

1/9/2023

THE COMMITTEE

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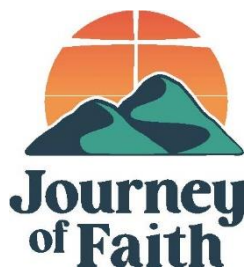
RURAL FAMILY C A FAMILY OF 7 PARISHES PASTORAL PLAN

St. Joseph-Ponca
St. Peter-Newcastle
Holy Trinity-Hartington
St. Michael-Coleridge
St. Frances de Chantel-Randolph
St. Mary-Osmond
St. Paul-Plainview

This is the Pastoral Plan for our Family of 7 Parishes that we have submitted to Archbishop Lucas and which he has tentatively approved. Our Pastoral Planning Committee worked long and hard and spent much time in prayer to create a plan that will follow the parameters set forth by Archbishop Lucas. There is much in the plan that still needs to be lived out, goals are set for working together as a family of 7 parishes while at the same time keeping in mind the Big Goal: Becoming Truly Missionary Parishes. You can read the plan and if you have comments, please do so in writing and with your signature. Your comments must be submitted before Jan.17. The Pastoral Planning Committee will then meet and respond to the comments. Please send your comments to the pastor at his email address or you can deliver your signed comment to the rectory. I believe it is a good plan and I am grateful for the prayerful way the Planning Team approached the issues that are before us as a Church.

And there may be mistakes in the plan, errors coming from so many versions and revisions of the plan that we worked with. If you find some, please let us know... Thank you.

Fr. Owen W. Korte, Convenor



Family C Pastoral Planning Proposal

Your Family Pastoral Planning Proposal is comprised of your Family Pastoral Planning Team's responses to each of the following questions, along with your convener's certification in Section 7. Please refer to the accompanying Family Pastoral Planning Template Guidelines PDF for important guidance, timelines and background as you work through each section of your proposal. Your assigned coaches and the Pastoral Planning Office are standing by to assist you.

**Peace,
Phil LaSala
Director of Pastoral Planning
pjlasala@archomaha.org**

Section 1. Family of Parishes: General Information

1. Name of Family of Parishes, e.g., Rural Family A-L or Urban Family A-U:
Rural Family C

2. Name of Family Convener:
Fr. Owen Korte

3. Names of priests in the Family:
Fr. Owen Korte, Priest Convener
Fr. Kevin Vogel
Fr. Jeremy Hans
Fr. Andy Sohm

4. Names of Parishes and Missions in Family:
Holy Trinity, Hartington
St. Michael, Coleridge
St. Jane Frances de Chantal, Randolph
St. Mary of the Seven Dolors, Osmond
St. Paul the Apostle, Plainview
St. Peter, Newcastle
St. Joseph, Ponca

5. Names of active deacons and their associated Parishes in the Family:

Deacon Doug Tunink - St. Jane Frances de Chantal, Randolph/St. Mary, Osmond

Deacon Roger Filips - Holy Trinity, Hartington/St. Michael, Randolph (moving away soon)

Deacon Dennis Knudsen - St. Peter, Newcastle

6. Names of retired deacons and their associated Parishes in the Family:

Deacon Paul Steffen - Holy Trinity, Hartington

7. Names of Catholic schools in Family:

Cedar Catholic Jr/Sr High School, Hartington

Holy Trinity Elementary School, Hartington

St. Mary of the Seven Dolors School, Osmond

8. Names of Catholic schools in other Families that are in relationship with this Family's Catholic Schools:

East and West Catholic Elementary School, Bow Valley is a feeder school to Cedar Catholic. The parishes of Holy Family and All Saints (both in northern Cedar County, Family B) are part of the Corporation of Cedar Catholic along with Holy Trinity, Hartington and St. Michael, Coleridge.

Section 2. Family of Parishes Current Assessment: Flourishing as

Missional Faith Communities. Please answer the questions in this section to assess how various elements of life in each of your parishes are oriented on the mission today, and to begin to identify opportunities for growth. Your answers here will inform how you approach Sections 3 and 4 and how to collaborate more deeply as a mission-oriented Family of Parishes. Your responses to these questions will help you identify your parishes' strengths and where you are invited to growth.

We asked various leaders in our parishes to answer the questions and their comments are given in the table. We had intended to write summaries of the comments, but that was not accomplished before needing to move on to Section 3. (Fr. Vogel's comments are listed separately since he was answering these just as he was arriving without much prior knowledge of the parishes.) Some questions have tables where data is gathered to give a more measurable answer to the question, though some are empty when we lack data.

A. Mission-Oriented Liturgy

1. What steps can each of your parishes take to increase the beauty and excellence of its Sunday worship?

Summary:

	Individual Comments
Hartington	At Holy Trinity we never fill the church except at Christmas and Easter. We could have one less mass and rework our music ministry to provide small choirs, multiple instruments on a regular basis. We could do a much better job of greeting by appointing a Greeter Minister to help push the Greeting up a notch. Maintain a Joyful but ever reverent Mass environment; Continue to improve sound quality for young and old alike; Encourage parishioners to invite neighbors and friends to attend; Encourage people to really contemplate the Gospel and how they will implement this week.
Coleridge	Inviting participation, help with burn out of Musicians, make it possible to do regular and traditional mass music
Randolph	Music important for most – not be performance, but enhance prayer; Choir – Randolph organist (4) and cantors (6); Tasteful décor; Welcoming; Trained ushers – less Masses seating issues; Reverent pauses during Mass; Train people to use microphone – many complains of not hear or too loud; Have families involved – Osmond families assist with usher and greeter roles (assigned); Greeting before Mass? – asking if anything I can pray for you. Praying for people around you.
Osmond	Promote reverence in front of the Eucharist. Proper dress code for ministers. Reverence in front of the Eucharist; Double genuflect before Monstrance; Update training; put special holy days and attire in bulletin
Plainview	More cantors; Training for ministers
Newcastle	Need to discern if changes are necessary.
Ponca	Hopefully music would always be good with less mass times. We don't think that consolidating Mass times will increase the quality of our liturgies. Worship is enhanced with increased attendance to a point, but we feel the best liturgies are the ones where we know and love the people we worship with. There needs to be fellowship building within the parish families before it would enhance our worship. We would like to see formation opportunities within the parish families to build unity.

	<p>We think it is important to have a regular weekend mass at Ponca to accommodate state park visitors and the number of events at the public school right across the street.</p> <p>Also, our parish is frequently complimented on the music at our liturgies. The reasons are many. Our choir has a long history and impressive repertoire. We have a professionally trained accompanist. AND we have musical instruments second to few in our area. We have an organ with high quality pipe-organ sound, a baby grand piano, and an electric keyboard that synthesizes string, woodwind and horn sounds. When we have joined forces in the past at area churches, the result is disappointing due to the inferior quality of instruments. Numbers don't equate with quality.</p>
Fr. Vogel	<p>Are there enough liturgical ministers? Do they show up when assigned or know they are to find substitutes when they cannot be there? Are they adequately trained? Do current ministers invite the next generation to join them in their ministry? We could do training of current ministers with the emphasis on inviting others to join them.</p> <p>Do we celebrate Solemnities and Feasts with greater solemnity? How are incense and bells used? Does the priest sing his parts? Do the people sing? Are vessels and vestments well cared for, so as to witness to God's Real Presence? Are the vessels and vestments truly beautiful or simply sufficient?</p> <p>Do all Masses have music or are there "low Masses" where we do the liturgical bare minimum? Is the music truly sacred, following at least the standard of the Archdiocesan Core Repertoire? Is the music style sacred and timeless (chant, hymns) or secular in style or expressive of a single recent past era of the Church (60s, 70s, 80s, 90s)? What missalettes or hymnals are there?</p>

2. What steps can your Family of Parishes take to build Family unity around Sunday worship?

Summary:

	Individual Comments
Hartington	<p>By having fewer masses in our family of parishes we necessarily will have a greater variety of people coming to mass. This can be acknowledged in the welcome prior to mass.</p> <p>Continue to have families participate in preparation for the Sunday Mass; Offer opportunities to families to give Thanksgiving for their faith talks at Mass; Invite people to stay after Mass to pray for special intentions of the Parish</p>
Coleridge	<p>Mass times that could cover all needs in the area i.e. late sat mass for those in health care or working weekends inviting Choirs to participate in churches other than their own.</p>
Randolph	<p>More time between services – priests to socialize and visit with people; Guest speakers – have parishioners share faith stories; Consistency; New member pictures, welcome them; Target certain groups certain months; Mass intention family getting them involved; Personal invitations to marginal, fallen away</p>
Osmond	<p>Develop a welcome community to welcome all people at church entrances.</p> <p>Coffee and rolls after Mass; greet one another at Mass; welcome new people</p>
Plainview	<p>Events after church; Visiting after church; More personalization and recognition within the parish</p>
Newcastle	<p>Discernment and discussion required.</p>
Ponca	<p>I'm not sure. Ponca and Newcastle could work together well on things since we are located geographically close to each other.</p>
Fr. Vogel	<p>Avoid creating a schedule where people worship in mostly empty churches. Mass is more life-giving when worshipping together in a full church rather than apart.</p>

3. What are the obstacles to a mission-oriented Mass schedule that must be addressed, e.g. parishioner expectations, facility size, and driving distance?

Summary:

	Individual Comments
Hartington	The distance from Newcastle/Ponca to the other parishes in the family makes going to a family mass less likely. Some parishioners will go to Vermillion. Driving distance for Priest could be a factor if scheduled too tightly; Schedule must allow time for Mass preparation for Priests
Coleridge	Feeling of being lost, Getting the elderly to mass, Desire to have a monthly mass at offsite parishes, every "Family" needs to be treated the same i.e. if one has masses for all sites. Becoming Nomads random attendance where it works best especially for those without a weekend mass
Randolph	People have gotten comfortable with watching Mass at home; Consistent times for Mass (mentioned by 1/2 of the respondents in several different questions); convenient and comfortable overflow; travel for elderly; 5:30 pm is too early service on Saturday
Osmond	Mass times will dictate how full church will be depending on what season it is. 5:30 p.m. on Saturdays in winter is more popular than summer. Sunday at 8:30 a.m. seems to be the most popular. Parishioners will probably not travel more than 15-20 miles in our family of parishes. If they must travel more than 20 miles, they will migrate to larger cities like Yankton and Norfolk to attend Mass. If we make people travel too far they will overload the larger population cities. Mass times may dictate a lot; alternating Mass schedule?
Plainview	Lack of connections; Actual mass schedule; Parish family separation; Facility large enough
Newcastle	Parishioner expectations (every individual parish does not want to lose weekend Mass) Driving distance can be a big obstacle.
Ponca	Not sure. Driving distance is a big obstacle to mass schedules in our group of parishes. So far, it does not feel like a family or even a circle. It appears to be a long line of parishes! We understand the need to group parishes around the catholic schools, but it really leaves St Joseph's on the fringe. Too many of our parishioners already go to Vermillion or Sioux City for mass for convenience and other reasons. I can't see them driving an equal distance or farther to attend a mass in our circle.
Fr. Vogel	It would be great if the schedule would allow the priest to be there soon enough to hear some confessions prior to Mass. I have started offering this at Randolph, Osmond, and Pierce and I have been uplifted seeing how many have taken this opportunity already.

	Facility Size / Church Seating Capacity (18-22 in per person = 1.8 ft)
Hartington	500 (estimate)
Coleridge	160 (estimate)
Randolph	474 seating capacity (738 ft of pew +28 chairs + choir 36 chairs) (410+28+36)
Osmond	315 seating capacity (458 ft pew + 8 chairs + choir 46 ft pew + choir 28 folding chairs not set up) (254+8+25+28)
Plainview	175 (estimate)
Newcastle	285 (265 + 20 choir)
Ponca	210 (estimate)

Driving Distances in Miles (Google Maps)							
	Randolph	Osmond	Plainview	Hartington	Coleridge	Newcastle	Ponca
Randolph		12.9	23	23.6	14.5	46.1	42.1
Osmond	12.9		10.1	34.8	27.2	58.8	54.8
Plainview	23	10.1		44.9	37.3	68.9	64.9
Hartington	23.6	34.8	44.9		9.9	27.9	39
Coleridge	14.5	27.2	37.3	9.9		31.6	33.8
Newcastle	46.1	58.8	68.9	27.9	31.6		11.2
Ponca	42.1	54.8	64.9	39	33.8	11.2	

B. Collaborative Leadership

1. Do each of your pastors have a leadership team to help them advance the mission for your parishes?

Summary:

Hartington	Yes, with Coleridge. The pastors involved in the family of parishes have had leadership teams to help provide support for the pastor who has had more than one parish. In Hartington/Coleridge the leadership team has helped create a Missional feel in the parish by the introduction of small groups and helping to multiply them. This has been going on for about 4 years now and it is becoming noticeable in the culture. It is the hope to propagate this mode in all the parishes in the family.
Coleridge	Yes, with Hartington.
Randolph	No; All Staff Meeting, but no leadership team; Pastoral Council is focused on the parish spiritual growth
Osmond	No; All Staff Meeting, but no leadership team; no clear guidelines
Plainview	Yes, need a variety of leadership teams
Newcastle	Yes, with Ponca and Jackson
Ponca	Yes, with Newcastle and Jackson I have to admit, [these questions] caused a lot of discouragement. You know the obstacles we have dealt with in our parish, one being that we have not had an effective parish council for years. We are aware that Father Andy has been “preaching” a mission statement for years also, but it was not clear what that would look like.

2. Do each of your parishes have a clear and unifying expression of the mission for all staff and volunteers?

Summary:

Hartington	One Family: Igniting Faith, Nurturing Compassion, Producing Disciples. There might be an identity (this is my parish) but that identity has led to a kind of insulation from seeing the
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	need to go beyond and outside of the feeling of doing my duty. The staff, once they have encountered a different model and enlivened to move the whole parish in that direction. Our Parishes have a general understanding at different levels. Those more involved in activities and efforts of the Parish generally have a clearer sense of the mission
Coleridge	One Family: Igniting Faith, Nurturing Compassion, Producing Disciples
Randolph	No mission statement; needs to communicate better
Osmond	No mission statement Not yet; no one knows exactly what this means or is expected; no clear understanding
Plainview	No, does our parish make a difference in the plan of the family
Newcastle	No clear mission or complete understanding of “mission”. As a stand alone parish, St. Peter’s does not have a staff other than clergy. Office staff is shared with 2 other parishes. Starting to understand better that individual parishes work as a family and develop an extended family with the circle.
Ponca	I’m not sure that we do have a clear and unified mission for all of our staff and volunteers. So, we have to say that St Joseph’s does not have a clear and unifying mission so of course the staff and volunteers cannot recognize their contribution to it. One exception that I can attest to is the Altar Society. We did create a mission statement a few year ago. It centers on the corporal works of mercy and the members are very aware of their contribution in ministering to bereaved families. Many family members are estranged from the church so it offers us a chance to welcome and engage them. Also, we personally have adopted the archdiocesan mission statement of One Church, Encountering Christ, Equipping Disciples and Living Mercy. We have used this as a template for the ministries we have offered in Live Lent Together and the St Joseph novenas.
Fr. Vogel	Looking on the parish websites I could only find mission statements for Hartington and Coleridge. While their statement follows the style of the Archdiocese of Omaha, it still seems lengthy and perhaps not easily memorable if we are trying to keep in mind both our own and the Archdiocesan vision. I like what St. Columbkille used in the past while I was there: “Go and Make Disciples.” It clearly expressed the missional nature of the parish in a way that was simple and easy to remember and reference. It was based directly upon the Great Commission (Matthew 28).

3. How are your parishes inviting lay leaders to recognize their gifts and use those gifts to advance the mission?

Summary:

	Individual Comments
Hartington	There is often the feeling that a few are doing all the work. But a model that inculcates a spirit of evangelization (inviting to something I have experienced, does live but its few and far between) Anyone who is new needs to be welcomed way more than once...they have to be accompanied. CEC as a conversion engine has to find a way to connect with this purpose of parish and find a home and support for further growth as a Disciple. Our Parishes invite and encourage the laity to use their God given gifts to enhance the mission and beauty of the community.
Coleridge	Written guidelines and encouragement to go beyond what is expected.
Randolph	Personal invitation, Flock Note, bulletin, announcements, sign-up sheets, parish outreach, empower parish groups; CEC stagnant; Pierce does Alpha, Randolph would like to begin Mentorship Program: Mandy Papenhausen beginning
Osmond	By Father asking them to get involved.

	Personal invitation; pastor invitation; announcements, Facebook Mentorship Program: Melissa Lind completed
Plainview	Personal invitations; Identifying gifts
Newcastle	This needs discernment
Ponca	I don't think that they do. Maybe, but maybe most volunteers just do their job and don't think about a mission.

4. Using the scale below, describe how staff members and volunteers at each of your parishes view their particular ministry areas as part of the larger mission. Provide a justification for each of your responses.

Summary: Table below gives how many parish leaders felt their parish was in each stage on the scale.

	Beginning	Progressing	Proficient	Advanced
Hartington	1	1	1	1
Coleridge	1			
Randolph	3	3		
Osmond	1			
Plainview	0.5	0.5		
Newcastle				
Ponca				

- a. **Beginning:** Initial work has been done within the parish to connect ministry areas with the mission, along with justification.
- b. **Progressing:** Staff members and volunteers have begun to view their ministry areas as part of the larger mission, along with justification.
- c. **Proficient:** Staff members and volunteers are actively engaged in connecting their ministry areas with the larger mission, along with justification.
- d. **Advanced:** Staff members and volunteers are actively engaged in promoting the mission through their ministry areas, and in helping others take their next step toward doing the same. Please include justification for this evaluation.

