



MINISTRY 2025

DIOCESAN PASTORAL PLAN

IN THE DIOCESE OF SIOUX CITY

Diocese of Sioux City undergoes pastoral planning

The Diocese of Sioux City has released its DRAFT parish pastoral plan of Ministry 2025.

“THE WHY”

The why centers on reasons behind why a plan is needed.

- Increasing diversity in our Catholic populations
- Increasing age of our traditional Catholic populations
- Decreasing attendance in most, but not all, of our parishes
- Catholic school system with decreasing enrollment, increasing costs and increasing pressure on parish finances
- Too many Sunday liturgies, in too many places, too sparsely attended
- From 2008 to 2015 Mass attendance has declined -27.4 %, while the total number of registered Catholic households declined -7.5 % across the diocese
- Diocesan-wide Mass attendance has decreased as a percentage of the total number of registered parishioners versus total attendees from 72 % in 2008 to 56 % in 2015
- Dramatic reduction in availability of priests at the parish level due mostly to retirements, even with an average of one ordination annually

“THE WHAT”

The what describes the hoped for outcome of the pastoral planning.

- A. Healthy and vibrant diocese**
- Growing Catholicity across the diocese
- Increasing clarity of Catholic identity and beliefs



- Increasing enrollment in the Catholic schools
- Financial stability and growth
- Increasing vocations to priesthood and diaconate
- A developed pastoral plan with a comprehensive financial model called Ministry 2025
- B. Healthy and vibrant parishes and schools**
- Increasing registered households
- More than 60 percent of households attending Sunday Liturgy
- More than 70 percent of households engaging in all forms of stewardship
- Robust and energized evangelization
- Robust and vibrant parish ministry
- Financial and facilities health and stability
- Each parish will develop a three-year cluster pastoral plan
- Each Catholic school develops a five-year plan
- C. Healthy and vibrant priests and deacons**
- Match of sacramental and pastoral work with the strengths of our priests
- Average work week of 55 hours with delegation of management responsibilities
- Time for daily prayer, reflection and spiritual health and development
- Annual professional growth in capacities and skills
- Three Masses per priest per weekend

“THE WHO”

Father Brent C. Lingle was appointed director of Pastoral Planning for the Diocese of Sioux City on Oct. 6, 2015, by Bishop Walker Nickless.

Father Lingle also serves as Director of Worship, Episcopal Master of Ceremonies, Vice Chancellor, Special Assistant to the Diocesan Bishop and Director of the Propagation of the Faith. He was recently named to the board of overseers, the advisory board for Saint Meinrad (Ind.) Seminary and School of Theology.

A Siouxland native, Father Lingle was ordained for the diocese on June 16, 2007. His previous assignments were at Sacred Heart Parish in Spencer and Cathedral of the Epiphany, Sioux City. He continues to serve at the Cathedral with ministry in both English and Spanish Masses, as well as celebrating Mass in the Extraordinary Form of the Roman Rite (Latin Mass).

Prior to being named director of this process, Father Lingle was a member of a parish strategic planning committee made up of Father Ed Girres, chairman; Msgr. Mark Duchaine, Father David Hermann, Father Paul Eisele and Father Doug Klein. That committee has been in place since 2014.

TeamWorks International is a Minnesota-based, strategic and leadership development consultancy. The organization provides customized data research and analysis for clients by a comprehensive environmental scan of the organization’s current reality.

TeamWorks International’s clients in the Catholic Church include many dioceses across the country, including the Dioceses of Sioux Falls and Winona, Archdiocese of St. Paul/Minneapolis and public and private schools.

Prayer for Pastoral Planning in the Diocese of Sioux City

Grant, we pray, almighty God, that we the people of the Diocese of Sioux City prayerfully look to the future. During this time of pastoral planning, we implore the Holy Spirit to pour out upon us the gifts of wisdom, understanding, courage and hope.

May we exercise the virtue of prudence by opening our hearts and minds to be good stewards of the legacy of faith inherited from those who built the Church in northwest Iowa;

May we exercise the virtue of justice by opening our hearts and minds to assure that the voices of persons from all generations, all vocations and all areas of the diocese are welcomed and respected;

May we exercise the virtue of fortitude by opening our hearts and minds to understand and acknowledge the spiritual and practical realities of our day and prepare for the days to come;

May we exercise the virtue of temperance by opening our hearts and minds to accept the changes in diocesan, parish and personal life that the Holy Spirit, through this planning process, is guiding us to make.

