

CITIES

Indianapolis
Indianapolis
Indianapolis
Beech Grove

Sacred Heart of Jesus Parish, Indianapolis and Saint Patrick Parish, Indianapolis to remain in a Linked relationship with one pastor

Good Shepherd Parish, Indianapolis and Church of the Most Holy Name of Jesus Parish, Beech Grove to be in a Linked relationship with one pastor

Sacred Heart of Jesus Parish, Indianapolis; Saint Patrick Parish, Indianapolis; Good Shepherd Parish, Indianapolis and Church of the Most Holy Name of Jesus Parish, Beech Grove to be in Partnership

Goals:

1. Develop a coordinated Mass schedule for Holy Name Parish and Good Shepherd Parish
2. Strengthen training for liturgical and pastoral ministries
3. Develop engaging evangelization programs and processes creating warm and welcoming parishes who effectively proclaim the Gospel
4. Design and implement effective lifelong faith formation programs with an emphasis on adult faith formation
5. Plan and implement vocation awareness programs including priesthood, diaconate, vowed religious, sacramental marriage and committed single life
6. Recognize the gifts of the people from various cultural and ethnic backgrounds and reach out to meet their needs in coordination with the Office of Multicultural Ministries
7. Promote good stewardship of human and financial resources
8. Take active steps to coordinate RCIA, Youth Ministry Programs, Social Outreach, SVDP activities and programs, and Adult Religious Education Programs in the Linked Parishes and where possible as Partnership parishes
9. Continue support and promotion of Central Catholic School, Holy Name School, and Roncalli High School

Rationale:

These goals are based on the goals and criteria of *Connected in the Spirit* established by the Archbishop, the parish studies and Parish, Cohort and Archdiocesan data as well as the Response to the Preliminary Recommendations.

ARCHDIOCESE OF INDIANAPOLIS
CONNECTED IN THE SPIRIT
INDIANAPOLIS DEANERIES
May 21, 2014

DEANERY: South

COHORT: 12

PARISHES

Our Lady of the Greenwood
SS. Francis and Clare of Assisi

CITIES

Greenwood
Greenwood

Our Lady of the Greenwood, Queen of the Holy Rosary Parish, Greenwood and SS. Francis and Clare of Assisi Parish, Greenwood to be in Partnership

Goals:

1. Develop a joint evangelization program for the greater Greenwood community
2. Collaborate on fostering vocational outreach for SS. Francis & Clare Parish
3. In collaboration with the Office of Multicultural Ministries, evaluate and develop Hispanic ministries
4. Develop a coordinated Mass schedule
5. Strengthen training for liturgical and pastoral ministries
6. Design and implement effective lifelong faith formation programs with an emphasis on adult faith formation
7. Plan and implement vocation awareness programs including priesthood, diaconate, vowed religious, sacramental marriage and committed single life
8. Promote good stewardship of human and financial resources
9. Take active steps to coordinate a joint RCIA, Youth Ministry Program, Social Justice and Gabriel Project, Adult Religious Education Programs, and promotion of Our Lady of the Greenwood School, SS. Francis and Clare of Assisi School, and Roncalli High School

Rationale:

These goals are based on the goals and criteria of *Connected in the Spirit* established by the Archbishop, the parish studies and Parish, Cohort and Archdiocesan data as well as the parish responses to the Preliminary Recommendations.

ARCHDIOCESE OF INDIANAPOLIS
CONNECTED IN THE SPIRIT
INDIANAPOLIS DEANERIES
May 21, 2014

DEANERY: West

COHORT: 13

PARISHES

St. Gabriel
St. Michael
St. Monica

CITIES

Indianapolis
Indianapolis
Indianapolis

Saint Gabriel the Archangel Parish, Saint Michael the Archangel Parish, and Saint Monica Parish to be in Partnership

Goals:

1. Review and coordinate existing Mass schedules within the cohort
2. Explore ways to share pastoral and administrative positions (e.g. pastoral assistant, business manager, bookkeeper, volunteer coordinator, IT professional and media communication specialist, etc.)
3. Strengthen training for liturgical and pastoral ministries
4. Develop engaging evangelization programs and processes creating warm and welcoming parishes who effectively proclaim the Gospel
5. Design and implement effective lifelong faith formation programs with an emphasis on adult faith formation
6. Plan and implement vocation awareness programs including priesthood, diaconate, vowed religious, sacramental marriage and committed single life
7. Utilize the gifts of the people from various cultural and ethnic backgrounds and reach out to meet their needs from all three parishes
8. Promote good stewardship of human and financial resources
9. Take active steps to coordinate a joint RCIA, Youth Ministry Program, Social Outreach, Adult Religious Education Programs
10. Enhance the promotion and development of Saint Monica School and the unified Catholic Schools of St. Michael, St. Gabriel and Cardinal Ritter High School

Rationale:

These goals are based on the goals and criteria of *Connected in the Spirit* established by the Archbishop, the parish studies and Parish, Cohort and Archdiocesan data.

ARCHDIOCESE OF INDIANAPOLIS
CONNECTED IN THE SPIRIT
INDIANAPOLIS DEANERIES
May 21, 2014

DEANERY: West

COHORT: 14

PARISHES

Holy Trinity

St. Anthony

St. Christopher

CITIES

Indianapolis

Indianapolis

Speedway

Holy Trinity Parish to merge into Saint Anthony Parish

Saint Anthony Parish and Saint Christopher Parish to be in Partnership

Goals:

1. Develop a coordinated Mass schedule
2. A well-integrated and comprehensive catechetical plan be developed for the partnered parishes
3. In developing the Cohort partnership capitalize upon the existing staffing resources of the parishes (e.g. pastoral associates, business manager, maintenance personnel, etc.) to alleviate any financial challenges as a result of Holy Trinity Parish merging into Saint Anthony Parish
4. Using available Archdiocesan resources, a focused and sustainable plan for outreach to the unchurched, alienated, and inactive of the area be developed
5. Strengthen training for liturgical and pastoral ministries
6. Plan and implement vocation awareness programs including priesthood, diaconate, vowed religious, sacramental marriage and committed single life
7. Recognize the gifts of the people from various cultural and ethnic backgrounds and reach out to meet their needs drawing upon the support of the Archdiocesan Office of Multicultural Ministry
8. Take active steps to coordinate a joint RCIA, Youth Ministry Program, Social Outreach, Adult Religious Education Programs, and promotion of Padua Academy, St. Christopher School, and Cardinal Ritter High School
9. Continue the support of Hearts and Hands Ministry

Rationale:

These goals are based on the goals and criteria of *Connected in the Spirit* established by the Archbishop, the parish studies and Parish, Cohort and Archdiocesan data as well as the parish responses to the Preliminary Recommendations.

Please review the Decree to merge Holy Trinity Parish into Saint Anthony Parish. The Decree is available at the Holy Trinity/Saint Anthony Parish office, *The Criterion*, and the Archdiocesan website.

ARCHDIOCESE OF INDIANAPOLIS
CONNECTED IN THE SPIRIT
INDIANAPOLIS DEANERIES
May 21, 2014

DEANERY: West

COHORT: 15

PARISHES

St. Malachy
St. Susanna
Mary, Queen of Peace

CITIES

Brownsburg
Plainfield
Danville

Saint Malachy Parish, Brownsburg; Saint Susanna Parish, Plainfield and Mary, Queen of Peace Parish, Danville to be in Partnership

Goals:

1. Develop a coordinated Mass schedule
2. Strengthen training for liturgical and pastoral ministries
3. Develop engaging evangelization programs and processes creating warm and welcoming parishes effectively proclaiming the Gospel
4. Design and implement effective lifelong faith formation programs with an emphasis on adult faith formation
5. Plan and implement vocation awareness programs including priesthood, diaconate, vowed religious, sacramental marriage and committed single life
6. Promote good stewardship of human and financial resources
7. Respond pastorally to projected growth in Plainfield, Avon and Brownsburg and potential growth in the Danville area

Rationale:

These goals are based on the goals and criteria of *Connected in the Spirit* established by the Archbishop, the parish studies and Parish, Cohort and Archdiocesan data.