	Individual Comments
Hartington	<p><i>Beginning:</i> In the school and in other lay directed parts of the parish there is a growing sense of the need to be missionary. The school of Mission in some of our parishes has helped kick start this. We are a Parish Family. Work has been done to increase a sense of Mission to ignite the faith, nurture and create disciples through CEC, small groups, invitations to EME, Choir, School Volunteerism, Increasing ministry in the Schools etc</p> <p><i>Progressing:</i> In many cases we are up against the old adage that my silo of ministry is not connected but we are getting better at it. Key staff members might not be plugged in as of yet. Clarifying the Mission consistently will help to ever improve the sense of Mission and efforts to accomplish the challenges set forth in our Mission Statement.</p> <p><i>Proficient:</i> This is pronounced in our schools. But using our schools as a way to evangelize parents is another issue, the teachers do well with each other and maybe beyond the school,</p>

	but even that is slow to get ignited. Staff and Volunteers are connecting the activities to Mission. We are getting better at clarifying the Mission and the desired fruits. <i>Advanced:</i> All are hearing about the Mission of creating Disciples. Many are participating in groups and are beginning to willingly invite others to do the same.
Coleridge	
Randolph	<i>Beginning:</i> More info sharing at and after Mass; seed planted by diocese <i>Progressing:</i> Good start and moving in the right direction, seem much more focused, intentional <i>Proficient:</i> almost here, pastoral council focused <i>Advanced:</i> N/A
Osmond	
Plainview	Between beginning and progressing
Newcastle	No Response.
Ponca	
Fr. Vogel	I would guess that most staff and volunteers are only at the beginning stage if the mission has not really been clearly articulated in the parish as a whole. This does not mean that wonderful things are not happening that are in accord with the mission, but we must be more intentional before we can claim the later stages.

5. Using the scale above, what actions would help staff members and volunteers at each of your parishes to move from one step to the next higher step toward integrating their ministry areas with the mission?

Summary:

	Individual Comments
Hartington	Common ministries-like the leadership positions of our various committees can come together to renew the vision. The pastor can be the lead in this because it directly takes his leadership and delegates it outward to lay leaders. Constant preaching the purpose and mission of our parish or our family of parishes helps move the needle. Increased participation and breaking out of personal selfish shell. Leaders need to continue to promote, teach and encourage all to participate and to promote the joy of participation in efforts to bring Souls to Christ
Coleridge	Recognizing those volunteering and encouraging other to step up
Randolph	Short meetings with set goals in writing, personal encouragement, definite tasks in areas of interest, feeling of confidence from having all understand goal and direction, keeping everyone informed, regular reports of progress, pastoral involvement and support
Osmond	By explaining their job to them and giving them permission to do it. Clear expectation and let them be; have "job fair" for volunteer activities
Plainview	More involvement and outside support
Newcastle	This needs discernment.
Ponca	I'm not sure. Maybe a better understanding of what the mission is. The biggest change needed to unify and coordinate is leadership, communication and collaboration.
Fr. Vogel	First, a clear simple, easily memorable statement of the mission. Second, begin to preach about the mission to the whole parish. Meet with staff to have them consider how their role fits into the mission. The distinction between "directly leading" vs "crucial support" can help especially those who are doing tasks that may not immediately seem to advance the

	mission. Pastors give guidance to parish groups/ministries to help them understand their part in the mission and be more intentional about evaluating the things they do in accord with the mission. This could include what portion of the clear path of discipleship they engage with.
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- 6. Are there ministries at your parishes that might best be pruned to make room for the growth of mission? If so:**
- What are they?**
 - What is the invitation for those participating in such ministries to grow in their lives on mission?**

Summary:

	Individual Comments
Hartington	It would be good to join forces with a common vision for Religious Education, Adult formation. This means change. If the Knights of Columbus is the only men's group—maybe it has to be tuned up to the value of Faith Formation. / The invitation is weak. Endowment board could allow new blood. Teaching each Ministry group to recognize the fruits of their efforts and share those fruits. / Grow in your faith and you will grow in your sense of Mission and naturally your personal life.
Coleridge	Use Christian Mothers as an inviting group for new mothers like Randolph is doing / Intergenerational ministry
Randolph	???
Osmond	Adult education and speakers, men's conferences, small prayer groups. / ? Must bring back speakers / Men's conferences, need women's conference
Plainview	None / Keep inviting
Newcastle	Need to be better at welcoming new members to the parish or community. / Invite then to become involved with Christians Encounter Christ movement, Spritual Retreats, Bible study groups, etc.
Ponca	

C. Clear Path of Discipleship

- 1. What has each of your parishes done to develop a clear path of discipleship? A clear path is a parish roadmap that meets people wherever they are on their faith journeys—ranging from the disconnected to mature Christians—and invites them to take their next step toward a growing relationship with Christ.**

Summary:

	Individual Comments
Hartington	In Hartington/Coleridge we have struggled to find a way to define this. With the small groups as our principal connector it becomes a matter of growth in maturity. As a person grows in the faith they begin willing to invite neighbors and friends who might not have a connection with church but they have a connection with via location or work or some activity. We see this developing more and more as we energize and multiply the small groups several times a year. Efforts are on-going to teach Parishioners about continuously developing their relationship with Christ. Education on forming small groups and encouraging groups to expand their circle of prayer friends to include those who most need to reconnect.

Coleridge	This has been discussed in leadership team, but nothing has been carried forward
Randolph	No map, but a lot of roads. Increased small group opportunities, bible study, have invited to parish activities, pastoral council working toward, No defined roadmap but promote lots of opportunities for involvement at varied faith levels
Osmond	We really don't have a clear path. Many groups are doing their own thing. Many groups are doing their own thing; no clear path
Plainview	Lenten small groups; CEC involvement; Quest for youth
Newcastle	This needs to be developed.
Ponca	Maybe a clear path to discipleship has been mentioned in homilies and in the weekly bulletin articles provided by Fr. Andy. We do not know of any work that has been done in this area in our parish. In our positions in the parish, we have both read about or done workshops involving it.

2. How are your parishes involved in relational outreach to connect with people who are disconnected or loosely connected to your parishes?

Summary:

	Individual Comments
Hartington	No direct "program" but a greater realization that it is a matter of one-to-one encounters and sharing, inviting. People attend small groups and CEC only when invited by others to join. This culture is clear. Communication is being broadened by activities that are highly visible such as Corpus Christi and other outdoor worship. We can do better in this area. Possibly and outreach group designated to visit with non-participating Members etc.
Coleridge	We have some individuals that are starting conversations and encouraging using welcome packets, but not a formal outreach program
Randolph	Not much here. One parishioner is looking to begin group for those grieving Sacramental prep, outreach ministry, promote retreats KC offer \$80, home visits to homebound, nursing home service
Osmond	By personal invitation to events and also by the website and Facebook page. We need to do more personal invitation; stay connected, use more technology
Plainview	More invitations to others to increase involvement
Newcastle	This needs to be developed.
Ponca	I don't know that they are. Maybe Fr. Andy does some outreach to disengaged members?

3. What opportunities for significant moments of conversion, e.g. Christians Encounter Christ (CEC) weekends, mission trips, retreats, Alpha or ChristLife, do your parishes promote for adults to encounter Christ more deeply?

Summary:

	Individual Comments
Hartington	CEC is big. We have a Mission each year. HT Camp is a big conversion engine for our youth (9th graders). CEC participation has been encouraged for many years along with education and efforts to expand small groups and formation as well as in the Schools
Coleridge	Small groups have started again. We CEC many members have made a weekend but it has been years ago. We were very active at one time

Randolph	Most of the above mentioned especially CEC, RCIA, serve banquet
Osmond	Several speakers for families. CEC invites, also promote mission trips, Pro-Life events. But none are well attended. CEC is largely promoted, but follow up is not great
Plainview	We have CEC weekends and retreats for youth, need more for adults
Newcastle	CEC is promoted by some active individuals but more could be done.
Ponca	Not sure if our parish is engaged in a conversion engine ministry.

Number of people from each parish who have participated in these Conversion Moments.		
	CEC	Alpha
Hartington		
Coleridge		
Randolph		
Osmond		
Plainview		
Newcastle		
Ponca		

4. What formation opportunities do your parishes offer to help adults who have experienced conversion to deepen their understanding of the Faith, e.g. small groups, Bible studies and parish missions?

Summary:

	Individual Comments
Hartington	We have a big Corpus Christi Procession experience. We have First Friday devotions. We had 40 small groups running during Lent. The Leadership team picks up on this twice a year to promote and provide resources. We have done School of Mission three times. We want to take this on the road and do trainings in our family of parishes. We offer small group training and have begun to flourish in this area. There are Theology on Tap sessions offered. Theology of the Body classes are offered. Parish Missions several times each year. Also small group opportunities for students.
Coleridge	Small Groups, Encouraging CEC, praying for vocations, Theology on Tap, and Daily we have individuals stopping at church for Private Prayer
Randolph	Small prayer groups, Bible and book study groups, Live Lent Together, invite and encourage to teaching/ministry, young moms group
Osmond	Lenten small group book study, weekly small prayer group, RCIA. Men's prayer groups, Lenten small groups, RCIA.
Plainview	WRAP was used for adult formation
Newcastle	Some CEC veterans are grouping but not as many as could be. Bible studies have been started in the past but attendance has been sparse. Adult education has been suggested but nothing has been started.
Ponca	I don't know that we do much. I know Fr. Andy has promoted C.E.C weekends.

Number of people from each parish who have participated in these Faith Formation opportunities.			
	Live Lent Together 2022	Bible Studies (Ave Participation)	Other Small Groups
Hartington	250 + HS Disc. Gps 36 groups or more, includes Coleridge		
Coleridge			
Randolph	9 Groups, 50 Participants		
Osmond	1 Group, 4 Participants		
Plainview			
Newcastle			
Ponca			

5. What formation opportunities do your parishes offer for mature Christians to help them understand their co-responsibility for mission and to equip them to purposefully evangelize others?

Summary:

	Individual Comments
Hartington	Several people in the parish have been or are presently in the Mentor Program. We have a good Marriage Preparation team who are on fire with their mission to share the faith with the young couples. We could offer more in this area specifically. All are invited to small groups etc, but possibly we could do more by offering specific Senior opportunities to study.
Coleridge	Beth making Rosary's, Nancy reaching out with welcome pkgs, coffee and rolls, Parish fund raisers Rose Mary caring for the Altar
Randolph	Invite all to RCIA, teaching prep, working weekend retreats
Osmond	Wednesday night rosary at church and sign up for fasting one day a week for our parish family and vocations to the Priesthood. Advent/Lent groups, fasting sign up
Plainview	More people to help out with formation and develop a plan; Families involved with religious education of youth
Newcastle	Nothing currently
Ponca	I would say our parish is not doing this yet.

D. Culture of Generosity

1. How are your parishes creating an atmosphere of welcoming and inclusiveness for parishioners and visitors?

Summary:

	Individual Comments
Hartington	At H/C We greet one another before mass but this could take us more into really welcoming the stranger. Few are at the point of want to make contact with those they do not know. We have greeters at each Mass, we welcome specifically those who are visiting and/or have been away for an extended time.
Coleridge	We have weekly assigned Greeters
Randolph	Inconsistent greeters, sending letter to new members, publicize activities

Osmond	By keeping people informed through the bulletin, website, Facebook page and Flocknote messages. Need work keeping people involved
Plainview	Fish fries; Greeters at church
Newcastle	Pre Covid St. Peter's had an active "Welcoming ministry" at Sunday Mass. This has slipped away after the Covid related return to open Masses resuming
Ponca	
Fr. Vogel	Are parishioners welcoming at Mass? What is someone's initial experience of the parish office like? There needs to be a change in the phone system at Randolph – the options to leave messages for Father as well as the emergency line are broken.

2. How do your parishes build up fellowship and friendship in the service of our Lord and our fellow human being?

Summary:

	Individual Comments
Hartington	There are many activities such as Fundraising Gala, Sporting events, serving meals to less fortunate, annual events such as Corpus Christi picnic etc.
Coleridge	
Randolph	Coffee and rolls, social gatherings, benefits for worthy causes, service projects, Mercy Meals, serving the Yankton banquet, parish groups, KC garden, Community Food Pantry
Osmond	By having coffee and rolls after Mass. Coffee and rolls; invite to small groups
Plainview	Fish Fries; Fireworks; Visiting after church; Various events during the year
Newcastle	At St. Peter's the parish's ladies altar society sponsors an annual parish breakfast and/or a parish dinner, open to the public. The children and men also work at these functions. Ladies also serve lunches or a full meal following vigil services and funerals.
Ponca	

3. How do your parishes build up a culture of life that promotes the dignity of every human life from conception to natural death?

Summary:

	Individual Comments
Hartington	We used to have a Right to Life Committee. We have a Right to Life Breakfast once year. We promote the Church's teaching on Fertility. We support pro-life events and give to charities that serve those in need of pregnancy counseling etc. We could benefit more from discussing these issues more within the context of our Faith Journey.
Coleridge	Mostly through Prayer
Randolph	Attend and help with funerals, baby quilt, One Rose One Life, KC tootsie roll, prayer cards for unborn, honey sale for mentally challenged, Board book drive, Life Chain, birthday cards for Seniors
Osmond	By promoting Pro-Life activities like the March For Life and the Pro-Life rally in Norfolk. Rosary for life at weekday Mass; promote March for Life; Life Chain in Norfolk, diaper drive
Plainview	Events at the Manor- read books, BINGO and visit the shut ins
Newcastle	Homilies, KC's, for years we had a Right to Life sign in front of the Church.

Ponca	
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4. How do your parishes help everyone recognize and act upon the Lord's invitation for them to share their particular gifts and talents with others?

Summary:

	Individual Comments
Hartington	In the Fall of the year H/C does a Stewardship renewal and witness talks are given. This involves prayer, time and talent. This has been very successful in keeping up our financial stewardship. We recently reorganized our cemetery mowing and this has met with great success—again it's a matter of making personal contact with people and educating people on their connection to the Communion of Saints. Parishioners are offered opportunities to be involved at many levels. Volunteer Choir, EME's, Readers, Committees
Coleridge	The input from the Archdiocese on Stewardship is our main way
Randolph	Personal invitation, homilies, announce openings and opportunities
Osmond	By personal invitation to participate in projects and events. Personal invitation, "volunteer fair" idea
Plainview	List of those that participate in masses
Newcastle	This could be developed more.
Ponca	

5. How do your parishes invite everyone to accompany others in need of material, spiritual, and emotional support?

Summary:

	Individual Comments
Hartington	The small group leaders are beginning to catch on to this. But it is just beginning. Food pantry, support of specific missions, welcoming committee etc. We could do more to invite those wounded in any way to discuss their concerns.
Coleridge	Small Groups and individual outreach
Randolph	Outreach committee Provide and support benefits, library, prayer line, prayer and spiritual material, Mass intentions, Birthright baby shower, hygiene kits for shelters, Out Reach ministry needs more promotion and involvement, spiritual bouquet for pastor
Osmond	Food and clothing drive and working at Mercy Meals in Norfolk. Rice Bowls, Mercy meals: fill the cars for kids to go
Plainview	Bulletin to recognize those in need
Newcastle	There are laity in the parish that volunteer their time to take shut-ins to doctor appts., bring weekly parish bulletins, mail and etc. They also do house cleaning on occasions. Holy communion is taken to those shut-ins who desire it by laity, and clergy.
Ponca	

6. How do your parishes use homilies and lay witness talks to model a culture of encountering the Lord and living as disciples?

Summary:

	Individual Comments
Hartington	Father Korte offers current topic homilies and we often have lay people speak to promote and invite parishioners to deeper discipleship.
Coleridge	
Randolph	Excellent homilies, rare lay witness talks
Osmond	Having speakers for adult and family education. Fr. Tim had great homilies for and about this; need more adult education
Plainview	Using personal accounts for promotion when discussing homilies
Newcastle	Lay witness talks are very rare. Homilies are <u>always</u> geared towards this.
Ponca	

7. How do your parishes invite everyone to share their financial resources with their parishes to help build up the Kingdom of God?

Summary:

	Individual Comments
Hartington	We have fund which supports the Focus missionaries and we donate to them each year. We also use monies from this to promote youth trips, like Steubenville. The year renewal helps people know how their donations are used and cared for. The renewal of financial stewardship comes from a place of gratitude for God's blessings. We do this to a fault through fundraising etc.
Coleridge	
Randolph	Sunday envelopes, special collections, benefits, online giving, children collection, quilting groups (30-50 quilts), Outreach, meals and supplies for Thanksgiving/Christmas/Easter/Valentines for widows and widowers, storage for household furnishings, hat/sock/mitten drive
Osmond	By letting them know the financial needs and wants of the parish like needing a new roof, carpet and parking lot. Our school. Giving our parishioners contribution envelopes and offering a link to donate online. Everyone is good about giving if they know what it is for; link online is appreciated; the big problem in Osmond is no trust
Plainview	Weekly envelopes; Forester involvement
Newcastle	Pastors have always been good to address the need when a special collection for humanitarian aide or other needs arise. The parishioners have been good to respond in kind.
Ponca	

E. Adult Formation

1. What specific ministries do your parishes regularly offer for adult formation?

Summary:

	Individual Comments
Hartington	Missions, Perpetuation Adoration, CEC, Leadership in the Discipleship groups at Cedar or Youth Ministry. Theology on Tap randomly scheduled. We offer participation in adult and family formation groups, small groups, perpetual adoration. We could possibly offer more to seniors.
Coleridge	Mostly CEC

Randolph	Book study groups, RCIA, bible study groups, Adoration, Sacramental prep, Consecration to Mary and Joseph, Purchase 45 “Word Among Us”
Osmond	Adult Family Formation-speakers and lay witness. Advent, Lent, Divine Mercy
Plainview	Small group discussion; Weekly mass
Newcastle	Nothing currently other than RCIA for engaged couples as needed.
Ponca	
Fr. Vogel	What is the participation numbers like for adult formation?