Under the protection of Our Lady of Guadalupe, our patroness and Saint Joseph, our patron, may we discern and implement what is best for the diocesan Church and all the faithful of the Diocese of Sioux City.

Through Christ, our Lord. Amen.



MINISTRY 2025

DRAFT DESIGN OF DIOCESE

- ◆ Four deaneries
- ◆ 31 clusters of 67 parishes
- ◆ 9 parish clusters serve as Hispanic association ministry
- ◆ 12 parishes with an additional priest
- ◆ 40 parishes/church buildings move to oratory status
- ◆ 23 Catholic schools

DIOCESE SHARES DRAFT PLAN TO STRENGTHEN AND SUSTAIN CATHOLIC MINISTRY

THE DIOCESE BY THE NUMBERS

Based on Ministry 2025 draft plan.

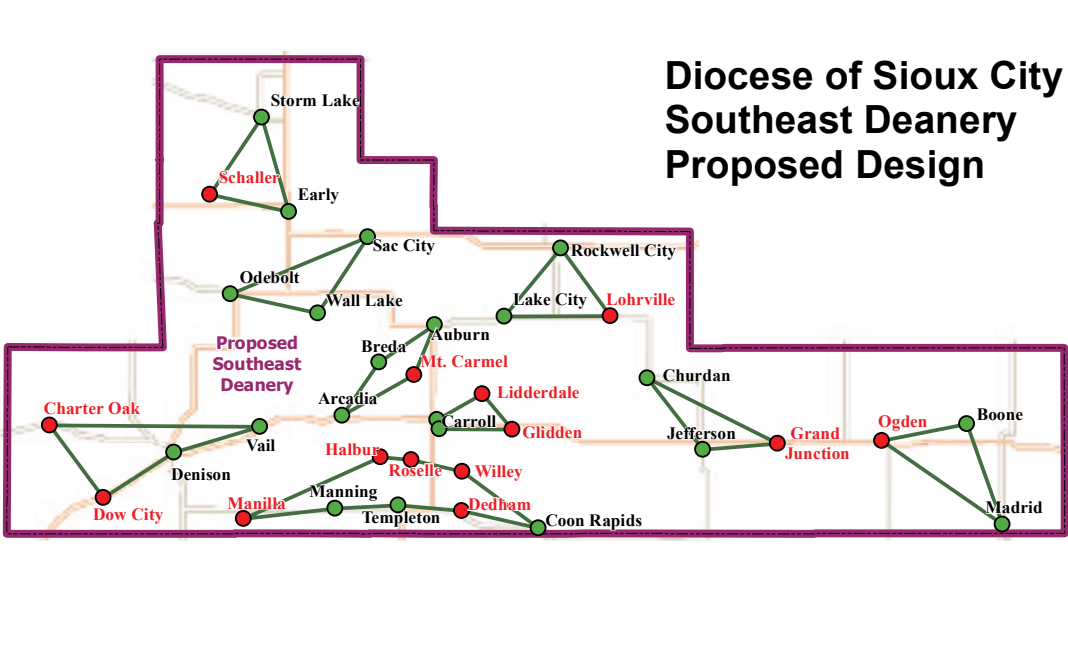
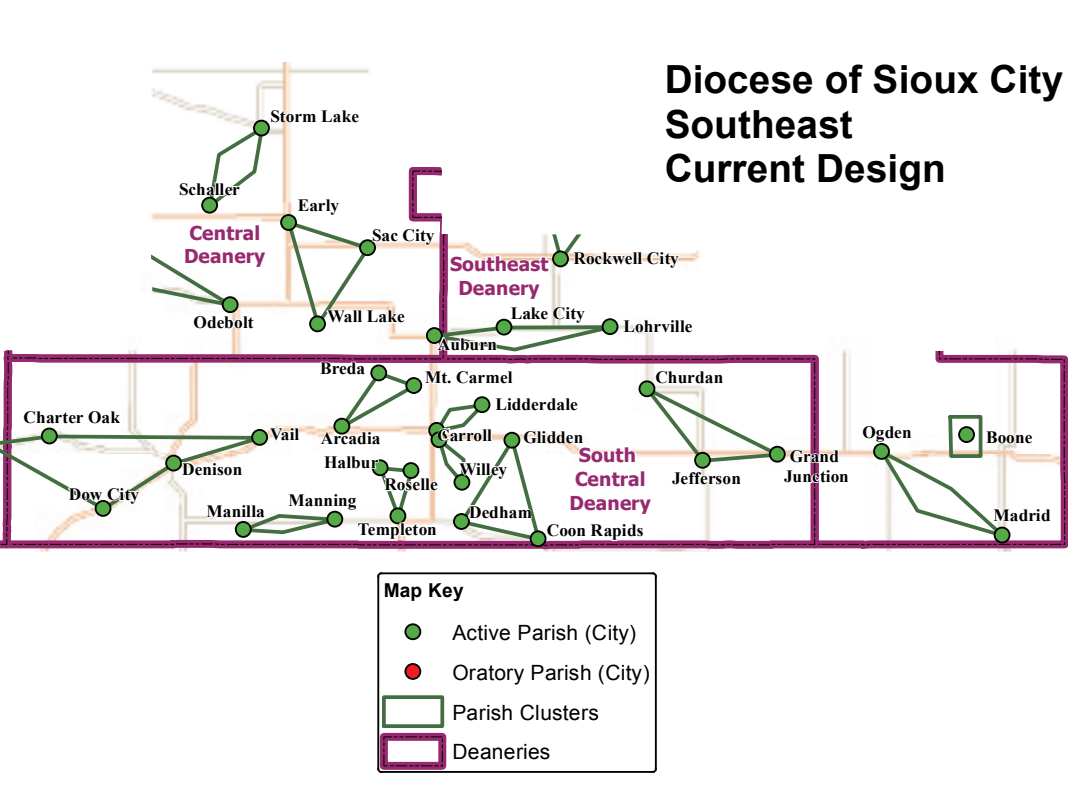
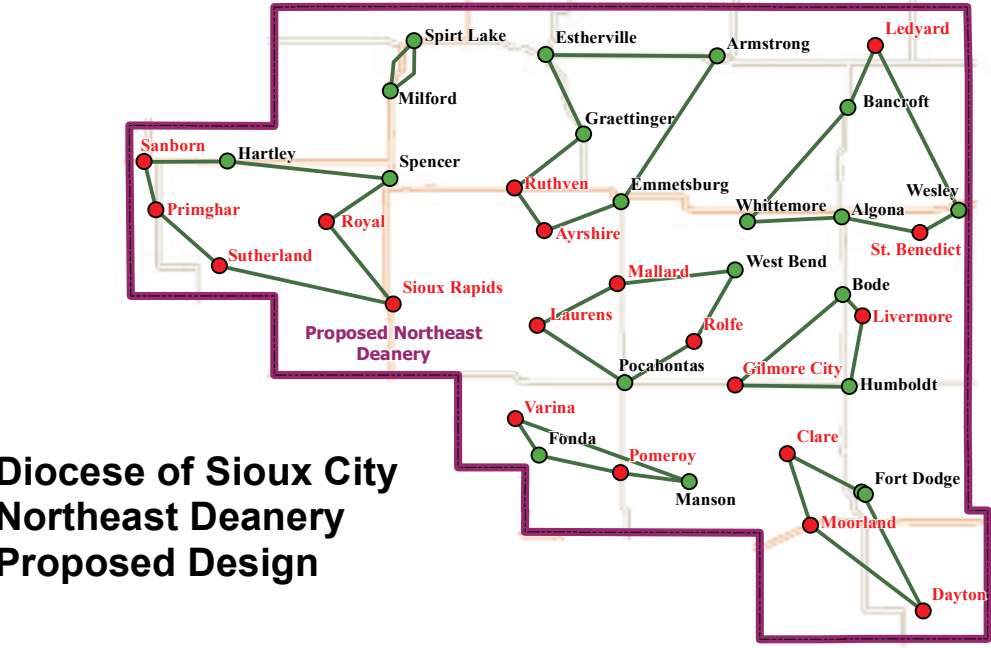