ARCHDIOCESE OF INDIANAPOLIS
CONNECTED IN THE SPIRIT
INDIANAPOLIS DEANERIES
May 21, 2014

DEANERY: West/South

COHORT: 16

PARISHES

St. Joseph
St. Ann
St. Thomas More

CITIES

Indianapolis
Indianapolis
 Mooresville

Saint Ann Parish, Indianapolis and Saint Joseph Parish, Indianapolis, to remain in a Linked relationship with one pastor

Saint Ann Parish, Indianapolis; Saint Joseph Parish, Indianapolis and Saint Thomas More Parish, Mooresville to be in Partnership

Goals:

1. Enhance communications within the cohort
2. Evaluate and utilize shared staffing resources and services with each other
3. Develop a coordinated Mass schedule
4. Strengthen training for liturgical and pastoral ministries
5. Develop engaging evangelization programs and processes creating warm and welcoming parishes who effectively proclaim the Gospel
6. Design and implement effective lifelong faith formation programs with an emphasis on adult faith formation
7. Plan and implement vocation awareness programs including priesthood, diaconate, vowed religious, sacramental marriage and committed single life
8. Recognize the gifts of the people from various cultural and ethnic backgrounds and reach out to meet their needs, with St. Joseph to serve as home parish for the Vietnamese community
9. Promote good stewardship of human and financial resources
10. Take active steps to coordinate a joint RCIA, Youth Ministry Program, Social Outreach, Adult Religious Education Programs, and promotion of Cardinal Ritter High School, Roncalli High School and neighboring Catholic schools
11. Respond pastorally to projected growth in Southwest Marion County and Northeast Morgan County

Rationale:

These goals are based on the goals and criteria of *Connected in the Spirit* established by the Archbishop, the parish studies and Parish, Cohort and Archdiocesan data as well as the Response to the Preliminary Recommendations.

ARCHDIOCESE OF INDIANAPOLIS

CONNECTED IN THE SPIRIT

IMPLEMENTATION INTRODUCTION

OVERVIEW

Archbishop Tobin has asked Catholics throughout the Archdiocese of Indianapolis to work together in *Connected in the Spirit*, planning for the long term future of the Church in the Archdiocese. At this stage of the *Connected in the Spirit* process, it is time, trusting the Holy Spirit's guidance, to implement the process of accomplishing the Goals which the Archbishop has issued to all parishes. Thus will we be good stewards of all God has given to our Archdiocese and its parishes.

The Archbishop's Goals for each Cohort are related to Parish structure as well as ministries. Cohort Implementation Team members are asked to come up with a course of action that will best ensure that the Goals are fulfilled. In doing so, they must keep in mind the goals of *Connected in the Spirit* which are:

1. To enhance the vibrancy of parish life in the Archdiocese of Indianapolis.
2. To foster an appreciation for and participation in Sunday Eucharist and the Sacraments.
3. To promote good stewardship so that parishes are financially viable now and into the future.
4. To maximize the availability of quality Catholic School education throughout the Archdiocese.
5. To ensure that all parishioners have opportunities for quality lifelong Christian Formation, including supporting new initiatives for youth and young adults and promoting vocations to ordained and lay ministry.
6. To strengthen service to those who are marginalized.
7. To build a greater sense of unity among the many cultures in the Archdiocese.
8. To realign parishes considering the number of priests available to serve, financial resources and demographics.
9. To increase collaboration among all entities in the local, national and universal Church.
10. To advocate for peace and justice in the Church and in the world.

ARCHDIOCESE OF INDIANAPOLIS

CONNECTED IN THE SPIRIT

ROLE OF THE ARCHDIOCESAN PLANNING COMMISSION

NATURE

The Archdiocesan Planning Commission for the Archdiocese of Indianapolis is appointed by the Archbishop and is advisory to him. It is made up of at least 16 people with the possibility of expanding it to no more than 20 people. The members of the commission are respected priest and lay leaders from diverse ethnic cultural backgrounds in the archdiocese. If possible, all geographic areas of the archdiocese are represented on the commission as well as people with experience in Catholic Schools, Catechetical programs, Liturgy and Human Concerns.