2. How do your parishes provide an initial proclamation of the kerygma and create conditions for an encounter with Jesus, e.g. RCIA, Alpha, or ChristLife?

Summary:

	Individual Comments
Hartington	We offer an RCIA program for those who wish to join the Church. We have participants in the Mentor programs and small group programs.
Coleridge	
Randolph	RCIA, books studies, bible studies, promote area opportunities
Osmond	RCIA, Alpha, CEC CEC, Small groups
Plainview	
Newcastle	Nothing currently
Ponca	

3. How do your parishes engage young adults, ages 21-35?

Summary:

	Individual Comments
Hartington	Theology on Tap draws a nice group from this age. A number of small groups engage this age group using Zoom. Small groups, School Activities, we offer Marriage mentors for the engaged.
Coleridge	Encouraging participation in parish activities
Randolph	KCs, Baptism prep, adoration, CEC, PCCW, Foresters, Christian Mothers, young mother’s group, young men’s prayer group
Osmond	By having babysitting service available during Adult Family Formation. Posting more online and through text. Letter writing for college students; need young persons’ group!
Plainview	Needs work if single; Marriage- better to become engaged
Newcastle	This needs to be discerned.
Ponca	

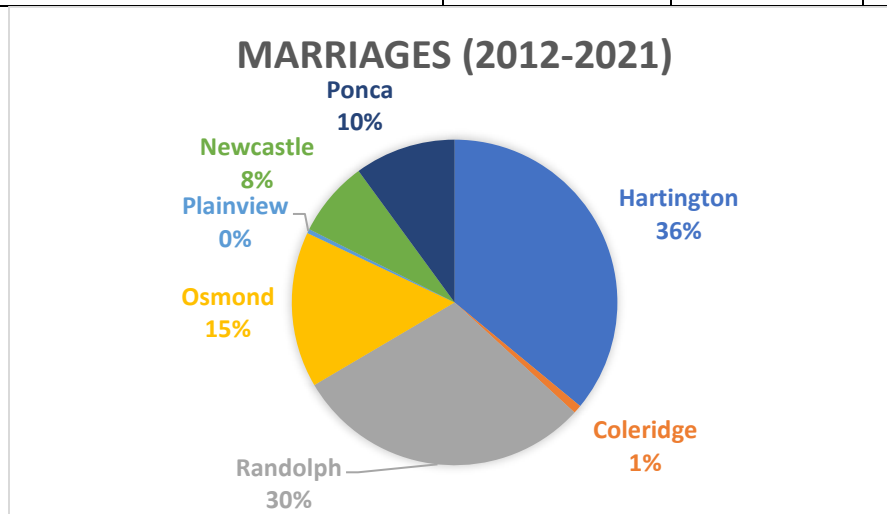
4. What percentage of couples who complete marriage preparation remain engaged in parish life?

Summary:

	Individual Comments
Hartington	50%. Many do not live here after marriage. Those that do—less than half become absent. We need to do a better job of accompanying them.

	I am unsure of the percentage.
Coleridge	Sadly only a few
Randolph	10%; 25%; 60%
Osmond	Estimate 90%; 70% ?
Plainview	50% continue to live here
Newcastle	Unknown. Very few marriages in the parish and most newly married couples don't remain in Parish.
Ponca	
Fr. Vogel	Respondents have a wide range of thoughts on this. Here is a potential way to be a bit more concrete: Go to the marriage book and look at specific names. What is percentage of couples who even live in our parishes after marriage? Which of these couples are regularly seen at Mass? How many of these couples are involved in the parish outside of Mass?

	Marriages last 10 years (2021-2012)	Couples living in the parish	Regularly attend Mass	Serve in the parish in other ways
Hartington	$5+5+6+10+8+15+7+10+11+9=86$			
Coleridge	$0+0+0+0+0+0+0+2+0+0=2$			
Randolph	$8+10+6+4+9+6+5+8+6+9=71$			
Osmond	$1+5+2+4+4+4+5+5+3+4=37$			
Plainview	$0+0+0+0+0+0+0+0+0+1=1$			
Newcastle	$3+1+3+2+0+0+4+2+1+2=18$			
Ponca	$1+0+2+0+4+4+1+6+3+3=24$			



These numbers include those that will not live in the parish after their wedding.

5. How do your parishes engage couples in parish life during their first 5 years of marriage?

Summary:

	Individual Comments
Hartington	Very little Marriage Mentor Couples stay in touch with Newly married.
Coleridge	Encouraging participation in parish activities
Randolph	Baptism prep, personal invitation to groups and ministry
Osmond	By including them and asking them to participate in ministry like lecturing, music, fund raising.

	Including them in ministry; women's guild; we need to work on this
Plainview	Invite to church activities and fish fries
Newcastle	???
Ponca	
Fr. Vogel	I would guess there is not much in the way of mystagogy for married couples. Some kind of small groups for married couples could be a potential solution. While at St. Columbkille I was involved with Teams of Our Lady (TOOL) which is a movement of small group gatherings for couples.

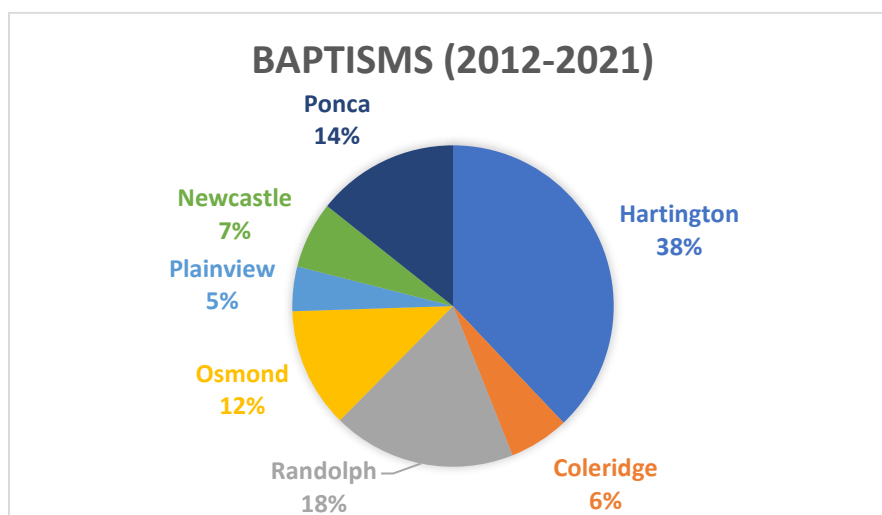
6. What percentage of couples baptize their first child after marriage?

Summary:

	Individual Comments
Hartington	90%; I am unaware of the specific percentage.
Coleridge	90%
Randolph	80 to 90%
Osmond	99%; about everyone
Plainview	100%
Newcastle	Would say 100%.
Ponca	
Fr. Vogel	Respondents may have a wide range of thoughts on this. Here is a potential way to be a bit more concrete: Look at the marriage and baptismal records. How many even have children?

	Marriages last 10 years (2021-2012)	How many have had children?	How many have had their first child baptized.
Hartington	86		
Coleridge	2		
Randolph	71		
Osmond	37		
Plainview	1		
Newcastle	18		
Ponca	24		

	Baptisms last 10 years (2021-2012)
Hartington	21+24+16+17+20+23+27+20+25+27= 220
Coleridge	4+3+1+5+2+5+2+5+6+2= 35
Randolph	17+14+13+12+12+10+9+9+4+7= 107
Osmond	2+18+6+5+11+3+4+9+4+8= 70
Plainview	2+4+3+4+4+3+1+1+4+0= 26
Newcastle	1+0+6+1+7+5+2+7+5+5= 39
Ponca	4+2+9+6+6+12+11+7+18+8= 83



These numbers include those who come back for their baptism but reside in another parish.

7. How do your parishes provide opportunities for adults to support one another in their faith through small groups, e.g. Live Lent Together, Christians Encounter Christ groups, and Lord, Teach Me To Pray?

Summary:

	Individual Comments
Hartington	Our Parish supports and encourages CEC. We train and encourage small group development. We participate in the Live Lent Together.
Coleridge	
Randolph	CEC, Live Lent Together, Advent groups, prayer partners, involve in ministry and leadership; Wild Goose
Osmond	CEC Groups, Book Study Groups. Live Lent Together, CEC, Lord Teach Me To Pray, Book studies
Plainview	Friday morning sessions after daily mass
Newcastle	Small number of CEC groups.
Ponca	

8. How are your parishes' personnel and ministries focused on helping adults take their next step to grow in their relationship with Jesus Christ through relational, contemplative prayer?

Summary:

	Individual Comments
Hartington	Nothing in an organized way or even as a goal but more in terms of one on one sharing and encouraging faith sharing in the small groups. We do this primarily through our Perpetual Adoration program. More encouragement as of late to attend spiritual retreats.
Coleridge	
Randolph	PPC starts with mission statement and sharing encounter stories, promote WRAP
Osmond	By attending area workshops. Mentorship program, retreats
Plainview	Invitations for retreats; Personal adoration
Newcastle	Unknown.

Ponca	
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9. How are your parishes' personnel and ministries helping everyone take their next step toward recognizing and accepting Christ's command to go and make disciples?

Summary:

	Individual Comments
Hartington	This is just beginning. Much more active in this area in the last few years. Training people to form groups and study the Gospels and to take this to others in the community
Coleridge	
Randolph	Even Jesus didn't reach everyone, touch lives of lots through ministry at sacraments (family events), New staff learning
Osmond	Needs work
Plainview	Just beginning
Newcastle	Needs to be discerned.
Ponca	

10. What opportunities do your parishes have to improve their adult formation offerings?

Summary:

	Individual Comments
Hartington	Family and adult formation classes. CEC, small groups etc.
Coleridge	
Randolph	Ongoing challenges and encouragement to invite and welcome those we encounter to grow where we have
Osmond	By promoting and personal invitation to attend events. Advent, Lent groups, bring back speaker nights
Plainview	WRAP
Newcastle	Bible studies have been encouraged and attempted but have never been very well attended.
Ponca	

F. Mission-Oriented Parish Religious Education.

1. What percentage of parish religious education families consistently attend Sunday Mass?

Summary:

	Individual Comments
Hartington	I don't know the percentage but I believe it is very high.
Coleridge	80%
Randolph	45-50%
Osmond	Estimate 75%; 75% ?; 80%; 60-90%
Plainview	At least 50-60%
Newcastle	50% or less
Ponca	I think it's a lower percentage than it should be at St. Joseph's. We have several teachers that Don't go to mass always.

	The people involved in RE obviously have a better grasp on this area. However, we have experienced through the novena and seeing the excitement over the “Sunday school” during mass for young children, that many parents will participate if their kids are involved. This does require extra effort but might be the best way to lead them to their own encounter with Christ.
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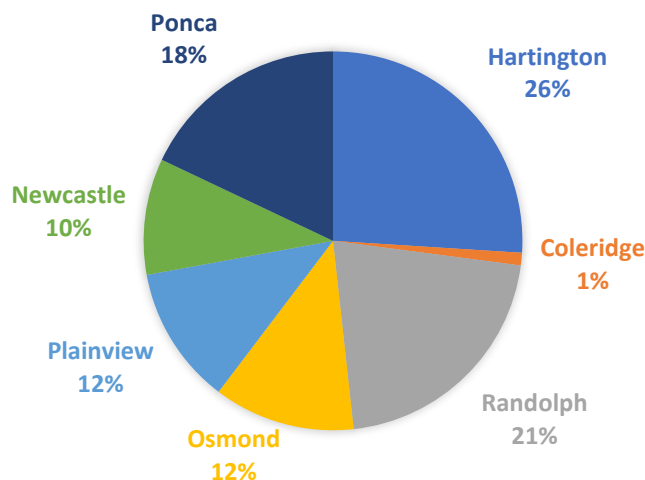
2. How engaged in parish life do the children participating in parish religious education seem to be?

Summary:

	Individual Comments
Hartington	Kids are invited to participate in many religious education activities.
Coleridge	Parents that are engaged have kids that also participate.
Randolph	Slight to moderate, depends mostly on parents
Osmond	Not very engaged. Less than 1/3 will serve at Mass. Good; Most are very engaged, serve; The majority of the youth are very involved;
Plainview	Good when parents are present
Newcastle	Somewhat engaged, usually depending on parents engagement. Special opportunities, such as a Christmas program, get good turnouts. Altar servers are engaged for the most part.
Ponca	Some of the boys serve. Although we haven’t had new server training in several years. There is a lot of kids that the only time they set foot in the church is for CCD on Wednesday nights.

2021-2022 Religious Education Enrollment (Pastoral Report Statistics, Archdiocese of Omaha)			
	K-6	7-8	9-12
Hartington	53 (these numbers are include many who go to the Catholic School)	18	26
Coleridge	4	0	0
Randolph	44	8	27
Osmond	11	6	28
Plainview	20	11	13
Newcastle	24	7	6
Ponca	37	13	17

TOTAL RELIGIOUS ED STUDENTS



Religious Education DRE Meeting 09/27/22	
	Curriculum
Hartington/ Coleridge	Family Formation K-6 - Moved more to all family activities - Families may not wish to come every weekend
Randolph	
Osmond	
Plainview	Blessed (2), Finding God (3-6); Tweaking of Family Formation - Families gather together First Wednesday – class other weeks; WRAP
Newcastle	Beginners Bible (K-1), Blessed (2-3), Christ Our Life (4-5), Breakthrough (6-7)
Ponca	
	First Reconciliation / First Communion
Hartington/ Coleridge	
Randolph	First Reconciliation – 2 nd Grade, First Communion – 3 rd Grade (done this way for nearly 30 years) – a whole year to focus on each
Osmond	
Plainview	
Newcastle	2 nd -3 rd grade taught together – both sacraments in 2 nd grade
Ponca	
	Confirmation
Hartington/ Coleridge	7-8 meet weekly – 8 kids total (majority of kids going to the Catholic school)
Randolph	Confirmation 1 year program – 8th grade, confirmed in 9th grade (Sunday nights) - Teachers like the 2 year program (related to bishop's schedule) – was 2 year since Battiato
Osmond	The Chosen for curriculum
Plainview	Confirmation has changed, right now every 2 years (7, 8, 9 grades)
Newcastle	Confirmation 7 th -8 th – 2 year rotation with Ponca; Decision Point for curriculum
Ponca	

	High School / Youth Group
Hartington/ Coleridge	No youth program in Hartington, “Jesus Night” Life Teen in Menominee – Average 50 kids; HT Camp
Randolph	CYO
Osmond	8-12; Meal every Wednesday
Plainview	10-11, 12 ; 7-12 meals; Alpha Youth
Newcastle	
Ponca	9-12 Youth Group is home based after Confirmation
	Greatest Challenge
Hartington/ Coleridge	
Randolph	Mass attendance, 50% parent participation
Osmond	parental involvement
Plainview	it is a lot of work coordinating and teaching
Newcastle	Mass attendance of families and parental involvement
Ponca	

How engaged in parish life are the parents of children participating in your parish religious education?

Summary:

	Individual Comments
Hartington	Somewhat engaged. Most in Catholic School are engaged. Could have higher engagement by those involved in Jesus Night or CDC classes.
Coleridge	In St Michael’s we have a high percentage
Randolph	They seem to be glad someone else is doing it. 25-40% engaged
Osmond	Less than 10% of parents are willing to help teach. Hard to get parents to participate in youth activities. 10% willing to teach; About 50%; The parents of the youth attending our Catholic School are very involved, but the rest of the parents lack involvement
Plainview	50-60%
Newcastle	In some cases the children get the parents to Mass rather than the other way around.
Ponca	A lot of kids that come to CCD do not have parents that regularly attend mass in Ponca.

3. How do your parishes equip and form catechists and/or other volunteers in your parish religious education programs to partner with parents in transmitting the faith to their children?

Summary:

	Individual Comments
Hartington	Family Formation Program has been the primary way, in addition to the discipleship program in the schools.
Coleridge	Have a weekly scheduled education Program
Randolph	Encourage training opportunities that are available, and personal growth through groups, retreats, adoration
Osmond	By asking people to teach that know and practice their Catholic faith. Newsletter, notes home, Facebook group

	Sheets sent home 6 th grade; parents guide for 7 th grade; lessons are found on formed.org 9-12 grades; monthly newsletter; parents make meals Active communication from the youth minister
Plainview	Trying to promote with more activities; More time just with teachers engaged
Newcastle	Probably not well.
Ponca	

4. How can the mission-oriented engagement of children and parents together be fostered more effectively within the parish religious education ministry?

Summary:

	Individual Comments
Hartington	Continue to improve on the FFP and Totus Tuus, CCD program and Discipleship grouping in the schools. In addition, we continue to offer the HT camp each summer.
Coleridge	Have a weekly scheduled education Program Parent and Children learning to WRAP and doing it together
Randolph	Require (sometimes) parents attendance and home studies
Osmond	By demanding parental involvement in their children's religious education program. Like each child must have a parent or sponsor at class. Speakers, requiring parental involvement More parental involvement More parent involvement, we need more parents to help out
Plainview	Family First Wednesdays
Newcastle	By getting parents actively involved ti the RE program.
Ponca	That's a great question. I don't know.

5. How is the parish religious education ministry equipping disciples and creating a culture of evangelization, mercy, and unity?

Summary:

	Individual Comments
Hartington	We can always expand upon Religious Education Ministry but we have a good start with the Discipleship Groups in the schools. Many of our kids are going on to become Focus Missionaries as well.
Coleridge	We are combined with Holy Trinity and they have monthly small groups and Growing Cedar Disciples
Randolph	CYO activities, Mission trips, Mercy Meals
Osmond	By teaching Theology of the Body and other classes like Chosen. Teaching them about their Catholic faith, that Jesus loves them, and to love one another By educating our parish youth and involving them in our church family
Plainview	Lectio Divina at many different education levels
Newcastle	There were occasions when RE classes took field trip to work at a soup kitchen and visit a Newman Center, but not regularly. We need to discover ways to practice "Religion Outside of Class" (You ROC).
Ponca	I'm not sure that we do that as well as we could. It would be nice to have a standard curriculum so we as CCD teachers knew exactly what should be taught in class.