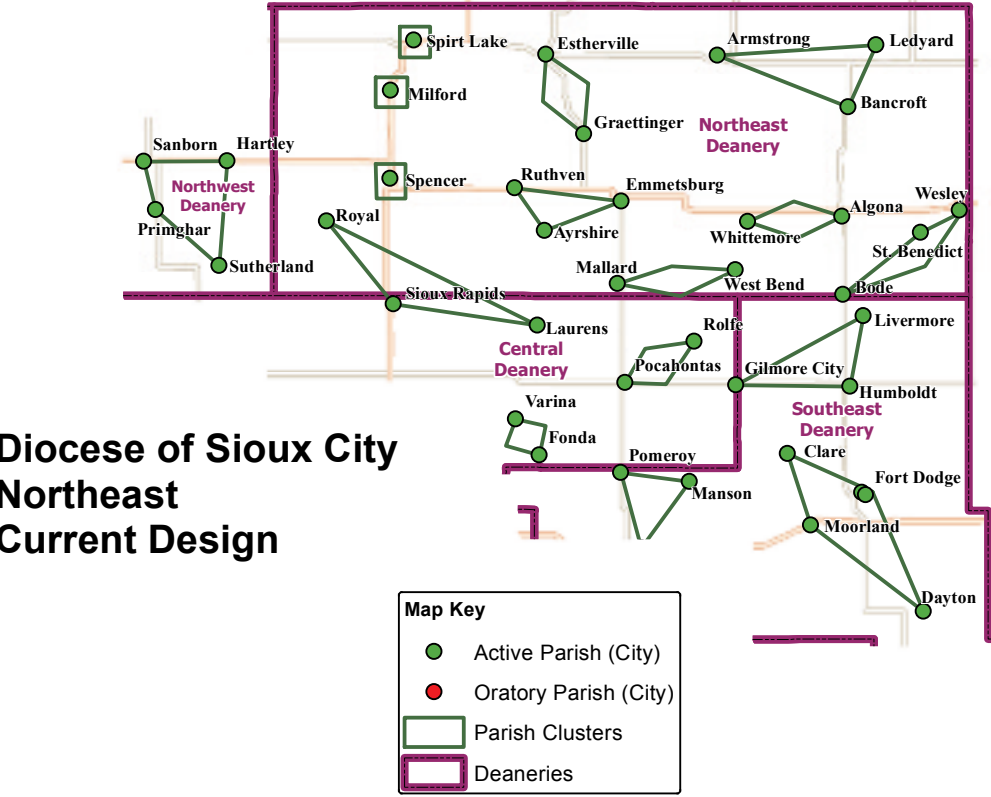
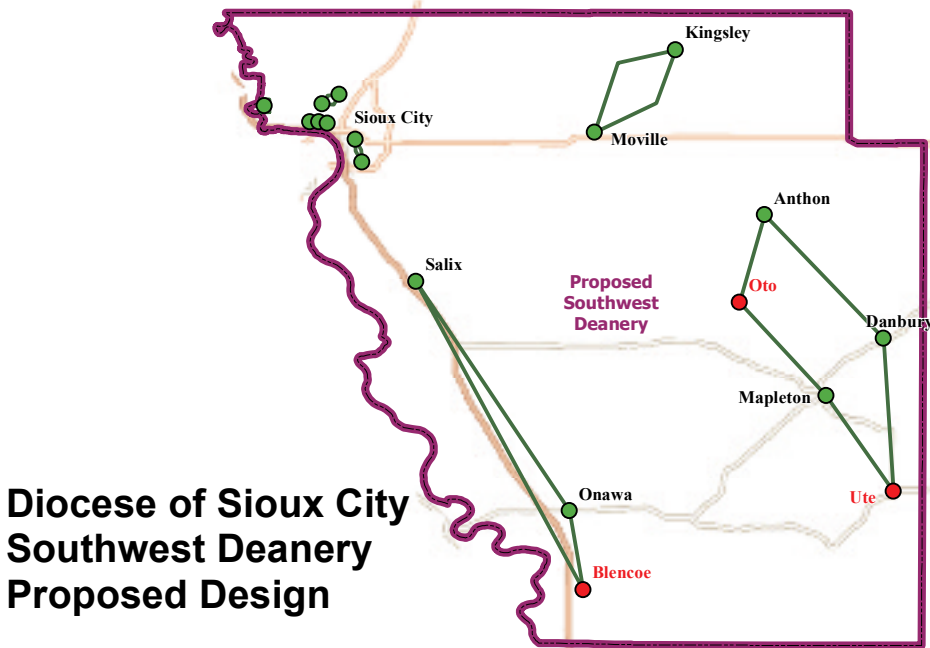
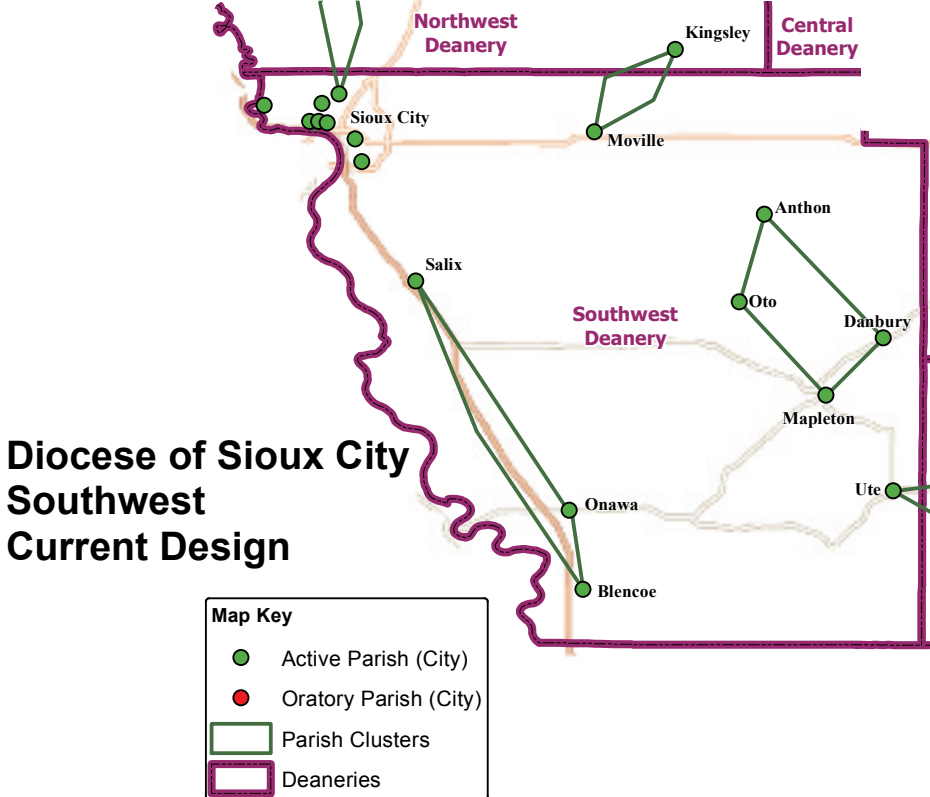
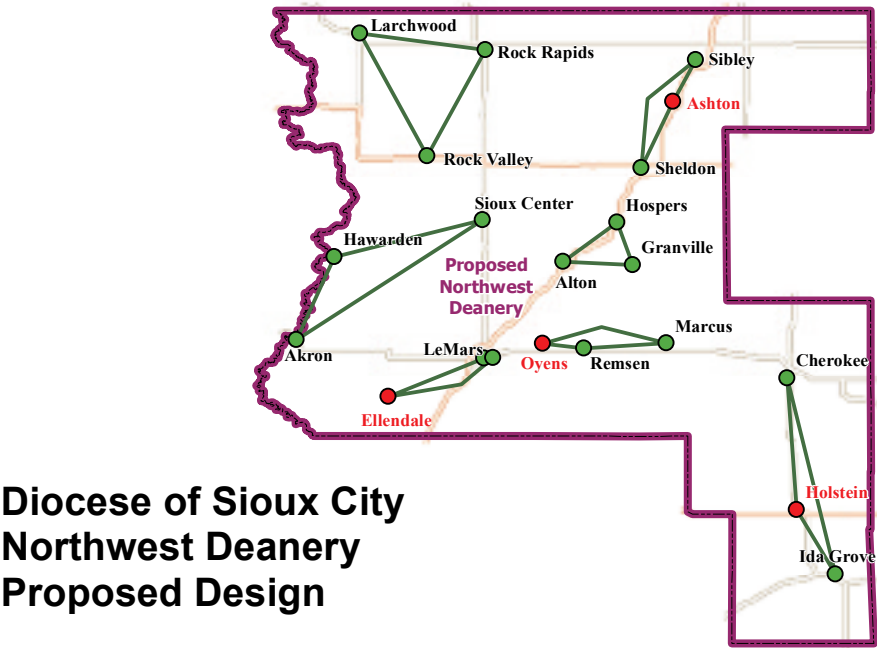
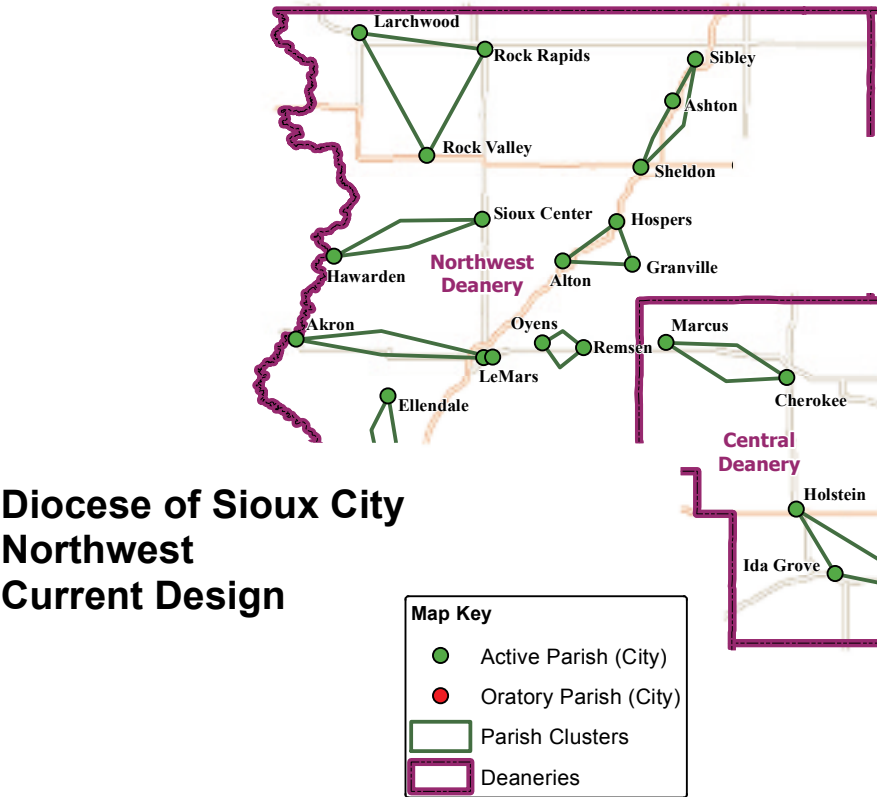
From:		To:
6	Deaneries	4
108	Parishes	67
46	Clusters	31
23	Schools	23