PURPOSE

The Archdiocesan Planning Commission fulfills the following purposes by giving general advice to the Archbishop on the planning and implementation process and making recommendations to the Archbishop in the following areas:

1. Reviews the Planning and Implementation Process;
2. Final Recommendations on application of the Models after the parishes have submitted their suggestions and had an opportunity to respond to the Archdiocesan Planning Commission's Preliminary Recommendations;
3. Clarifies the how and when of ongoing accountability for the implementation of the Archbishop's Goals;
4. Ensures that the Cohorts and parishes have the resources and training they need to successfully accomplish their goals;
5. Reviews all reports and monitors the progress being made, including the offering of direction when further steps need to be taken, when conflicts arise, or as circumstances change;
6. Expresses acknowledgement and appreciation for successful ongoing implementation to the Cohorts and others who may have been involved;
7. Considers and seeks Archdiocesan staff resources and training for the needs of the Cohorts and parish leaders;
8. Ensures appropriate communication with the Archbishop's other advisory bodies, Archdiocesan offices and agencies, by the parish Cohorts with regard to implementation and initiating future planning;
9. Ensures that implementation and future planning is mindful of all the parishes, schools, and cemeteries of each Cohort which might be affected by Cohort decisions.

FUNCTION

Archbishop Tobin selected Mickey Lenz, Chancellor to be the chair of the Archdiocesan Planning Commission. The Commission will meet on an as needed basis and schedule two 2-3 day planning retreats as required to achieve its goals.

ARCHDIOCESE OF INDIANAPOLIS

CONNECTED IN THE SPIRIT

ARCHDIOCESAN PLANNING COMMISSION

Name

Br. Robert Baxter, OFM Conv

Dcn. Michael Braun

Sr. Jean Marie Cleveland

Gina Kuntz Fleming

Rev. Michael Fritsch

Rev. Stephen Giannini

Rev. Jeffrey Godecker

Rev. Todd Goodson

Rev. Jeremy Gries

Br. Moises Gutierrez

Mickey Lentz

Sr. Marjorie Niemer, OSF

Greg Otolski

Fr. Stan Pondo

Rob Rash

Rev. Clifford Vogelsang

Mr. Michael Witka

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ASSUMPTIONS FOR CONNECTED IN THE SPIRIT

Assumptions inherent in *Connected in the Spirit* Implementation process include:

1. The Paschal Mystery is both central to our faith and to this planning process. Changes in parish structures are potential examples of the life-death-resurrection mystery.
2. Parishes exist for the mission of the Church, and as a presence of Christ and His Church to the local area.
3. A commitment to Eucharist, prayer and spirituality is a necessary component of the diocesan planning process.
4. Stewardship of human, financial and facility resources is essential for quality parish, regional and diocesan life.
5. One's vision of the Church must be larger than one's own local, geographic or ethnic community. People must be helped and encouraged to think locally, regionally and diocesan-wide in a forward-looking and positive fashion.
6. Strong leadership by clergy, religious and laity is needed for planning to succeed.
7. All parishes will be more effective if they plan for the future, especially when planning is an on-going process that includes regular evaluation.
8. Parishes also will be stronger and more effective, if they work together.
9. When planning is done at the local level and there is meaningful involvement by those who will be affected by the changes, there is more ownership of and less resistance to planning (subsidiarity).
10. If and when parish mergers are needed, they will be less traumatic and more natural if people and parishes have already been in relationship with one another. In the future, some parish mergers will be suggested by parish partners who have come to believe that consolidation is the best way to go forward.
11. When parishes merge there is a need for expert advice in the evaluation of buildings and assistance with the disposition of real estate.
12. Planning resources will be provided in Spanish where needed.

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CRITERIA FOR APPROVING IMPLEMENTATION PLANS AND REPORTS TO BE USED BY THE ARCHDIOCESAN PLANNING COMMISSION

1. Parish Cohorts will demonstrate good faith efforts in developing plans to implement Archbishop Tobin’s Cohort Goals according to appropriate timelines.
2. Parish Cohorts will describe their plans to implement the Goals of the Archbishop according to appropriate timelines.
3. Plans will show evidence of due diligence with the level of detail called for on the Annual Cohort Implementation Plan forms.
4. The Annual Cohort Progress Report which shows the accomplishments of ***Connected in the Spirit*** will confirm what has been done and the difference the implementation of the Goals is making in each Cohort.
5. The Annual Cohort Implementation Plans will show evidence of cooperative on-going planning for implementation by representatives of all parishes of the Cohort.
6. Where obstacles and/or struggles have prevented the implementation plan from moving forward, the Cohort will have sought the assistance of the Archdiocesan offices.