6. How do your parish religious education ministries create opportunities for youth to take their next step to grow in their relationship with Jesus Christ through relational, contemplative prayer?

Summary:

	Individual Comments
Hartington	Even though we have our Discipleship Groups and Religious education program, there could be opportunities for retreats that train and offer contemplative prayer.
Coleridge	
Randolph	Needs work
Osmond	By each leading contemplative prayer at the beginning and end of Prep Class. Active discussion, pray more, adoration, Tuesday morning Adoration Pilgrimages and retreats, optional studies By setting up events outside of the youth program to help strengthen their faith
Plainview	Adoration evening; Stations of the cross
Newcastle	Unknown. They probably aren't exposed to this.
Ponca	

7. How do your parish religious education ministries help everyone take their next step to discern where God is calling them?

Summary:

	Individual Comments
Hartington	We are beginning to place a stronger emphasis on considering a call to a Vocation such as Priesthood and/or call to life as a Nun or contemplative prayer person.
Coleridge	
Randolph	Teachers sharing their faith stories
Osmond	By introducing them to all vocations like the Priesthood, Sisterhood and Marriage. Nuns, March for Life, Robert went on retreat, Vocations Day in Schuyler Offering small group opportunities, retreats, pilgrimages We inform them of opportunities to extend their faith
Plainview	Continue to invite; Quest
Newcastle	Ask kids to think about what they want to do when they grow up. Ask high school youth how they can serve others. Plant seeds early.
Ponca	I don't know that they do.

8. How many parish religious education participants from your parishes have entered the seminary or a religious vocation in the last 10 years?

Summary:

	FOCUS	Entered Seminary	Ordained	Entered Religious Life	Remain in Religious Life
Hartington	Several	2?	0	1?	0
Coleridge	0	0	0	0	0
Randolph	0	0	0	0	0
Osmond	0	0	0	0	0
Plainview	0	0	0	0	0
Newcastle	0	0	0	0	0

Ponca	0	1	0	0	0
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	Individual Comments
Hartington	Several have become part of the Focus Campus Ministry program and I believe in the last 10 years we have had at least 3 Seminarians and Women who have joined a convent.
Coleridge	
Randolph	Zero
Osmond	None, it has been about 40 years; None; None Osmond does have a high school senior who is applying for the seminary for next year.
Plainview	Zero
Newcastle	None
Ponca	Jared Ludwig joined our parish in high school and went off to the seminary. I don't think he finished though.

G. Mission-Oriented Catholic Schools NOTE: Your responses here begin to frame your planning for Catholic schools.

1. What percentage of school families also consistently attend Sunday Mass?

Summary:

	Individual Comments
Hartington	HT - I honestly don't know but in the range of 80-90% CCHS - 90% - Approximately 100/112 Families I don't have this statistical information but would suggest that it is a fairly high percentage
Coleridge	95%
Osmond	Estimate 95%; 80%

2021-2022 Catholic School Enrollment (Pastoral Report Statistics, Archdiocese of Omaha)			
	K-6	7-8	9-12
Hartington			
Osmond	55		0

2020-2021 Catholic School Enrollment (Pastoral Report Statistics, Archdiocese of Omaha)			
	K-6	7-8	9-12
Hartington	129	40	83
Osmond	?		0

St. Mary School, Osmond is missing from the 2020 Archdiocesan Report.

2. What percentage of students continue to live out their faith after graduation from their Catholic school?

Summary:

	Individual Comments
Hartington	HT - N/A CCHS - 50% - Guesstimate – 15/29 from Class of 2021 I know many of our graduates have become involved in the Focus Missionary program and at least 1 of the gals is in the discernment years with the Sisters of Mercy.

Coleridge	Not sure, Jeremiah is our first graduate from cedar since the last of the Burke Family in the 1980's
Osmond	Estimate 75%; 60-75%

3. How do your Catholic schools create opportunities for youth to discern where God is calling them?

Summary:

	Individual Comments
Hartington	HT strives to foster strong faith in each of our students by providing opportunities to develop a relationship with God. Staff has engaging conversations/discussions with students about listening to God's calling. Speakers have been brought in to talk to each class about discernment. When on field trips, students are encouraged to ask questions about how faith is involved in the business or service in the personal or professional lives. Other opportunities are during prayer, restorative circles, All Saints Day reports, all school rosary, etc... Small groups and growing Cedar Disciples CCHS - Weekly Mass, Quarterly Reconciliation, Monthly Discipleship Groups, Monthly Adoration, Dailey Theology Classes, Scheduled Priest Classroom Visits, Yearly Class Retreats, Bi-annual Youth Rally, TEC We work consistently with the Evangelization office and the Vocations office to provide good opportunities to discern this potential call. This includes the HT camp as well.
Osmond	Through weekly attendance at Mass and adoration and confession. Through Totus Tuus. By the Priest and Deacon visiting the classrooms. Vocations Day; Youth Rally; Totus Tuus

4. How many Catholic school graduates have pursued the seminary or a religious vocation in the last 10 years?

Summary: 2 from CCHS

	Entered Seminary	Ordained	Entered Religious Life	Remain in Religious Life
Hartington	2?	0	1?	0
Osmond	0	0	0	0

5. How is the mission-oriented engagement of children and parents together being fostered within Catholic school(s)?

Summary:

	Individual Comments
Hartington	HT - Last year we started Saint families- these are multi-age groups of 5-7 students with the focus on sharing faith. We look to develop this program to reach out to families as well. CCHS - Discipleship Groups – Small Groups Providing opportunities to work together like the “fly in Breakfast” Family Formation program and Discipleship groups are attended by adult along with the HT camp etc that help to foster attention to the mission of creating disciples.
Osmond	Having more parental involvement and hiring teachers and staff that practice and live their Catholic faith. Need Catholic teachers; need to raise teacher salary

6. How can the mission-oriented engagement of children and parents together be fostered more effectively within Catholic school(s)?

Summary:

	Individual Comments
Hartington	HT - Provide opportunities for parents to learn about the mission-oriented engagement alongside their students. CCHS - More opportunities for Student-Parent retreats Small groups and growing Cedar Disciples We can do better at listening to kids through their verbal and written comments and questions. We can also tie all activities to the fact that our lives and behavior should reflect effort to do Gods will.
Osmond	First of all I think we need to start the school year with a parent-student workshop explain the mission and what is expected of them. SMARTS; parent teacher workshops, more parental involvement

7. How do you know the Catholic school ministry is equipping disciples and creating a culture of evangelization, mercy, and unity?

Summary:

	Individual Comments
Hartington	HT - N/A CCHS - Formation of Student Small Groups, Student-led Divine Mercy Chaplet We can pray and trust that the leadership in the schools are working together. We slowly have more kids taking on leadership roles in these areas.
Osmond	By watching the students and seeing how they treat one another. By teaching religious classes to students along with teachers and staff showing discipleship. We center our school days around our faith. How do the students teach each other

H. Mission-Oriented Youth Ministry

1. Do your parishes have youth ministries that fruitfully reach out beyond the most engaged families in the parish?

Summary:

	Individual Comments
Hartington	We are becoming better at this.
Coleridge	HT, SM camp
Randolph	CYO, youth choir, servers
Osmond	Not that I know of.; No
Plainview	God Teens, 7-12
Newcastle	
Ponca	

2. How many youth ministry participants have been received into the Church as a result?

Summary:

	Individual Comments
Hartington	Many cradle Catholics here but more families are being offered and received into the Church because there is more outreach happening.
Coleridge	
Randolph	Zero?
Osmond	None; None
Plainview	Already participants
Newcastle	
Ponca	

Profession of Faith 10 Year Totals (2021-2012)				
	Baptism 7 and Up	POF 7-17	POF 18 and Up	RCIA Attendance
Hartington	7	0	6	7
Coleridge	0	0	4	4
Randolph	2	1	22	19
Osmond	2	7	15	17
Plainview	0	0	4	4
Newcastle	3	0	2	2
Ponca	10	21	6	0

Fr. Vogel: I have questions about this data. Some parishes report profession of faith for adults with no RCIA attendance. Some years I wonder if individuals in RCIA who were baptized were also counted toward professions of faith. (Our family of parishes averaged 5 RCIA attendees per year, with Randolph and Osmond having someone nearly every year.)

Profession of Faith Numbers by Year (2021-2012)				
	Baptism 7 and Up	POF 7-17	POF 18 and Up	RCIA Attendance
Hartington	1+0+0+0+0+2+1+2+1	0+0+0+0+0+0+0+0+0	1+0+0+1+0+0+2+1+1+0	0+0+0+1+0+0+2+0+2+2
Coleridge	0+0+0+0+0+0+0+0+0	0+0+0+0+0+0+0+0+0	0+3+0+0+0+1+0+0+0+0	0+3+0+0+0+1+0+0+0+0
Randolph	0+1+0+0+0+0+0+0+0+1	0+1+0+0+0+0+0+0+0+0	2+6+4+4+2+0+0+0+0+4	2+6+4+2+2+1+0+1+0+1
Osmond	0+0+0+0+2+0+0+0+0+0	5+0+0+0+0+0+0+2+0+0	0+0+0+0+3+0+3+6+2+1	0+2+2+0+3+1+0+1+5+3
Plainview	0+0+0+0+0+0+0+0+0+0	0+0+0+0+0+0+0+0+0+0	0+0+0+0+2+2+0+0+0+0	0+0+0+0+2+2+0+0+0+0
Newcastle	0+0+2+0+0+0+0+1+0+0	0+0+0+0+0+0+0+0+0+0	0+0+0+0+0+0+0+2+0+0	0+0+0+0+0+0+0+2+0+0
Ponca	0+0+0+0+0+0+1+0+9+0	0+8+9+0+0+0+0+0+4+0	0+0+0+4+1+0+1+0+0+0	0+0+0+0+0+0+0+0+0+0

3. What rough percentage of youth ministry participants continue to live out their faith after high school graduation?

Summary:

	Individual Comments
Hartington	More now than in the past. Youth ministry is being taught here in our schools and many become involved in the Focus Missionary and Newman Centers once they get to college.
Coleridge	
Randolph	10%, 40%
Osmond	Estimate 50%; Unsure
Plainview	40-50%
Newcastle	
Ponca	

4. How do your parishes assist parents in the formation of young people as missionary disciples?

Summary:

	Individual Comments
Hartington	We have many volunteers in the parish who serve as Discipleship group leaders as well as Family Formation teachers.
Coleridge	Parish assist by providing food and materials for HTSM camp
Randolph	Needs work, Mission trip sponsors, Totus Tuus
Osmond	By involving youth in community events.
Plainview	Work in progress
Newcastle	
Ponca	

5. How do your parishes' youth ministries create opportunities for youth to discern where God is calling them?

Summary:

	Individual Comments
Hartington	We are engaging in more direct discussion with youth about considering how God is calling them.
Coleridge	CCD Program
Randolph	Encouraged to offer gifts and talents in vocation
Osmond	By creating opportunities for youth to get involved. Vocation Day, Monastery
Plainview	
Newcastle	
Ponca	

6. How many youth ministry participants from your parishes have entered the seminary or a religious vocation in the last 10 years?

Summary:

	Entered Seminary	Ordained	Entered Religious Life	Remain in Religious Life
Hartington	2?	0	1?	0
Coleridge	0	0	0	0
Randolph	0	0	0	0
Osmond	0	0	0	0
Plainview	0	0	0	0
Newcastle	0	0	0	0
Ponca	0	0	0	0

I. Mission-Oriented Sacramental Preparation for Children

1. How consistently do children and adults who participate in sacramental preparation remain in your parishes as active members?

Summary:

	Individual Comments
Hartington	A high percentage of kids and adults remain active.
Coleridge	There are a number that stay active but also many that fall off
Randolph	2%; Almost always; 50%
Osmond	Most do stay.; Very Consistently
Plainview	As long as parents are here it is good
Newcastle	
Ponca	

2. What percentage of sacramental preparation participants continue to practice their faith beyond confirmation?

Summary:

	Individual Comments
Hartington	I don't know the percentage but I believe the percentage is improving.
Coleridge	Real numbers are not sure
Randolph	90%; 50%
Osmond	Estimate 70%; 70%
Plainview	50-60%
Newcastle	
Ponca	

3. How are your sacramental preparation ministries following up with children after they receive a sacrament, helping them unpack the graces they have received and helping to connect them with parish life?

Summary:

	Individual Comments
Hartington	This is something we can improve upon. Kids are excited about receiving sacraments for the first time. We need to continue to expound upon these gifts as they move through the years in school here.
Coleridge	
Randolph	Needs work, continuing prep classes and events
Osmond	By explain them at the children weekday Mass. Involving them in prep and other Catholic based activities; Father at School Masses
Plainview	Most, continuing
Newcastle	
Ponca	

4. How does your current sacramental preparation ministries proclaim the Gospel and draw people into a life of discipleship?

Summary:

	Individual Comments
Hartington	We prepare them well, we can improve on the on-going connection to living a life of discipleship.
Coleridge	

Randolph	Always scriptural based and emphasized
Osmond	By teaching classes like First Confession, First Communion and Confirmation. Teaching them about the Sacraments through our programs
Plainview	Continuation of Lectio, God Teens, Retreats
Newcastle	
Ponca	

5. What is needed to effectively deepen the mission orientation of sacramental preparation in your parishes?

Summary:

	Individual Comments
Hartington	More training for more of the Parishioners.
Coleridge	
Randolph	Parent education and involvement, more focus on sacraments and follow up
Osmond	An annual review of all the sacraments for all the youth. More Pastor involvement
Plainview	Continued family involvement
Newcastle	
Ponca	

J. Mission-Oriented Finances

1. What percentage of your parishes' budgets are designated for the mission of radiating the Gospel and providing for those in need in the community?

Summary:

	Individual Comments
Hartington	If you consider Catholic Schools, a high percentage, but overall, the Parish could focus more on the importance of funding to radiate the Gospel.
Coleridge	
Randolph	2-5%?, support outreach and ministerial association
Osmond	2-3%; I don't have budget information
Plainview	0%
Newcastle	
Ponca	

2. How do your parishes prioritize the funding of staff positions directly involved with evangelization and missionary outreach?

Summary:

	Individual Comments
Hartington	We help to fund Focus missionaries and Catholic Education. We can expound more on the stats that show the fruits created.
Coleridge	
Randolph	Paid DRE and Deacon
Osmond	We have nothing to do with the budget or deciding these things
Plainview	All volunteer

Newcastle	
Ponca	

3. How do your parishes prioritize the funding of parish evangelization and missionary outreach initiatives?

Summary:

	Individual Comments
Hartington	This is still a fairly new concept but is catching on in our Parishes. As we grow the Discipleship programs and Small Group program it will improve.
Coleridge	
Randolph	Help cover cost of Mission trips, cover expenses for adult sponsors, KCs give \$80 for retreats
Osmond	No budget information
Plainview	Religious ed, Foresters help
Newcastle	
Ponca	

4. What might be some first steps to realigning each parish's finances for the sake of mission?

Summary:

	Individual Comments
Hartington	Focus more on the fact that creating a greater sense of Mission will bear fruit.
Coleridge	
Randolph	Announce and advertise parish mission opportunities and special collection for them
Osmond	A budget friendly discussion
Plainview	Paid employees? Paid coordinator?
Newcastle	
Ponca	

K. Mission-Oriented Facilities

1. What facilities exist in your parishes today, e.g., meeting spaces, rectories not in use as priest residences, schools, cemeteries? How does each contribute to the community's efforts to make disciples and promote missionary outreach?

Summary:

	Individual Comments
Hartington	School rooms, Knights of Columbus Hall, meeting rooms in the rectory are used more frequently now for discipleship activities.
Coleridge	Church basement used for small groups well stocked kitchen and fellowship area Display of 10 commandments, worship space very welcoming down hall is basement steps
Randolph	Prep center and hall always available and well equipped; use of rectory if not a residence, life in church (better signage)
Osmond	Rectory, Meeting Space – helps keep people informed about religious happenings; school – keeps youth involved in education; cemetery
Plainview	Parish hall – rentals, fish fries; Church basement, classrooms

Newcastle	
Ponca	

	Rectory	Parish Office	Meeting Spaces	Schools	Cemetery
Hartington	1 Priest in Residence	Connected to Rectory	Knights of Columbus Hall; Parish office meeting room	Holy Trinity; Cedar Catholic; Msgr Werner Activity Center	Saint Michael Cemetery
Coleridge	1 Retired Priest in Residence		Church Basement		Saint Michael Cemetery
Randolph	1 Priest in Residence	Connected to Rectory	Church Basement; Education Center		Saint Frances Cemetery
Osmond	No Priest	Office in School; Rectory could be utilized	School; Rectory could be utilized	St. Mary	Saint Mary Cemetery
Plainview	No Rectory?		Parish Hall; Church basement		Saint Ignatius and Saint Paul Cemetery
Newcastle	Yes		Parish Hall		Calvary Cemetery
Ponca	Yes-not lived, used a parish office	Yes			Calvary Cemetery

Note: Table not fully complete. Is Saint Patrick Tara Hill Cemetery, Newcastle (St. Patrick Catholic Church 1882-1969) cared for by our parishes?

2. What does the accessibility and signage of your facilities communicate to outsiders? Are visitors easily able to find their way, or do they feel lost?