KEY LEARNING TO DATE

- Priests available for pastoral ministry are projected to decline from 58 to 35 in the next 7 to 8 years
 - Overall population of the diocese has grown slightly in past 5 years (0.5 %), and is projected to grow slightly (0.8%) in the next 5 years
 - From 2010 to 2019, total non-Hispanic white population is projected to decline from 390,000 to 365,000
 - From 2010 to 2019, total minority population is projected to increase from 69,500 to 100,500
 - From 2010 to 2019, 65-plus population is projected to increase from 79,000 to 97,000
 - The 2008 Recession has caused a decline in live births across the diocese (-3.0% overall since 2008)
 - Since 2008, 16 parishes have seen registered household growth, 4 parishes remain level, and all other parishes experienced decline
 - Unregistered Catholic households appear to be increasing, especially in immigrant communities
- If 25% of all estimated Catholics attended Sunday Masses offered today, the churches would be nearly 24% filled; if 50% attended, approximately 48% filled
 - From 2012 –2014, there has been a -1.5% decrease in the number of sacramental events
 - Diocesan-wide, growth was seen in the total number of confirmations (10.7%) and funerals (3.4%), while declines were seen in the total number of baptisms (-9.9%), first communions (-5.7%), and weddings (-5.1%) (The increase in confirmations was most likely due to the fact that the minimum age to be confirmed has recently been lowered across the entire diocese.)
 - Approx. 12% of all 6 to 14 year old children are enrolled in elementary Catholic schools or participate in religious education programs
 - Approx. 9.7% of all 15 to 18 year old children are enrolled in secondary Catholic schools or participate in religious education programs