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TIMELINE FOR THE IMPLEMENTATION

1. July – August 2014: Edit the Implementation Guide for the Indianapolis Deaneries.
2. August 2014: Work with parishes to develop Implementation Plans for January 2015 – May 15, 2016.
3. August – December 2014: Offer special assistance especially to parishes that are merging.
4. September – December 2014: As needed, assist all parishes with their “Plan for Implementation” designed and ready to submit to the Implementation Commission for review and approval by December 15, 2014.
5. Early January 2015: Meet with the Implementation Commission for their review and response to the Implementation Plans with an emphasis on the first five months of Implementation.
6. January – May 15, 2015: Begin Implementation of the Archbishop’s Goals.
7. May 15, 2015: Progress Reports are due for the first 5 months of implementation.
8. June 2015: Implementation Commission reviews progress and responds to plan for July 2015 – May 15, 2016.
9. Remember to call on The Reid Group, Maureen Gallagher (414) 402-9357, Mgallagher@TheReidGroup.biz; Tom Reid (206) 947-2990 Treid@TheReidGroup.biz or the Archdiocese, Julie Bowers (812-239-0320), Dan Krodel (317-445-4661), Sr. Connie Kramer (812-239-4309) for further assistance.

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PARISH MODELS

MODEL ONE: LINKED PARISHES

Linked parishes happen when two or more parishes share a pastor. Linked parishes do as many things as possible cooperatively especially given that the pastor/administrator is striving to serve two or more separate parishes. Characteristics of linked parishes include:

- The parishes remain distinct canonical entities.
- The parishes are encouraged to work toward combining Parish Pastoral Council meetings and to establishing common committees where possible.
- According to Canon Law, linked parishes must have separate finance councils.
- Linked parishes do many things cooperatively, such as programs and in-services.
- Joint staff meetings where cooperative planning happens are marks of well-functioning linked parishes.

MODEL TWO: MERGED PARISH

Merged or consolidated parishes create a new parish configuration which is able to provide many more activities and opportunities than the original parishes could have managed on their own.

The consolidation process allows parishes to:

1. Use priestly leadership more effectively so that more communities can celebrate the sacraments regularly and priests will have the energy to continue serving the community;
2. Join forces to form a larger, more vibrant worshipping community;
3. Reduce overhead, and use resources more effectively and efficiently.

When done sensitively and cooperatively, the merger of parishes will ordinarily create a more viable parish situation. A consolidated parish happens when:

- Two or more parishes come together to form one new parish.
- A new name is given to the parish which may be a brand new name or a combination of the former parish names. Usually the new parish has one worship site, but permission may be given for several worship sites for a limited time period.

MODEL THREE: PARTNERSHIP-PARISHES

Parishes enter into partnerships with other parishes when:

- They create joint programs.
- When appropriate, they share staff to enhance the quality of ministry and practice good stewardship of resources.
- They share in-services or retreats for parish pastoral councils, finance councils, or parish committees.

Examples of ways parishes can partner include:

- A common catechetical program
- A shared youth ministry program or adult formation program

- Support for a common Catholic School
- A joint RCIA program
- A shared parish outreach program

The key to successful partnership-parishes is an attitude of cooperation which results in finding opportunities for sharing resources to enhance the quality of ministry in each parish. Partnership-parishes also work together, where possible, on “twinning” with inner city parishes or in support of a mission parish outside of the United States.

ARCHDIOCESE OF INDIANAPOLIS

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ROLE OF THE PARISH IMPLEMENTATION TEAM

WHAT IS THE PARISH IMPLEMENTATION TEAM?

The Parish Implementation Team is made up of the pastor, and four parish leaders whom he selects to implement the Archbishop's Goals at the parish level and the Cohort level. Ordinarily, the four parish leaders will include one Parish Pastoral Council and one Finance Council member, one staff person and one at-large member. The Parish Implementation Team works as part of the Cohort Implementation Team to implement the Archbishop's Goals.