Summary:

	Individual Comments
Hartington	We could do more signage to direct newcomers and visitors to the Church and Schools.
Coleridge	The church can be easily found but the down fall is the steps going down to the basement, the main body of the church is easily accessed. The cemetery is clearly identified with written guide at the church entrance
Randolph	Prep center more difficult for outsiders, locked facilities can be a challenge. Highway signs, in front of church
Osmond	There are signs noting where to find certain parts of our building
Plainview	Accommodations satisfactory
Newcastle	
Ponca	

3. How does the scheduling process for your parish facilities prioritize access for mission-oriented activities first?

Summary:

	Individual Comments
Hartington	It has been fairly good, however, many times Sports programs take priority of the larger venues.
Coleridge	SM offers simple scheduling process via a calendar in the kitchen just write down on the date you want to use the facilities
Randolph	Seems very accommodating
Osmond	Patsy is in charge of scheduling these
Plainview	
Newcastle	
Ponca	

4. What might be an example of a facility improvement that directly serves the mission?

Summary:

	Individual Comments
Hartington	Rename a room in the Activities Center as a Evangelization and Mission Proliferation center.
Coleridge	Create a small group area that is handicap accessible for small groups or other fellowship activities
Randolph	Mark mothers room better, indicate when priest is in the confessional
Osmond	Make rectory usable for gatherings
Plainview	
Newcastle	
Ponca	

Section 3. Family of Parishes: Structural Changes for Mission. Complete Section A for Single Pastor Families or Section B for Multi-Pastor Families. The only families that should complete both Section A and B are Rural Families I and H, and Urban Family E.

A. Single Pastor Families. Build on your responses in Section 2 by answering the following questions in detail. Your answers to Questions 1 - 9 can help your Family Pastoral Planning Team discern how you will approach your selection and development of a Family Governance Model in Questions 10 - 13.

- 1. How will your Clergy team be centralized? For the good of the Family as a whole and in keeping with their individual charisms, where will each priest and deacon serve and what ministries will they emphasize?**

Our plan calls for the priests to live in two locations: Hartington and Randolph. If there were a young priest assigned to our family, like a newly ordained, then he would live with the Pastor in Hartington. The priest living in Hartington would do most Weekday Masses on the northeast end, while the priest living in Randolph would do most Weekday Masses on the southwest end, but they would alternate some.

- 2. Who are the people who a) are serving or b) are being considered for service on your Pastor's Leadership Team? See Appendix III, Forming a Pastor's Leadership Team, for details.**

The Leadership Team will be as representative as possible of the geography, not necessarily of the parishes. It will consist of a small number so that meetings can be focused on the need to help the pastor and associate move the mission forward. The struggles of the distance and the resistance to the changes that will come about will make the Leadership Team very important in carrying out the Mission of becoming a family of parishes but with three geographical center points: Hartington, Osmond/Randolph, Ponca.

- 3. How will Parish Staff be centralized?**

The Business office will be in Hartington. The Business operations are best centered there because of the proximity of the two largest schools. The pastor's office is centered there too. The Associate lives in Randolph and it is there that the Religious Formation programs will be centered out of. This places a coordinator closer to the largest concentration of Public School students.

- a. Indicate the current staffing in each parish, noting whether a person is full-time (FT), part-time (PT), contract (C), or volunteer (V). Please also indicate the current work locations of each of these individuals:**

	Current Staff
Hartington / Coleridge	Business Manager (FT); Office/Bulletin Secretary (PT) Cedar Business Manager (FT); Cedar Secretary (FT); School Secretary (PT)
Ponca / Newcastle	Bookkeeper (PT), Parish Secretary (PT) (Both shared also with Jackson), DRE and Safe Environment (PT)
Randolph	Parish Secretary (PT), Bookkeeper (PT), DRE (PT),
Osmond	School Secretary (PT), Bookkeeper (PT), DRE (PT)
Plainview	Bookkeeper (PT) (shared with two other parishes), DRE (V)

b. Indicate proposed staffing positions, including whether each is full-time, part-time, contract or volunteer, and work location(s):

Business	Business Manager (FT) – oversee HR Bookkeeper (FT) – work with Business Manager
Secretary	Two Half-Time parish secretaries. One will deal with general parish work. The other will be communication facilitator (bulletin, website, Flocknote, social media).
Religious Formation	Religious Formation Coordinator (Half Time)
Evangelization	Cedar will hire a Half-Time Campus Minister and also Half-Time Evangelization for the parishes.
Deacon	Full-time to help with liturgical ministry and Marriage Prep. He will recruit other couples to help with this using the sponsor couple efforts that are being done in Hartington.

i. Describe your actions, timeline, and rationale for centralizing evangelization initiatives for this family:

We hope to have the Evangelization/Campus Ministry person in place before the 2023-2024 school year begins. The first thing is to energize the small group formation in our region.

ii. Describe your actions, timeline, and rationale for centralizing parish religious education for this family:

The first year we will continue with our programs as they presently are. The coordinator will work with the various directors to move to a common curriculum and program the following year. We can't navigate this until we get into the thick of things. We need to see what can be done. Combining locations for the elementary level might be difficult but moving the program to a family-based program is essential. The goal is to get families to come to church on Sunday.

iii. Describe your actions, timeline, and rationale for centralizing sacramental preparation for children for this family:

Again, in this area we have to find out what is being done and then in the second year we will look at brining it together as one. But we want to allow those who are in the trenches to have input and buy-in. We have many different programs running in our parishes.

We want to, over a period of 2-3 years, provide a camp experience for our youth who are moving from 8th to 9th grade. This will necessitate growing the HTSM Church camp into a second one and involving people from all the parishes in making this happen. This summer people from all the parishes will come, participate and witness what happens. This is a great conversion engine for our kids.

iv. Describe your actions, timeline, and rationale for centralizing youth ministry for your family:

In the Hartington area, youth ministry will continue with Jesus Nite in the All Saints Parish in Menominee. This is going well. The fact that many kids drive 20 minutes or more to get there is a model that would encourage combining programs to have more energy in a youth ministry program. This might have some resistance because of the traditional Wednesday night CCD model that is happening in some places.

v. **Describe your actions, timeline, and rationale for centralizing adult formation for this family:**

We want to continue and grow the small group faith sharing process. Create more and more small group leaders. Get the leaders together regularly and support them. This is a three-year process before the fruit is really seen.

We would continue with the yearly Missions, holding them in locations such that the drive to attend is not difficult. If we brought in some really good names—people would come. Summer is a time at least we don't have to fight the Sports Schedule so encouraging the Men's Retreats and Women's retreats...like the Barn. Using Fr. Kramper's Casa as a possible location for this.

vi. **Describe your actions, timeline, and rationale for centralizing communication for this family:**

We will begin creating a combined bulletin. We need to find a common Brand for our group. We will begin this once we get past the Comment period in January. We will send out information to each parishioner to ask for updated contact information.

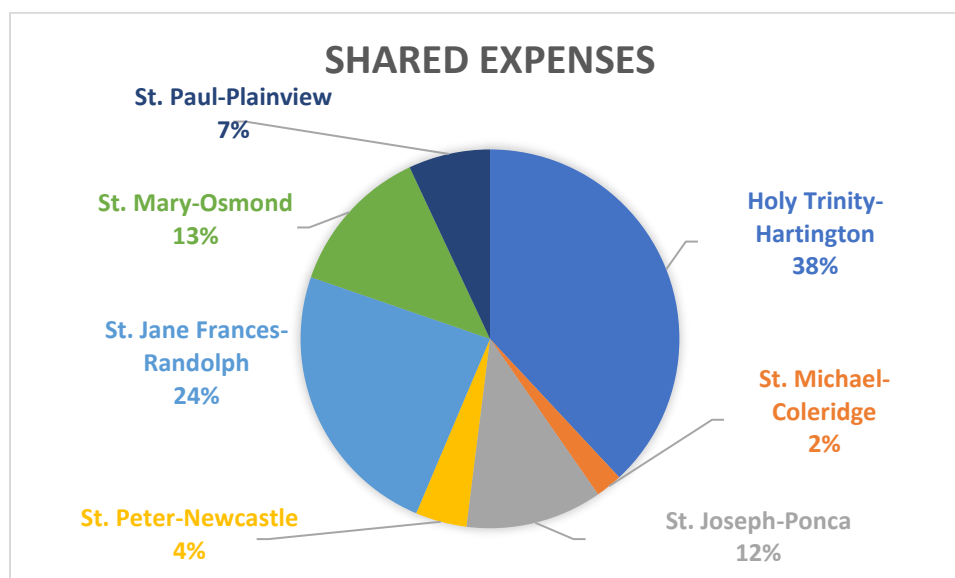
Family Name Suggestions: THE7, INVITE1, ST JOHN NEUMANN, HOLY ANGELS, CARLO ACUTIS

vii. **Describe your actions, timeline, and rationale for centralizing financial management for this family:**

A centralized office will take time to make happen, make it work, and bring all the business under one roof. Each Parish will have a Finance/Maintenance/Activity Committee (FMA). This group will include the leadership of the parishes Guild and, if there is a men's group, the men's group. Their point of contact will be the business manager. The FMA will oversee the parish finances and will be the group that initiates any parish activities like breakfasts or fish fries. This committee will get quarterly reports on the parish finances and will meet no more than 4 times a year.'

Shared expenses will be divided according to a formula based on Envelope holders with a discount applied to those parishes that will not have weekend masses. Here is a proposed sample look at how it would pan out. To be revisited and numbers updated each year.

Parish	Households (2021)	Discounts	Percentage	\$100,000	\$200,000
Holy Trinity-Hartington	500		38.2%	\$38,200	\$76,400
St. Michael-Coleridge	62	50%--31	2.3%	\$2,300	\$4,600
St. Joseph-Ponca	153		11.7%	\$11,700	\$23,400
St. Peter-Newcastle	114	50%--57	4.4%	\$4,400	\$8,800
St. Jane Frances-Randolph	310		24%	\$24,000	\$48,000
St. Mary-Osmond	167		12.8%	\$12,800	\$25,600
St. Paul-Plainview	91		7.0%	\$7,000	\$14,000



- viii. **Describe your actions, timeline, and rationale for centralizing Human Resources for this family:**

This will fall under the care of the Business Manager with help from the Archdiocese and the advice from the Business manager at Cedar.

- ix. **Describe your actions, timeline, and rationale for centralizing facilities management for this family. Include all parish-owned facilities and properties, including cemeteries:**

The FMA will do a yearly walk through of the property to determine long-term fixes that are needed. They will receive the Insurance inspection report and take care of it. They will oversee the cemetery unless there is a board that takes care of that. All parish cemeteries will need to create a board to oversee it if they do not have one already.

4. **Describe your actions, timeline, and rationale for centralizing each of the following councils: Pastoral Councils, Finance Councils, and School Councils.**

There will be an overall Pastoral Council with representation from all the entities—similar to the Family of Parishes Pastoral Planning team. Their efforts will be towards anything that facilitates the mission, spiritual life and the unity of the Family.

5. **How will Sunday Masses be scheduled?**

We struggled mightily with this task. With the parameters in place, and rotation not possible, it meant that the smaller parishes in terms of attendance would more than likely not have a Weekend Mass. We had to face squarely the fact that our Masses, when they are celebrated in a barely minimal way, do not help the faith but rather diminish it. How can we turn this ship around and become the kind of Catholics who are excited enough about our faith as to want to invite others to come join us? We feel we do not have this now, but we need to have this kind of faith. This, along with the need to help our priests feel invigorated when they celebrate our masses by not turning them into sacramental pop machines, led us to focus on bringing people together into full churches with sufficient ministries and excellent music (combining our talents).

- a. **Current Sunday Mass locations, languages, and times in each church:**

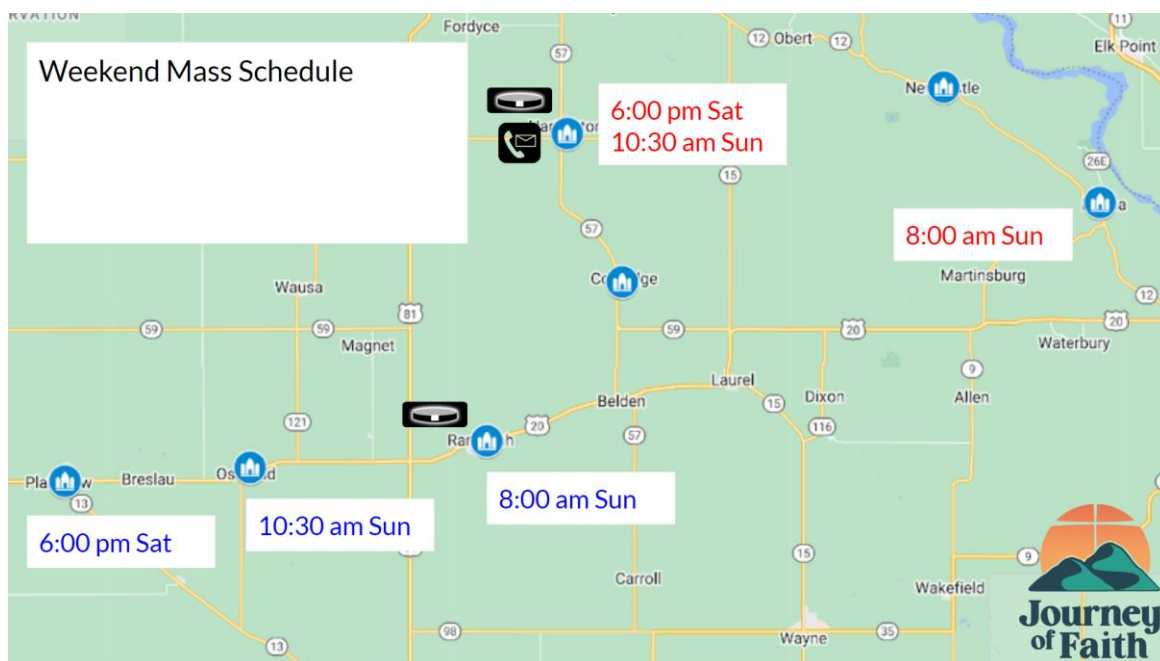
9 Weekend Masses, 7 Locations (2 or 3 Saturday, 7 or 6 Sunday), from 5:00 pm to 10:30 am.
All Sunday and Weekday Masses are in English.

Priest	Parish	Mass #	Times
Priest 1	Holy Trinity, Hartington	3	5 pm, 8:30 am, 10:30 am
	St. Michael, Coleridge	1	7:00 pm
Priest 2	St. Joseph, Ponca	1	10:00 am
	St. Peter, Newcastle	1	8:00 am
Priest 3	St. Jane Frances, Randolph	1	5:30 pm or 8:30 am or 10:30 am
	St. Mary of the Seven Dolors, Osmond	1	5:30 pm or 8:30 am or 10:30 am
Priest 4	St. Paul, Plainview	1	8:00 am

b. Proposed Sunday Mass locations, languages, and times in each church:

Priest	Parish	Mass #	Times
Priest 1	Holy Trinity, Hartington	2	6 pm, 10:30 am
	St. Michael, Coleridge	0	
	St. Joseph, Ponca	1	8:00 am
	St. Peter, Newcastle	0	
Priest 2	St. Jane Frances, Randolph	1	8:00 am
	St. Mary of the Seven Dolors, Osmond	1	10:30 am
	St. Paul, Plainview	1	6:00 pm

Reduction from 9 Masses to 6. All Sunday and Weekday Masses will be in English. The two priests will take turns being on either the northeast or southwest end of the family. Each weekend each priest will spend between 1.3 and 2.75 hours driving for Masses, depending upon which end they serve. Over the course of 1 month (4 weeks) each priest will travel approximately 450 miles for Sunday Mass alone. The Hartington priest will increase his Sunday driving by 520%. Another way of describing this is that the mileage he travels in a year right now for Sunday Masses, he will surpass in two months following the new schedule. The Randolph priest, who currently drives greater distances between parishes, will increase his Sunday driving by 61%.



6. How will Daily Masses be scheduled?

- a. Current daily Mass locations and times in each church, school, or care center:

Because we have an average of 53 funerals a year in our 7 parishes, we will hold priests to saying one daily Mass each. Therefore, on three weekdays there will be two Masses and on two weekdays there will be one Mass, to make room for one day off a week per priest. One will have a day off on Monday, the other on Friday. School Masses have precedence for daily Masses.

b. Proposed daily Mass locations and times in each church, school, or care center:

Month at a Glance					
	Monday	Tuesday	Wednesday	Thursday	Friday
Week 1	1 Ponca Nursing Home	1 Holy Trinity GS 2 St. Mary GS	1 Hartington Nursing Home 2 Religious Ed @ Newcastle with Ponca	<i>First Thursday</i> 1a Holy Trinity GS 1b HT&Cedar 2a St. Mary GS 2b Randolph	<i>First Friday</i> 2a HT&Cedar 2b St. Mary GS
Week 2	1 Randolph Nursing Home	1 Holy Trinity GS 2 St. Mary GS	1 Cedar 2 Religious Ed @ Osmond with Plainview	1 Holy Trinity GS 2 St. Mary GS	2 Randolph
Week 3	1 Plainview Nursing Home	1 Holy Trinity GS 2 St. Mary GS	1 Cedar 2 Religious Ed Randolph	1 Holy Trinity GS 2 St. Mary GS	2 Newcastle
Week 4	1 Coleridge Nursing Home	1 Holy Trinity GS 2 St. Mary GS	1 Cedar 2 Religious Ed Hartington	1 Holy Trinity GS 2 St. Mary GS	2 Coleridge
Week 5	1 Randolph / Wausa Assisted Living	1 Holy Trinity GS 2 St. Mary GS	1 Cedar 2 Missional Formation	1 Holy Trinity GS 2 St. Mary GS	2 Ponca
Week 5 Masses happen only 3-4 times a year.					

We can work out any conflicts as we approach each situation. Funerals might cancel a Mass or it might be possible to have the Mass. For instance, when a wake uses the church in Hartington on a Wednesday, mass is held in the Cedar chapel. If we have some of our parish Masses at 5:30 pm it would eliminate funeral conflict on those days. Nursing home masses need to be held in the afternoon. Another option is to move a morning daily mass to noon when it conflicts with a funeral. First Friday option: One month (month a) SM has it on the Thursday before First Friday and HT/CC has it on First Friday. Another month (month b) SM has it on First Friday and HT/CC has it on the Thursday before First Friday.