PASTORAL PLANNING TIME FRAME

2016	2016	2016	2016 to 2017	2017	2017
January to February <ul style="list-style-type: none"> • Development of Communications Plan • Development of Deanery Leadership Engagement and Consultation Plan • Consultation with Presbyteral Council 	March to April <ul style="list-style-type: none"> • Deanery Leadership Engagement and Consultation Plan • Consultation with all clergy, and Presbyteral Council 	May to June <ul style="list-style-type: none"> • Processing of Deanery leadership team feedback • Refinement of Ministry 2025 Pastoral Plan • Development of Parish Cluster Leadership Team Engagement and Consultation Process 	September, 2016 to March, 2017 <ul style="list-style-type: none"> • Training of process facilitators • Parish Cluster Leadership Team Engagement and Consultation Process 	April to May <ul style="list-style-type: none"> • Processing of Parish Cluster Leadership Team feedback and 3 Year Parish Cluster Pastoral Plans • Finalization of Ministry 2025 Diocesan Pastoral Plan 	June to July <ul style="list-style-type: none"> • Announcements and Assignments • Begin implementation of Parish Cluster Pastoral Plans



Long-range planning in diocese

- August 1978** – Catholic Globe features diocesan communities which provide priestly vocations

January 1979 – Glenmary Study shows Diocese of Sioux City ranks 10th in nation in number of priests per Catholic

December 1982 – Projected diocesan seminarian figures: 14 for 1983; 18 for 1984 and 20 for 1985

November 1984 – Long-range planning proposed to examine parish viability

December 1985 – Priests’ Personnel Board implements length of tenure for pastors at seven years

February 1988 – Guidelines for diocesan parish linkage publicized

July 1993 – Ministry 2000: Our Baptismal Call announced

December 1993 – Diocesan Pastoral Council formed for long-range planning

April 1994 – Needs assessment survey reports decreasing ordinations through 2004

January 1995 – Town Hall meetings initiated on parish reorganization

June 2000 – Town Hall meetings encourage parish self-assessment

October 2002 – Le Mars area parishes propose merger

April 2003 – Webster County parishes begin long-range planning

June 2008 – Strategic Planning Task Force announced

October 2009 – Bishop Walker Nickless endorses five-year strategic plan

September 2013 – Presbyteral Council forms standing committee for strategic planning, along Good Leaders, Good Shepherds model

March 2014 – Priests surveyed on pastoral needs

March 2015 – TeamWorks International hired as consultant

August 2015 – Pastoral Plan – Ministry 2025 – first presented to clergy for evaluation
- February 2016** – Ministry 2025 announced



FREQUENTLY ASKED QUESTIONS

Q: What criteria were used to determine the recommended status changes for parishes?

A: The criteria for the parish restructuring was based on research into demographics compiled by TeamWorks International, November Mass counts, sacramental data, registered households, economic conditions, a survey of diocesan priests and multiple meetings of the priests, who provided feedback to the consultants. That feedback is reflected in the maps generated by TeamWorks.

Q: What was the rationale behind three Masses per priest?

A: Three Sunday/Vigil Masses per priest (plus weddings, funerals, confessions and/or other special occasions) was recommended by the consultant and accepted by the bishop to ensure the health and well-being of diocesan priests, in hopes of encouraging prolonged full-time service. It is a prototype successfully used in other dioceses.

Q: Can parishes within a cluster share a pastoral council?

A: All parishes within a cluster are encouraged, but not required, to form a cluster pastoral council, made up of representatives from all the parishes.

Q: Can parishes within a cluster share a finance council?

A: No. According to canon law, all parishes must have separate finance councils.

Q: Do oratories have a finance council or trustees?

A: No. Oratories are not parishes and thus do not have a finance council, pastoral council or trustees. The finances used for maintaining an oratory will be managed by the finance council of the receiving parish (with representation from parishioners of the now-oratory).

Q: Can members of a parish becoming an oratory have a say in the future of the oratory?

A: Yes. Once a parish becomes an oratory, it will be managed by the receiving parish and financed by a line-item in the receiving parish’s budget. However, the Pastoral Plan can recommend that a certain percentage of the receiving parish’s finance council be made up of those who were formerly parishioners of the oratory.