WHAT IS THE ROLE OF THE PARISH IMPLEMENTATION TEAM?

The Parish Implementation Team has four primary roles. These include:

1. To participate with the Cohort in planning for and implementing all of the Archbishop's Goals for the Cohort.
2. To take leadership at the parish level to ensure the implementation of the Archbishop's Goals for the Cohort.
3. To be responsible, if the Archbishop's Goals calls for a merger, that all the steps are taken in collaboration with the other parishes involved to ensure an effective merger process.
4. To recruit others to work on subcommittees as appropriate to implement the Archbishop's Goals.

WHAT IS THE ROLE OF PARISH IMPLEMENTATION TEAM CHAIR?

1. Schedule parish meetings as needed.
2. Insure that there is a working agenda.
3. Convene the group and lead prayer or ask someone to be prayer leader.
4. Act as a communication link with other parish leadership groups.
5. Insure that the Parish Implementation Team accomplishes its task in a timely manner.
6. In Cohort meetings, work with other Parish Implementation Chairs to facilitate the work and accomplish the tasks needed to produce a Cohort Plan for Implementation.
7. Work with the Cohort Implementation Chair to ensure the implementation of the Goals according to the plan developed by the Cohort Implementation Team.

WHAT IS THE ROLE OF THE PARISH IMPLEMENTATION TEAM SECRETARY?

1. Keep parish notes or minutes from each meeting and distribute them appropriately.
2. Insure that Cohort minutes are distributed appropriately.
3. Oversee on-going communication with the parish on appropriate aspects of the work of the Parish Implementation Team, especially if there is a merger in process, and the Cohort Implementation Team.

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ROLE OF THE COHORT IMPLEMENTATION TEAM

WHAT IS THE COHORT IMPLEMENTATION TEAM?

The Cohort Implementation Team is made up of the pastor and four leaders from each parish in the Cohort who have been appointed by their pastor. At least one appointee should be a Parish Council member. The Cohort Implementation Team's role is to ensure the Cohort implementation of the Archbishop's *Connected in the Spirit* Goals. One committee member from each parish is designated as the "liaison" for his or her own parish.

MAY THE COHORT IMPLEMENTATION TEAM HAVE SUBCOMMITTEES?

Yes. For instance, a subcommittee may be formed to work on Cohort youth ministry activities, liturgical celebrations, adult formation, catechesis of children, Catholic schools, Respect Life, human concerns, leadership formation etc.

WHAT IS THE ROLE OF THE COHORT IMPLEMENTATION TEAM?

The Cohort Implementation Team has six primary roles. These are:

1. To lead the parishes in the Cohort through the implementation process based on the Archbishop's Goals.
2. To be responsible for the Annual Cohort Implementation Plan and Progress Report to be submitted to the Archdiocesan Implementation Commission in the spring of each year.
3. To be accountable for setting up appropriate subcommittees with manageable goals, resources and processes for accountability.
4. To be present to subcommittees as needed, to offer support and suggestions.
5. To ensure that effective communication about implementation efforts happens within each parish in the Cohort and among all parishes in the Cohort.
6. To engage in timely communication with the parish pastoral councils and to consult with and obtain support from the councils when needed.

WHAT IS THE ROLE OF PARISH LIAISON?

- Be the primary "connector" between the Cohort Implementation Team and each parish.
- Ensure effective communication with the parish.
- Assist the Cohort Implementation Chair upon request.

WHAT IS THE ROLE OF COHORT IMPLEMENTATION TEAM CHAIR?

1. Schedule meetings.
2. Ensure that there is a working agenda.
3. Convene the group and lead prayer or ask someone to be prayer leader.
4. Keep the group on task.
5. Ensure that the group accomplishes its task according to the timeline.
6. Work with the Parish Liaisons to develop and ensure good communication with parishioners in all parishes in the cohort and with other cohort parish leadership groups.

WHAT IS THE ROLE OF THE COHORT IMPLEMENTATION TEAM SECRETARY?

- Develop and distribute a membership contact list to the members.
- Keep notes or minutes from each meeting and distribute them appropriately.
- Ensure that the various forms are properly filled out and presented in a timely way to the appropriate groups.