- The core Masses on T-Th are such that they are set and able to be planned by the schools in our family.

Parish	Weekday Mass Description
Holy Trinity, Hartington	2 Masses per weekend; 3 school Masses per week; 1 weekday Nursing Home Mass per month
St. Michael, Coleridge	1 weekday parish Mass and 1 weekday Nursing Home Mass per month
St. Joseph, Ponca	1 Mass per weekend; 1 weekday Nursing Home Mass; 5 th weekday parish Mass

St. Peter, Newcastle	1 weekday parish Mass per month; 1 Religious Ed Mass with Ponca per month
St. Jane Frances, Randolph	1 Mass per weekend; 2 weekday parish Masses, 1 weekday Nursing Home Mass, and 1 Religious Ed Mass per month
St. Mary, Osmond	1 Mass per weekend; 2 school Masses per week; 1 Religious Ed Mass with Plainview per month
St. Paul, Plainview	1 Mass per weekend; 1 weekday Nursing Home Mass per month

7. How will holy day and Ash Wednesday Masses be scheduled?

Here is where we will have Masses in the churches which do not have Sunday Masses. So, Newcastle and Coleridge will have an Ash Wednesday Mass. There will be 5 Masses spread around the region and there will be some Word Services with Distribution of Ashes.

a. Current holy day and Ash Wednesday Mass locations, languages, and times in each church:

Current Ash Wednesday Schedule			
Priest	Parish	Mass #	Times
Priest 1	Holy Trinity, Hartington	2	8:05 am, 5:30 pm
	St. Michael, Coleridge	1	7:00 pm
Priest 2	St. Joseph, Ponca	1	12:00 pm
	St. Peter, Newcastle	1	8:00 am
Priest 3	St. Jane Frances, Randolph	1	5:30 pm
	St. Mary, Osmond	1	8:30 am
Priest 4	St. Paul, Plainview		

Current Holy Day Schedule (Based on All Saints 2022)			
Priest	Parish	Mass #	Times
Priest 1	Holy Trinity, Hartington	2	5:30 pm, 8:05 am
	St. Michael, Coleridge	1	7:00 pm
Priest 2	St. Joseph, Ponca	1	12:00 pm
	St. Peter, Newcastle	1	9:00 am
Priest 3	St. Jane Frances, Randolph	1	7:00 pm
	St. Mary, Osmond	1	8:30 am
Priest 4	St. Paul, Plainview	1	6:00 pm

b. Proposed holy day and Ash Wednesday Mass locations, languages, and times in each church:

Ash Wed	Parish	Mass #	Times
Priest 1	Holy Trinity, Hartington	1	8:05 am (School)
	St. Peter, Newcastle	1	7:00 pm
	St. Michael, Coleridge	1	6:30 am
Priest 2	St. Mary, Osmond	1	8:15 am (School)
	St. Jane Frances, Randolph	1	5:15 pm
	Holy Trinity, Hartington	1	7:30 pm
Deacon 1	St. Joseph, Ponca	W	Noon Word Service
Deacon 2	St. Paul, Plainview	W	7:00 pm Word Service

If we have only one deacon, rather than two, Ponca would have no Ash Wednesday Word Service. But this is flexible depending on resources each year.

Holy Days	Parish	Mass #	Times
Priest 1	Holy Trinity, Hartington	2	8:05 am (School), 7:00 pm (vigil)
	St. Michael, Coleridge	0	
	St. Joseph, Ponca	1	Noon mass (day)
Priest 2	St. Jane Frances, Randolph	1	7:00 pm (day)
	St. Mary, Osmond	1	5:15 pm (vigil)
	St. Paul, Plainview	0	
	St. Peter, Newcastle	0	

Traditionally St. Mary's School has not had class on Holy Days, due to the desire to teach families not to work on such days and keep them holy. Discussion may be had about changing that, as it may no longer be effective. Today, parents continue to work on such days and often fail to bring their children to Mass on Holy Days. Holy Days at school could be run differently than regular days, kind of like a "Day of Recollection" where prayer and activities related to the Holy Day are done.

We will adapt the Holy Day schedule depending upon the day of the week upon which it falls. For example, Religious Ed poses a challenge, especially at first when we have 6 separate locations. We could potentially have the programs together for Holy Days: Plainview, Osmond, Randolph at Osmond; Hartington, Newcastle, Ponca at Newcastle.

8. Proposal of sites and supporting rationale for where Sunday obligation Masses will no longer be celebrated:

- Two parishes St. Peter, Newcastle and St. Michael, Coleridge will no longer have Weekend Mass.
- We looked at every factor (Mass attendance, vitality of the community, the desire to have life-giving liturgies, etc) and applied the planning parameters.
- Between Ponca and Newcastle, Ponca has the greatest potential for long term viability. In Newcastle, there is no school, the Religious Ed attendance is small, and there are few young families.
- Coleridge has such a small attendance of actual parishioners; they are already going where it is convenient. Coleridge has adjusted so that their faith-life can continue with outreach efforts, small group faith sharing and care for the nursing home/assisted living and homebound. Coleridge could see itself eventually merging with Hartington.
- Our FPPT struggled deciding about Plainview, which will end up maintaining a Mass. There is some hope that if Brunswick no longer has Mass, Plainview may be able to serve them. Those two parishes have been connected to each other in the past, and the towns share the same school district.
- See the **Sunday Mass Rationale Addendum** at the end of this document for a complete explanation.
- To ensure that parishes are indeed working to become more missional and not simply maintaining the current status quo, reasonable goals must be established.
 - By 2024, each parish will have begun and successfully initiated several parishioners who will be small group faith sharing leaders. This sign of life towards the Big Goal will need to be growing and multiplying for a parish to remain open.
 - To facilitate this, the School of Mission training currently used in Hartington will be extended to the other parishes beginning in January 2023.
 - The parish will begin to form missionary disciples, by recruiting from those who have attended a CEC weekend. The goal is to invite those in the faith sharing group to also attend CEC.

- One trained missionary disciple invites five individuals to be in a faith sharing group, materials provided by the Family Evangelization Coordinator. After two years of meeting, members of that first faith sharing group will be courageous enough to form their own groups, inviting others. Thus begins the process of Spiritual Multiplication.

9. How will Confessions be scheduled?

We will have confessions prior to the weekend Masses. In addition, we will have confessions prior to each church scheduled weekday Mass. We will schedule times for private confessions in each parish during Advent and Lent.

a. Current Confession locations, days, languages, and times in each church:

Priest	Parish	Hours	Times
Priest 1	Holy Trinity, Hartington	1 hr 15 min	7:45-8 am T, Th, F; 4:45-5:15 pm W; 3:30-4:30 pm Sat
	St. Michael, Coleridge	30 min	30 min prior Weekend Mass
Priest 2	St. Joseph, Ponca	?	?
	St. Peter, Newcastle	?	?
Priest 3	St. Jane Frances, Randolph	30 min	30 min prior Sun Mass
	St. Mary, Osmond	1 hr	30 min prior Sun Mass; 30 min after Wed Mass
Priest 4	St. Paul, Plainview	20 min	7:30-7:50 am Sun
Total		3 hr 35 min	

Throughout the parish region we currently have 3.6 hours of confessions scheduled weekly. Cedar and Holy Trinity have confessions at least 8 times a year. St. Mary's has confessions available after Wednesday School Mass each week.

b. Proposed Confession locations, days, languages, and times in each church:

See the Sunday Mass Schedule (5b) and Weekday Mass Schedule (6b) for locations and days.

- 30 min prior to 6 Weekend Masses = 3 hours
- 15 min prior to 7 Weekday Parish Masses = 1 hr 45 min

This amounts to 4.75 hours of Confessions, about 2.3 hours per priest per week. This constitutes an increased availability of confessions.

Confessions for School: We will hear confessions at St. Mary on a class-by-class basis such that after each of their school Masses the priest would hear a couple classes so that all the school goes once a month. We will do the same at Holy Trinity. Cedar has confessions once a month using the class schedule. If we create a schedule whereby the whole school is split up into 6 pieces (30 per piece) two priests can hear the whole school in six periods. We will schedule these at the beginning of the school year.

Confessions for Religious Ed: It is becoming more difficult to find multiple priests available for Reconciliation Services on Wednesday Night, since everyone has Religious Ed then. The priests will likely end up hear individual confessions more often to reduce the need for large services and multiple priests. Discussion is needed to determine how the priests' presence should be utilized at each of the 6 Religious Ed programs.

10. Please indicate the Family Governance Model you have chosen:

The Pastoral Council will talk about possible mergers as we move forward with living out our Family of Parishes dynamics. Each year the Council will seriously discuss this and send a report of our discussion to the Pastoral Planning office. We would like the Pastoral Planning office to ask for this report yearly.

a. Family Model One. Proceed to Question 11.

11. Only if choosing Family Model One, how will the family establish and fill important consultative bodies and essential staff, including all of the following:

a. Family Leadership Team

We will have 5 members on the team and it will include the pastor and associate.

b. Family Pastoral Council

We will ask for nominations from each parish via the bulletin and the pastor at present will also nominate. The Family Planning Committee will help in the selection and the pastor will make the final determination. Once the Pastoral Council is composed, they will formally adopt a new set of guidelines and this will spell out how members are chosen, frequency of meetings, purpose etc.

c. Family Finance Council

Made up of one trustee or finance council member from each parish—meets to determine the method by which we will share expenses.

d. Family Staff

We will compose a general set of duties for each position and will begin visiting with present staff to see who is interested in moving into the new model.

i. Family Evangelization Coordinator

We will work with Cedar Catholic in finding the right person who can be campus minister and take on this role too.

ii. Family Facilities Manager

Each parish will have a FMA (Finance, Maintenance, Activity committee).

iii. Family Business Manager/Bookkeeper

The only full-time business manager we have at present in our parishes works for Holy Trinity, full time. This person's role will be expanded, and another bookkeeper will be added.

iv. Family Education Director or Executive Director for Schools (optional)

We will hire a part-time Religious Ed Coordinator and move the programs toward a Family model of formation. This is mainly for K-8. It will probably take 3 years for us to make the adjustments needed.

v. Family Sacramental Preparation Coordinator

Reconciliation and First Communion are the responsibility of the Catholic Schools if the child attends. For all others it is within the Religious Ed/Family Formation program.

e. Parish Life Coordinators in Satellite Parishes (optional). See Appendix IV for details.

We may look at hiring a Deacon from outside our boundaries to help with various parts of the programs: Evangelization, Marriage Prep, Sacramental help (wake services). He would reside in one of the parish rectories along with his wife for several days per week. This needs to be fleshed out more but the purpose is mainly to help with furthering development of active disciples in our family.

f. Individual Finance Councils and Joint Finance Council

Each parish will still have their individual finance council. The Joint Finance Council will have representatives from various parishes and will meet enough to oversee the joint expenses and set the assessment each year.

g. Individual Parish Trustees

Each parish will still have two trustees and will be on the FMA and one will serve on the Joint Finance Council.

Section 4. School Governance and Finance Models. Part A of this section will help you to develop a more complete assessment of your current school(s) situation, building on your responses to Section 2, Questions G 1-6 on missional Catholic schools. Part B relates to any changes you might propose.

We need to explore how we give administrative assistance to St. Mary's Grade School over and above a head teacher. Can we share this? Can the Administrator of Holy Trinity be 4 days at HT and 1 day at SM? Would this be helpful? Or would periodic meetings with the Head Teacher...perhaps 90 minutes every other week at a minimum? The Principal at Holy Trinity is willing to assist the Head Teacher at St. Mary, potentially with a weekly meeting. Discussion between the two have already begin about such areas such as enrollment, school staff and culture. Holy Trinity is big enough, though, that it needs a full-time administrator.

In February we hope to constitute a school committee from Family C and Family B for some parishes in these two families already share responsibility for Cedar Catholic. The elementaries of Creighton, Osmond, Crofton, East/West, Holy Trinity would be part of this grouping.

Cedar Catholic and Holy Trinity are healthy. There is no deficit spending and the missional/evangelization thrust is alive and well. We need to expand our Family Formation focus to better influence the connection between Catholic School and Catholic Parish.

A. Assessment of Current Situation

1. What is the student-to-teacher ratio in the schools?

Holy Trinity, Hartington	18 to 1
Cedar Catholic, Hartington	11.25 to 1 (180 to 16)
St Mary, Osmond	10 to 1 (48 to 5)

2. What is the number of full-time teachers in each school?

Holy Trinity, Hartington	8
Cedar Catholic, Hartington	14
St Mary, Osmond	5

3. What is the number of part-time teachers in each school?

Holy Trinity, Hartington	3
Cedar Catholic, Hartington	4
St Mary, Osmond	0

4. What percentage of teachers are working outside their certified area?

Holy Trinity, Hartington	0%
Cedar Catholic, Hartington	2021-2022 – 8% of sections – 3 teachers 2022-2023 – 13% of sections – 5 teachers
St Mary, Osmond	20% (1 of 5)

5. Do you have any multi-grade level classrooms? If yes, how many and what are they?

Holy Trinity, Hartington	None
Cedar Catholic, Hartington	None
St Mary, Osmond	All are dual classrooms (PreK-K, 1-2, 3-4, 5-6, 7-8)

6. What is the number of full-time administrators in each school?

Holy Trinity, Hartington	1 – Principal
Cedar Catholic, Hartington	1 – Principal
St Mary, Osmond	1 – Head Teacher

7. What is the number of other school personnel? Please indicate types, e.g., paraprofessionals, teacher's aide, office secretary, etc.

Holy Trinity, Hartington	3 paras, 1 part time secretary, 1 part time nurse, 1 part time business manager, 3 office volunteers, 2 classroom volunteers, 4 student assistants, 1 Head cook, 2 janitors, 1 maintenance person
Cedar Catholic, Hartington	2 Bus Drivers, 1 Business Manager, 17 Coaches, 1.5 Custodians, 2 Development Staff, 0.25 Maintenance, 1 Nurse (2 days/month), 1 President (Pastor of Holy Trinity), 1 Secretary
St Mary, Osmond	4 (1 secretary, 1 para, 1 head cook, 1 janitor)

8. What is the total number of personnel?

Holy Trinity, Hartington	20 paid employees
Cedar Catholic, Hartington	46
St Mary, Osmond	9

9. What is the number of courses taught by remote instruction?

Holy Trinity, Hartington	0
Cedar Catholic, Hartington	1 (Spanish II)
St Mary, Osmond	0

10. Why is remote instruction chosen in these cases?

Holy Trinity, Hartington	N/A
Cedar Catholic, Hartington	Unable to recruit certified World Language Teacher – 18 openings in Nebraska as of 6/28/22
St Mary, Osmond	N/A

11. What positions in the school will not be filled at the start of the academic year, 2022-2023? Why not?

Holy Trinity, Hartington	N/A
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Cedar Catholic, Hartington	All Filled
St Mary, Osmond	All Filled

12. What is the total number of students enrolled in each school, excluding any school daycare services?

Holy Trinity, Hartington	173 Grades PreK-6
Cedar Catholic, Hartington	182 Grades 7-12
St Mary, Osmond	48 Grades PreK-8

13. What percentage of the student body in each school is Catholic?

Holy Trinity, Hartington	96% Catholic
Cedar Catholic, Hartington	97% Catholic (177/182)
St Mary, Osmond	92% Catholic (4/48 Non-Catholic)

14. How does each school invite non-Catholics into the faith?

Holy Trinity, Hartington	Inviting them to participate in the sacraments of Reconciliation and First Communion
Cedar Catholic, Hartington	All students, including non-Catholic students, participate in Daily Theology, Weekly Mass, Monthly Discipleship Groups, Annual Class Retreats
St Mary, Osmond	Promoting our school on social media and website, advertisements in local paper.

15. What is the projected starting enrollment for each of the following academic years: 2023-2024, 2024-2025, 2025-2026?

	2023-2024	2024-2025	2025-2026
Holy Trinity, Hartington	170-180	170-180	170-180
Cedar Catholic, Hartington	166	168	168
Osmond	48	possibly 45-50	potentially 55-60

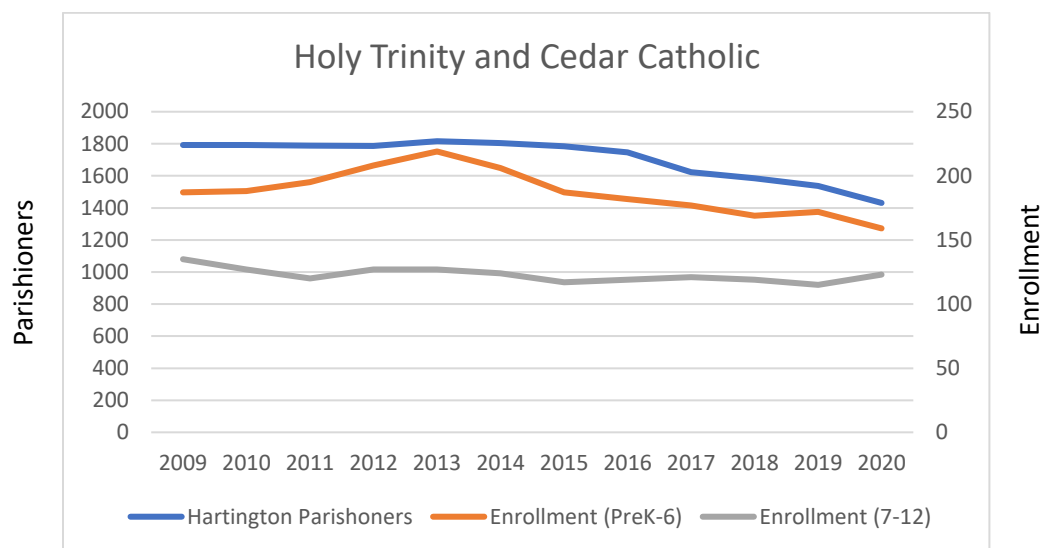
16. What is the capacity of the school if all classrooms were full?