Q: Will the receiving parish pay for the upkeep of the oratory?

A: No. While the receiving parish will be responsible for managing the care of the oratory with a special line-item fund, the money in this oratory budget will come from the oratory’s current assets, or funds specially raised for the specific purpose of caring for the oratory. If there are not sufficient funds to continue maintenance, liability insurance and other ordinary expenses for the oratory, the receiving parish is not expected to maintain the oratory with its own funds.

Q: Do parishioners of a parish moving to oratory status automatically become members of the receiving parish?

A: All parishioners whose parish is merging with another parish are incorporated as members of the receiving parish. This is because the receiving parish assumes responsibility for all persons and items of the parish becoming an oratory, including the registration database. However, some parishioners may wish to register at a parish other than their receiving parish. They will be registered in the receiving parish unless the individual indicates otherwise.

Q: If a parish decides to close, what happens next?

A: There are options available to a parish that decides to close. The building and property may be leased or sold, or the decision may be made to demolish the structure (costs would come out of the oratory’s finances). The bishop has the final authority in these decisions.

Q: What happens to a parish’s finances and assets if it becomes an oratory or closes?

A: The first priority for parishes that are closing are mandatory expenses, such as razing, assessments, current debt, and perpetual care of cemeteries. Any remaining money is allotted to the receiving parish and/or other parishes where former parishioners of the oratory or closed parish register.

Q: Are oratories allowed to have Communion services?

A: No. Communion services may not be allowed in the diocese, with the exception of nursing homes and hospitals. While oratories are welcome to host a variety of prayer and social events, people are expected to attend Sunday and regular daily Mass at a nearby parish.

Q: If we receive a new pastor during the pastoral planning process, will he change the Mass schedule and/or the pastoral plan?

A: All priests of the Diocese of Sioux City are aware of the work that is going into these plans, and new pastors will be strongly encouraged to not make any immediate changes to their new cluster’s pastoral plan.

Q: What will happen to parish cemeteries if a parish moves to oratory status?

A: The diocese is working on information for pastors and parish leaders, in regards to cemetery associations and maintenance during the Ministry 2025 Pastoral Planning process. Cemeteries will be cared for by the receiving parish.

Q: What will happen to sacramental records if a parish moves to oratory status?

A: Sacramental records from that parish will be transferred to the receiving parish.

SIoux CITY PARISHES

City of Sioux City Current Design

Map Key

- Active Parish
- Oratory Parish
- Parish Clusters
- Deaneries

City of Sioux City Proposed Design

What will church look like in Sioux City?

The proposed parishes within the city of Sioux City were structured with the Catholic school system. It has been proposed that parishes within the city will go from eight parishes to four. All eight church buildings will remain open. The Catholic schools will not be impacted.

The parishes and proposed names are:
Sacred Heart Parish – Sacred Heart
Holy Cross Parish –Blessed Sacrament, St. Michael
The Cathedral Parish – Cathedral of the Epiphany, St. Boniface and St. Joseph
Mater Dei Parish – Immaculate Conception and Nativity

DEFINITIONS

What is a parish pastoral plan?

A parish pastoral plan is a process by which a local faith community – with a deep appreciation of its past, and an understanding of its present strengths and weaknesses – seeks to respond to the spiritual and pastoral needs of the people within, and beyond, its community. This is accomplished through consultation and dialogue that leads to action. Ministry 2025 provides clear descriptions of key goals for each parish in its Parish Pastoral Plan concerning ministry roles, worship, stewardship, faith formation and other factors.

What defines a parish?

A parish is defined as a gathering of the people, a community of the faithful; it can include one or more worship sites and/or properties.

What is a cluster?

A cluster is group of individual parishes that each retain their respective corporations, assets, liabilities, worship sites and property, yet may share their staff, ministries and resources.

What is a deanery?

A deanery is a regional arrangement of several neighboring parishes and clusters for support and communications.

What does it mean to “merge”?

A canonical merger is when two or more parishes canonically and civilly consolidate their assets, liabilities, worship sites, ministries, staff, and property (and perhaps corporations).

What is an oratory?

An oratory is a worship site that no longer holds Sunday or Vigil Mass. The building, however, may be used for local Catholic weddings, funerals and other specified events.

What is canon law?

Canon law refers to the legal system and laws of the Catholic Church.