IF PARISHES ARE TO MERGE AND THESE PARISHES ARE PART OF A LARGER COHORT, HOW CAN THEIR COHORT MEMBERS PREPARE FOR THE CONSOLIDATION AND BE PART OF THEIR COHORT AT THE SAME TIME?

If your Goal from the Archbishop is to merge you will need to spend a lot of time and energy on that process. Initially the Parish Implementation Team needs to focus on the merger. One or two members of the Parish Implementation Team should attend Cohort meetings in order to report on the progress of the merger, to hear the Cohort's Progress on the Ministry Goals and to contribute to those as feasible. People from the merging parishes may be on Cohort Subcommittees such as Youth Ministry and Adult Formation. Once the merger is completed, the newly merged parish's Pastor, PLC or Administrator and four parishioners are to represent the Parish in the Cohort.

This will ensure good communication with the cohort. The cohort should not have unrealistic expectations of the merging parishes' involvement in the cohort process until after the merger.

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IMPLEMENTATION FACILITATORS' ROLE

The process of Archdiocesan reorganization will present many opportunities for the blossoming of parishioners' faith and an increase in the holiness of parish communities. To ensure that *Connected in the Spirit* can continue toward a successful conclusion it will be necessary to have persons available who are both capable and qualified to facilitate discussions between different groups, be it pastors, PLC, parish implementation teams, cohort teams, or sub committees.

The Implementation Facilitators for the Indianapolis Deaneries are Julie Bowers (812-239-0320), juliebow25@gmail.com and Dan Krodel (317-445-4661), dankrodel@hotmail.com. They could be asked to facilitate a meeting, be in communication with certain leaders, answer questions about the implementation process and refer parishes to Archdiocesan resources. These Facilitators will be a liaison between the cohorts, the parishes, and the Archdiocese.

The trained Facilitators can create agendas, run small group meetings, and help groups accomplish their goals with enough local and Archdiocesan knowledge to understand the situation and bring forth a reasonable solution to the issues presented. The implementation facilitators' role is not to make decisions or pass judgments but to ensure that there is mutual understanding and where possible, to help groups come to consensus about the issues in question.

If you are in need of a facilitator, please contact Julie Bowers or Dan Krodel to discuss your situation and needs. See contact information above.

Please see the Implementation Guide for the following resources:

- Section Two on Linkage and Partnership; Samples of Implementation Plans and Progress Reports;
- Section Three on Mergers
- Section Four on Preparations and Facilitation of Effective Meetings;
- Section Four on Scheduling;
- Section Four for Samples of Mission, Vision, Values and Goal Statements;
- Section Four for the article on “Working with Change”

ARCHDIOCESE OF INDIANAPOLIS

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ARCHDIOCESAN RESOURCE PEOPLE FOR IMPLEMENTATION

General Assistance

Mickey Lentz	317-236-7325
Cathy Mayer	317-236-7325
Fr. Steve Giannini	317-236-1495

Implementation Facilitators

Julie Bowers	812-239-0320 - Cell 812-877-6382 – home
Dan Krodel	317-445-4661

Canonical or Legal Assistance

Fr. Stan Pondo	317-236-1463
Jay Mercer, Attorney	317-636-3551

Catechetics/Religious Education

Ken Ogorek	317-236-1446
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Catholic Education

Gina Fleming	317-592-4051
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Catholic Charities

David Siler	317-236-7319
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Communications

Greg Otolski	317-236-1585
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Development/Stewardship

Jolinda Moore	317-236-1415
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Divine Worship/Pastoral Care

Fr. Pat Beidelman	317-236-1483
Sr. Connie Kramer	812-239-4309

Evangelization, Youth Ministry, Family Life

Kay Scoville	317-236-1477
David Bethuram	317-236-1530
Rebecca Niemerg	317-236-1569

Finance

Brian Burkert	317-236-4000
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Section I – Introduction

Stacy Harris 317-236-1535

Human Resources
Ed Isakson 317-236-1549

Property/Cemeteries
Eric Atkins 317-236-1453

Risk Management
Mike Witka 317-236-1558

Vocations
Fr. Eric Augustine 317-236-1496

Young Adult
Matt Faley 317-236-1436