Holy Trinity, Hartington	220 students
Cedar Catholic, Hartington	360 students
St Mary, Osmond	100 students (20 students per classroom, for 5 classrooms)

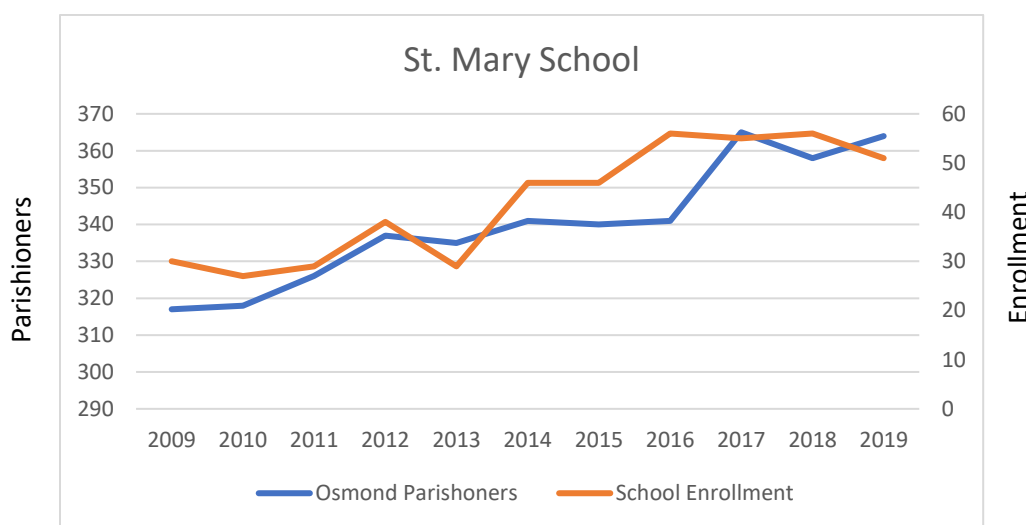
17. How does the parish membership trends compare to the school's enrollment trends?

Holy Trinity, Hartington	Gradual decline in both parish memberships and school enrollment
Cedar Catholic, Hartington	Gradual decline in both parish memberships and school enrollment
St Mary, Osmond	

Hartington	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Parishioners	1792	1793	1789	1786	1816	1804	1784	1747	1622	1584	1537	1431
PreK-6	187	188	195	208	219	206	187	182	177	169	172	159
7-12 (only from HT)	135	127	120	127	127	124	117	119	121	119	115	123



Osmond	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Parishioners	317	318	326	337	335	341	340	341	365	358	364
Enrollment	30	27	29	38	29	46	46	56	55	56	51



NB: These numbers are for Hartington and Osmond only, taken from the Pastoral Report Statistics 2009-2020, Archdiocese of Omaha. It does not include numbers from other parishes.

18. What are the sources of revenue for the school?

Holy Trinity, Hartington	Tuition, Parish, Gala
Cedar Catholic, Hartington	Activities 3%, Memorials 2%, Tuition 33%, Parish Subsidies 33%, Endowments 8%, Development 20%
St Mary, Osmond	Tuition, Parish, School Dinner

19. What percentage of parish income—if applicable—goes to support the school?

Holy Trinity, Hartington	HT funds 52% of the Elementary Budget, 63% of the HT parish income goes towards funding the Elementary School
Cedar Catholic, Hartington	32% of the HT parish income goes towards funding Cedar.
St Mary, Osmond	

20. How competent and prepared does the pastor feel to oversee the current school(s) in the Family of Parishes?

Holy Trinity, Hartington	Very
Cedar Catholic, Hartington	Very
St Mary, Osmond	

21. What percentage of the pastor's time is taken up with school administration?

Holy Trinity, Hartington	10%
Cedar Catholic, Hartington	5%
St Mary, Osmond	

22. What is the minimum number of students for each school's financial sustainability?

Holy Trinity, Hartington	
Cedar Catholic, Hartington	60 – Best Guess
St Mary, Osmond	

B. Proposed School Changes

1. For each school in the Family of Parishes, please indicate the current school governance model.

Holy Trinity, Hartington	Parish School – Pastor / Principal and School Board is Advisory
Cedar Catholic, Hartington	Interparish School
St Mary, Osmond	Parish School – Pastor / Head Teacher and School Board is Advisory

2. For each school in the Family of Parishes, please indicate the current school financial model.

Holy Trinity, Hartington	Tuition, Parish, Gala
Cedar Catholic, Hartington	Interparish School—funded by 4 parishes
St Mary, Osmond	

3. For each school in the Family of Parishes:

- a. Does the Family Pastoral Planning Team propose any changes to the current school governance model? If so, why? If not, why not?**

Currently the pastor is also the president of Cedar Catholic. To alleviate the pastor, it will be investigated having one role of Principal/President while the pastor would be the Chair of the Board.

- b. Does the Family Pastoral Planning Team propose any changes to the current school financial model? If so, why? If not, why not?**

None, but monitor St. Michael closely since this is a Cedar Catholic Parish.

- 4. If a change is proposed in either the school governance model or the school financial model, please provide the details here.**

Section 5. Plan Implementation for Parishes and Schools

1. What has already changed in your Family in terms of collaboration between the involved parishes, missions, and schools?

A. First Steps – Quarter One. Please describe how, once your planning proposal receives final approval from Archbishop Lucas, the following items will be addressed during the first three months of implementation:

1. Broad Family Movement Towards Missional Communities

To ensure that parishes are indeed working to become more missional and not simply maintaining the current status quo, reasonable goals must be established.

- By 2024, each parish will have begun and successfully initiated several parishioners who will be small group faith sharing leaders. This sign of life towards the Big Goal will need to be growing and multiplying for a parish to remain open.
- To facilitate this, the School of Mission training currently used in Hartington will be extended to the other parishes beginning in January 2023.
- The parish will begin to form missionary disciples, by recruiting from those who have attended a CEC weekend. The goal is to invite those in the faith sharing group to also attend CEC.
- One trained missionary disciple invites five individuals to be in a faith sharing group, materials provided by the Family Evangelization Coordinator. After two years of meeting, members of that first faith sharing group will be courageous enough to form their own groups, inviting others. Thus begins the process of Spiritual Multiplication.

2. Staff Changes

1) Immediately begin the learning curve on the Business end. Have the Business Manager meet with each of the bookkeepers to share information. This will enable the various workers on the business end to meet with the Business Manager to get a feel for each other. 2) Then we develop a plan on hiring another accounting person after the July start date. 3) We catalogue all accounts held by the various parishes with all pertinent information needed.

3. Council Changes

February: We form the appointed council, then delve into a council working document.

4. Clergy Residence Changes

None.

5. Clergy Duties Changes: Priests and Deacons

We get settled ASAP who will be the pastor and who will be associate. We include Deacon Tunink in all discussion and work of the Parish Family.

The priests and deacons will meet weekly to plan and determine the slow implementation of the Plan.

6. Hospital/Care Center Pastoral Ministry Changes

This will go into effect when the Family begins to function as such in July. It pertains to the Weekday Mass schedule. Each care center will have to have laity recruited who will bring Communion weekly on the weeks that no Mass is held there. These people have to be trained. Each time Mass is celebrated in a care center all residents will be anointed.

7. Sunday Mass Changes

As a planning team we will determine when we will share the Mass schedules with our parishes. Since neighboring families are doing so already, it prompts us to follow. We feel it is better for the parishes facing not having Sunday Mass to know sooner than later, to begin work through the grieving process. November 13, 2022 we gathered our Parish Leadership Representatives to share with them the Sunday Mass schedule. The weekend of November 19-20, 2022 we will make it public to all parishioners through a bulletin insert and a mailing. The FPPT and Parish Leadership Representatives can be available after Masses to answer questions since the priests may not be able to remain long after certain Masses. Fr. Andy Sohm plans to lead his parishes (Newcastle, Ponca, Jackson) through an Advent series to assist his parishes in working through their grief.

St. Peter and St. Michael will host parish socials at least quarterly and these would take place at a most convenient time. The new Mass schedule will come into effect July 1, 2023.

8. Weekday Mass Changes

The new Mass schedule will come into effect July 1, 2023.

9. Confession and Liturgical Schedule Changes

The new confession and liturgical schedule will come into effect July 1, 2023.

10. Family Communications—Internal and External

External: We immediately need a full-time person to handle all the communications: print, Flocknote, common website and other social media.

11. School Pastoral Ministry Changes

12. School(s) Governance Model Changes

Currently the pastor is also the president of Cedar Catholic. To alleviate the pastor, it will be investigated having one role of Principal/President while the pastor would be the Chair of the Board.

13. School(s) Financial Model Changes

None, but monitor St. Michael closely since this is a Cedar Catholic Parish.

B. Next Steps – Quarter Two. By three months after implementation begins, all of the above items should be in motion.

1. Please describe how all of the same items above will progress during months three to six.

C. Further Steps – Quarter Three. By the sixth month, the primary focus of implementation should be on the “Broad Family Movement Towards Missional Communities.” Generally, the other items should already be implemented by this time, with the exception of school governance and finance model changes, which will likely take longer.

1. Please explain what steps will be undertaken—once the structural nuts and bolts issues of schedules, governance, pastoral councils, etc., have been addressed and lived in—towards making your family a missional community.

D. Looking to the Future – Quarter Four. By the ninth month, planned school changes should be in motion.

1. Please explain what steps will be undertaken towards adopting and working under a new school governance and/or financial model.

Section 6. Curia Support Desires. What support would you like to receive from the curia as implementation of your Family of Parishes begins to unfold? Please be specific about issue areas you imagine you will need assistance.

1. What support would you like to receive to help your parishes become more missional communities?

2. What support do you imagine you would like to receive during the transition phase from January through June 2023?

3. What support do you imagine you would like to receive during the implementation phase beginning July 1, 2023?

Section 7. Certification

Family Pastoral Planning Proposal Submission Date_____

Convener Printed Name_____

Convener Signature_____

Archbishop Lucas Decision

Approved _____

Approved with Changes _____

More Discussion Needed _____

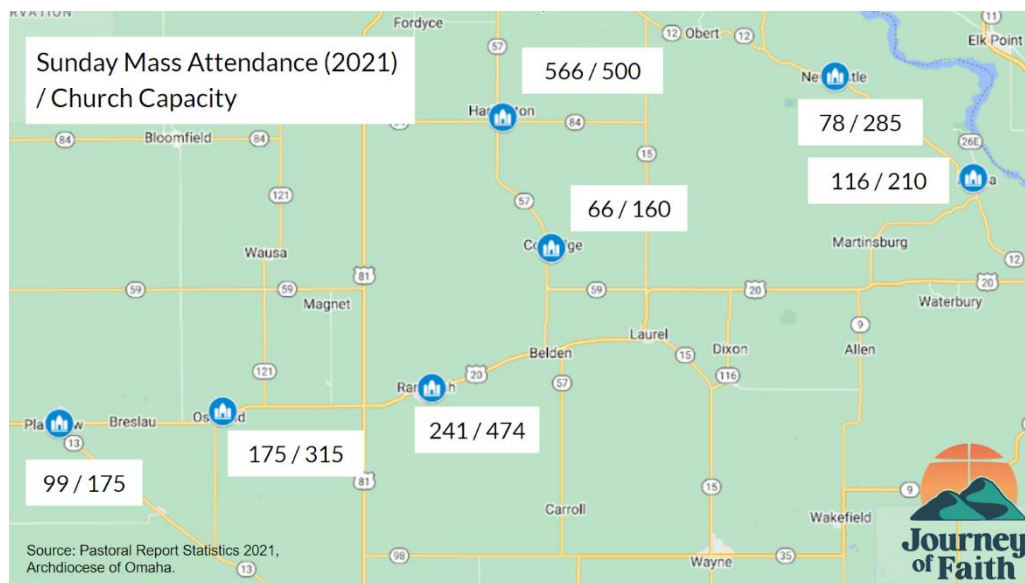
Sunday Mass Rationale Addendum

The planning parameters from the Archdiocese give the number of Masses that may be reasonably expected from a priest. This is to protect the flourishing of our priests, so that they are not asked to do what is unreasonable for them to handle. A priest cannot be expected to do the Mass load formerly handled by several priests.

- b. **Sunday Masses Per Priest:** Each priest in a parish or family may celebrate:
- i. up to four Sunday obligation Masses at up to two locations per weekend OR
 - ii. up to three Sunday obligation Masses at up to three locations per weekend
- c. **Sunday Masses Priest:** For each priest, no more than four Sunday obligation Masses can be scheduled per weekend.

If a priest is to say an extra Mass, then he should not have to travel to as many sites. If he needs to travel to more sites, the number of Masses needs to be reduced.

Look at Sunday Mass attendance in our family of parishes compared to church capacity:



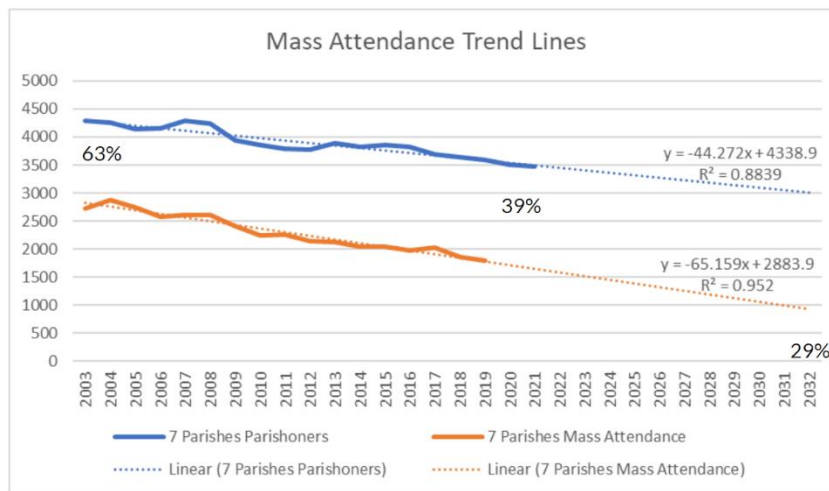
Every parish can fit their current attendance in one Mass at their church, except for Hartington. Hartington attendance requires more than one Mass.

Coleridge + Hartington attendance could fit in two Masses at Hartington.

Newcastle + Ponca attendance could fit in one Mass in either church.

Plainview + Osmond attendance could fit in one Mass in Osmond, but not in Plainview.

NB: These are 2021 attendance numbers. Both total parishioners and Mass attendance are in decline. If no changes occur to the culture of our parishes to become missional communities, then the trend looks rather bleak. Even if we become missional communities, thus slowing the decline, we cannot directly reverse the decline in total population of our rural communities.



By 2032
 2966 Parishioners
 864 Attendance
 29% Attendance

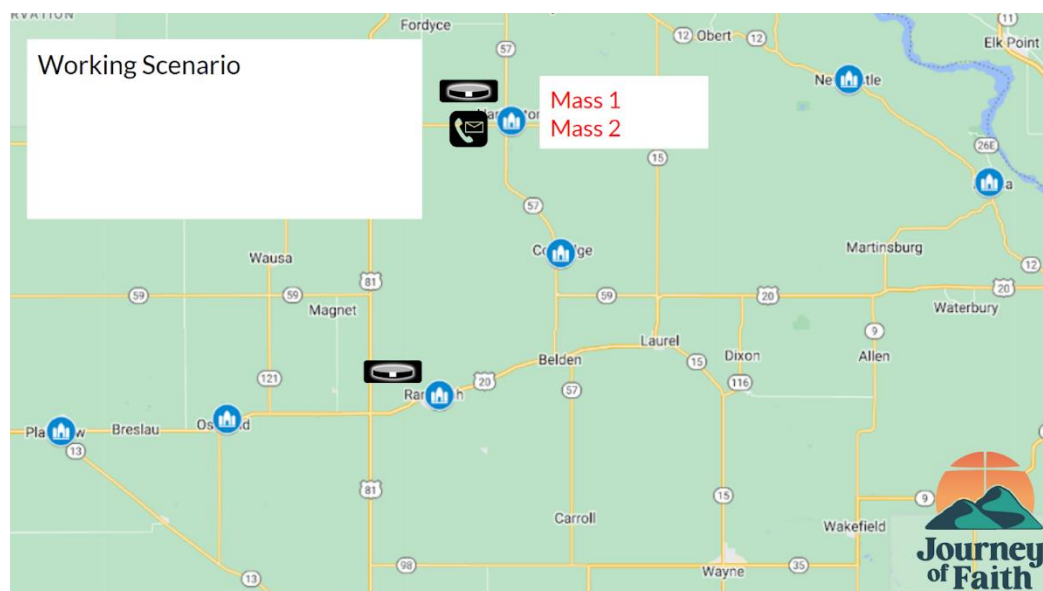


Source: Pastoral Report Statistics 2003-2021,
 Archdiocese of Omaha.

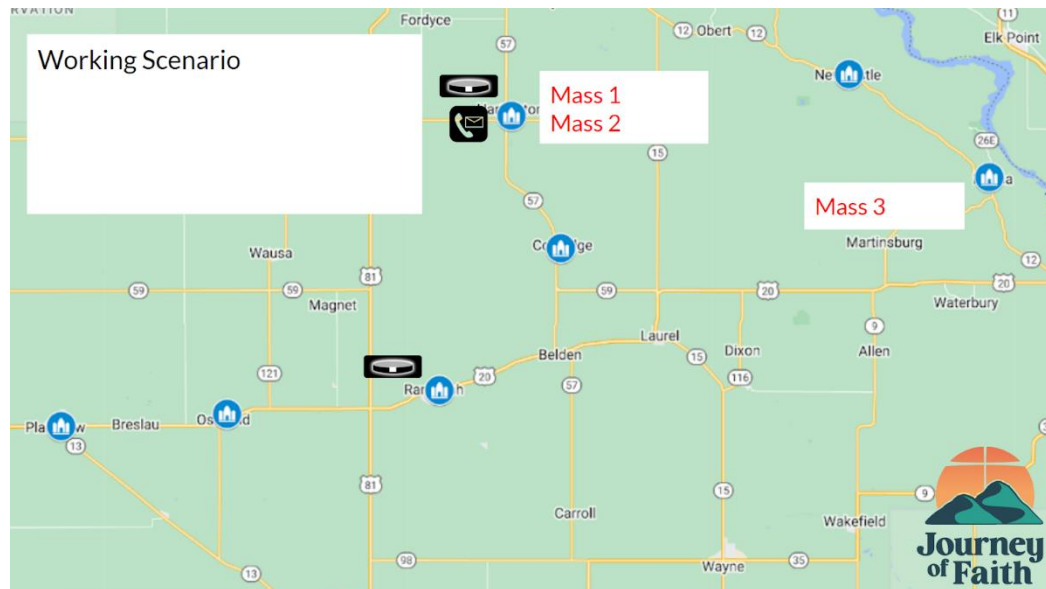
* Covid dip and recovery removed

Thus, as time goes on, having sufficient church capacity should not be a concern.

We begin with Hartington, whose attendance requires two Masses.



With driving distances, it naturally makes sense for one priest to do Masses at the Northeast end, and the other to do the Southwest end. This means the two Hartington Masses would be done by the same priest. With two Masses in Hartington, the 3 Masses at 3 locations option is excluded for that priest; he can only do up to 4 Masses at 2 locations. This means he can only do Mass at one other location. Which location makes the most sense: Ponca, Newcastle, or Coleridge?



Ponca and Newcastle are on the farthest end, so ought to be served by the priest also serving Hartington. Of the Northeast parishes in the family, Ponca is the farthest away. The planning parameters use a 20 mile driving distance measure as a guide.

- a. **Driving Distance--About 20 Miles for Sunday:** People should generally not need to travel more than about 20 miles for a Sunday Mass.

If Ponca has the Mass, Newcastle would have two Sunday Mass sites within 20 miles, Ponca (11.2 mi) and Vermillion (14.1 mi). If Newcastle has the Mass, Ponca would have one Sunday Mass site within 20 miles (Newcastle). Both Vermillion (25 mi) and South Sioux City (21.9 mi) are beyond 20 miles for Ponca. (Jackson may end up retaining a Mass, but we can't make our decisions based entirely upon another parish family.) Newcastle church capacity is only slightly larger than Ponca, but the current attendance can fit in either church. (Don't forget Mass attendance is expected to continue to decline over the next ten years.)

Comparing the towns, Ponca is larger than Newcastle, 907 to 272 (2020 census). There are more families with children in religious education in Ponca (K-12: 45) than Newcastle (K-8: 29). Thus, Ponca seems to be more likely to decline less quickly over the coming years. Newcastle no longer has a public school, while Ponca does. (Ponca also has the draw of Ponca State Park for extra visitors during certain times of the year, though this factor played little into the final decision.)

While the priest technically could celebrate two Masses at both Hartington and Ponca, having two Masses at Ponca makes little sense for the area's attendance, especially considering future decline. One Mass at both Ponca and Newcastle is not an option as it violates the Archdiocesan planning parameters. The only counterargument in favor of Newcastle seems to be the distance to the next parish north along Hwy 12. But it is difficult for this alone to outweigh the above factors. After much deliberation, The Family Pastoral Planning Team almost unanimously determined having the third Mass at Ponca made the most sense.

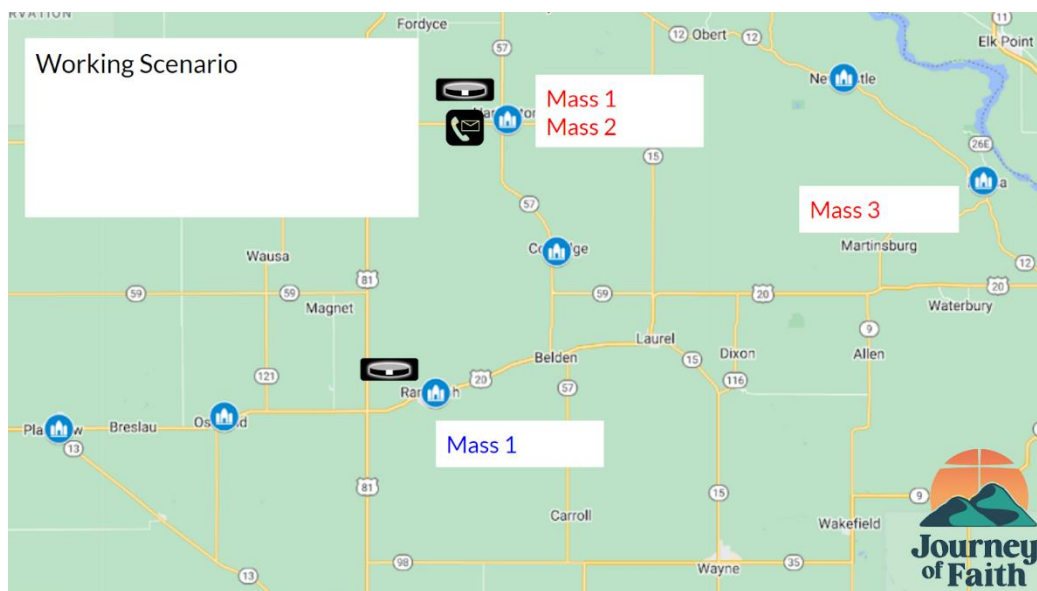
What about rotating Masses; the third Mass rotating among Ponca, Newcastle, and Coleridge? According to the Pastoral Planning Template Guideline, Mass rotation is discouraged:

- The regular Mass schedule should provide sufficient opportunity for the priest to spiritually prepare for Mass and to be present to the community after Mass.
- The Sunday Mass schedule should be stable enough and simple enough to be easily accessed and understood by visitors and remembered by parishioners.
 - The rotation of Sunday obligation Mass schedules within a Family is discouraged; a Family Pastoral Planning Team's Mass rotation deliberations **must** include consultation with the Pastoral Planning Office as early in the planning process as possible.
- Liturgical scheduling should prioritize unity in gatherings for common celebrations across the entire Family of Parishes.

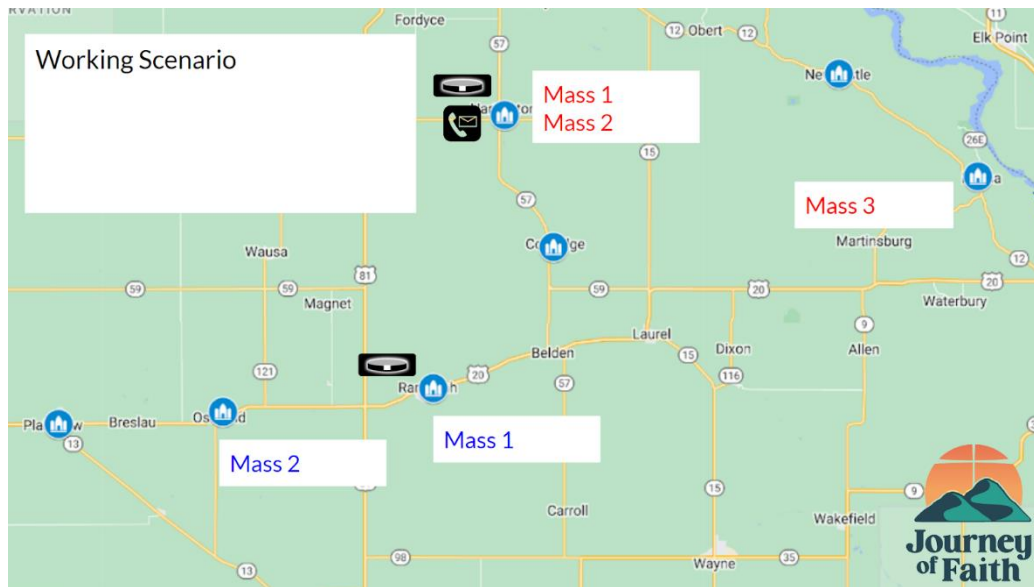
As deliberations from many rural families came back to the Planning Office, more clarification was needed regarding rotation. At the Summer Clergy Conference 28 June 2022, and then also in a Priest Meeting with Archbishop Lucas on 20 August 2022, it was further clarified that rotation would not be accepted as a permanent solution. It was also clarified that rotation of times among parishes which have Mass every Sunday (like the current practice among Randolph, Osmond, and Pierce) may be considered more than a proposal where rotation means a parish has a Mass some weekends and not others.

Moving to the Southwest end of the Family of Parishes:

Randolph has the largest church and the greatest attendance. The current attendance can fit in one Mass.



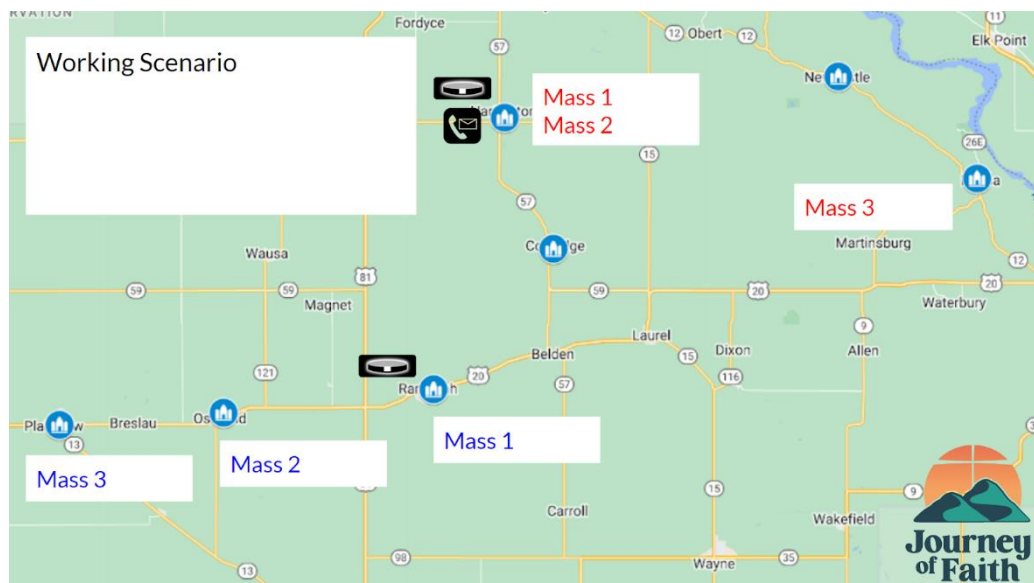
Osmond has the next largest church and attendance. The current attendance can fit in one Mass.



This initial setup for the priest opens the possibility for him to do up to 4 Masses at 2 locations, or 3 Masses at 3 locations. What is better for our situation? Current Mass attendance does not seem to necessitate 4 Masses, which leaves the option open for a third Mass at a third location. If Mass were to be at a third location, which would make more sense, Coleridge or Plainview?

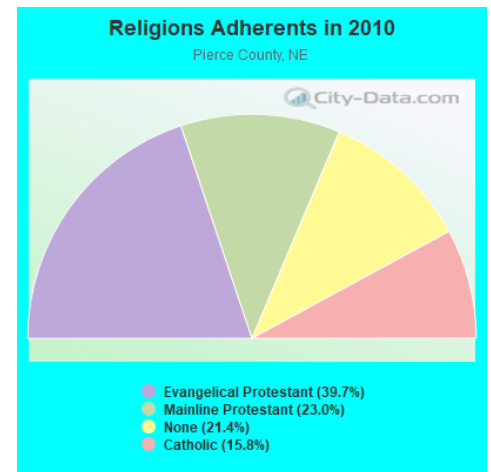
Coleridge is between two other parish family locations, Hartington (9.9 mi) and Randolph (14.5 mi). Plainview is on the farthest east edge of the family, yet also has three Sunday Mass sites within 20 miles, Osmond (10.1 mi), Creighton (13.8 mi) and Pierce (18.3 mi). It is considered unlikely that Brunswick would retain a Sunday Mass, so some of their parishioners may make their way toward Plainview.

Both Plainview (175) and Coleridge (160) have the smallest church capacities of the seven, with Coleridge being the smallest. Coleridge readily admits that a significant portion of their current attendance consists of Hartington parishioners. Parishioner count for Coleridge in 2021 was 154, with only 66 Mass attendance. Parishioner count for Plainview in 2021 was 230, with only 99 Mass attendance. This seems to favor a third Mass at Plainview over Coleridge.



One could ask, why should Plainview receive a Mass, when the similar sized parishes in Newcastle and Coleridge will not? The desire to grow missional communities strongly favors creating centers of faith, rather than dividing the faithful among more locations. Thus it was considered not having a third location, but rather doing a third Mass at Randolph or Osmond. Randolph due to its larger church, or Osmond due to its closer proximity to Plainview and its potential necessity for a second Mass if Plainview parishioners were to come there.

The main difference between Plainview and Newcastle/Coleridge is the size of the town in which the parish is located. Plainview attendance (99) is slightly larger than Newcastle (78) and Coleridge (66), but the town itself is significantly larger. Newcastle (272) and Coleridge (537) are the smallest of the seven towns. Plainview (1282) is in fact the second largest town in our Parish Family after Hartington (1517), even while St. Paul is the 3rd smallest parish in the family. There are simply more people in Plainview as a potential mission field than in Newcastle or Coleridge. It is true that there are also four non-Catholic Christian communities in Plainview, which if one divides up the total population, these Christian communities would be of a similar size to St. Paul. The goal of missional communities is not to proselytize our separated brothers and sisters, but rather to evangelize especially the growing populations of “unaffiliated” or “nones” that can be found everywhere. A 2014 Pew Research Poll found that 20% of Nebraska’s population considered themselves unaffiliated. Already in 2010, 21.4% of Pierce County residents were nones. The national trend shows this to be increasing. <https://www.pewresearch.org/religion/religious-landscape-study/state/nebraska/> <http://www.city-data.com/city/Plainview-Nebraska.html> <https://www.pewresearch.org/fact-tank/2015/05/13/a-closer-look-at-americas-rapidly-growing-religious-nones/>



All parishes have the responsibility to grow to be missional communities, as has been given by the “Big Goal” of the Archdiocese. The structural changes to our Family of Parishes and Mass times, must bring about the opportunity to grow in evangelization. Even the most Catholic of towns in our family provide opportunities for evangelization, especially the 60% of parishioners who do not attend Mass. Judging from the minimal numbers of those joining the Church in our RCIA programs, we have much to do to reach the unaffiliated. (From 2012-2021, Plainview had 4 adult Professions of Faith. There were a total of 54 adult Professions of Faith during those ten year for our entire Family of Parishes.) For Sunday Mass to be retained in Plainview, despite the small parish size, the reason must be for the potential mission field of the larger community.

But of greatest concern if a Mass is maintained in Plainview, is the tendency toward self-preservation rather than mission. Past experience shows that parishes easily fall back into “business as normal” once “dodging the bullet” of losing a Mass. This fear seems supported by the most common response of “Please let us keep our Mass,” and never arguing to keep Mass for the sake of mission, as was presented above. Maintaining Mass in Plainview could potentially prevent its members from becoming missional rather than fostering it.

This is due to continuing to spread out our communities and priests, rather than creating centers of faith. Many parishioners, especially in our smallest parishes, feel that the “Big Goal” to become missional parishes is “mission impossible.” This is not surprising since the Dynamic Catholic Institute found that only 0.6% of Catholics feel equipped to evangelize. Applying this to our seven parishes, only 21 out of a total of 3467 registered parishioners feel equipped to evangelize. For Newcastle, Coleridge, and Plainview

this amounts to only 1 person per parish. And even those who are living as intentional disciples (7%) would be less than 20 people per those three parishes. With so few members of our parishes who feel equipped to be missionary disciples or are living as intentional disciples, coming together can help counter that sense of feeling that the “Big Goal” is “mission impossible.” It was not impossible for the apostles, and it need not be for us. “For human beings this is impossible, but for God all things are possible” (Matthew 19:26).

Because of the draw to self-preservation that has stagnated our parishes for years, the priests need the time to focus on developing and implementing initiatives to teach people how to teach others how to pray, to help form parishioners who feel equipped to help others encounter Jesus. Creating centers of faith has the advantage of removing administrative complexities so that priests can give their time to this necessary work. This is alluded to twice in the Planning Parameters when giving the time priority for priest workload.

1. Time Priorities

- a. First Priority: Things only priests can do:
 - i. Preside over Masses: Sundays, Weekdays, & Funerals
 - ii. Confessions
 - iii. Anointings
 - iv. Sacramental visits to the sick and homebound
 - v. Priestly support of the Pastoral Vision
- b. Additional things *pastors* must do:
 - i. Leadership for Evangelization
 - ii. Oversight of temporal goods administration
 - iii. Oversight of school support⁵

Apart from sacramental duties, the next most important work of the priest is all that is in support of the Pastoral Vision, in particular leadership for evangelization. More work, therefore, must be done to reenergize the parishes as missional communities.

Included in this is the experience of Sunday liturgy, as the Pastoral Planning Template Guideline reflects:

A. Mission-Oriented Liturgy: Some Guidelines

- Sunday Mass should be life-giving, beautiful, and transformative.
- To promote excellence in liturgy, there should be a sufficient number of well-trained liturgical ministers to serve as lectors, EMHCs, servers, and music ministers.

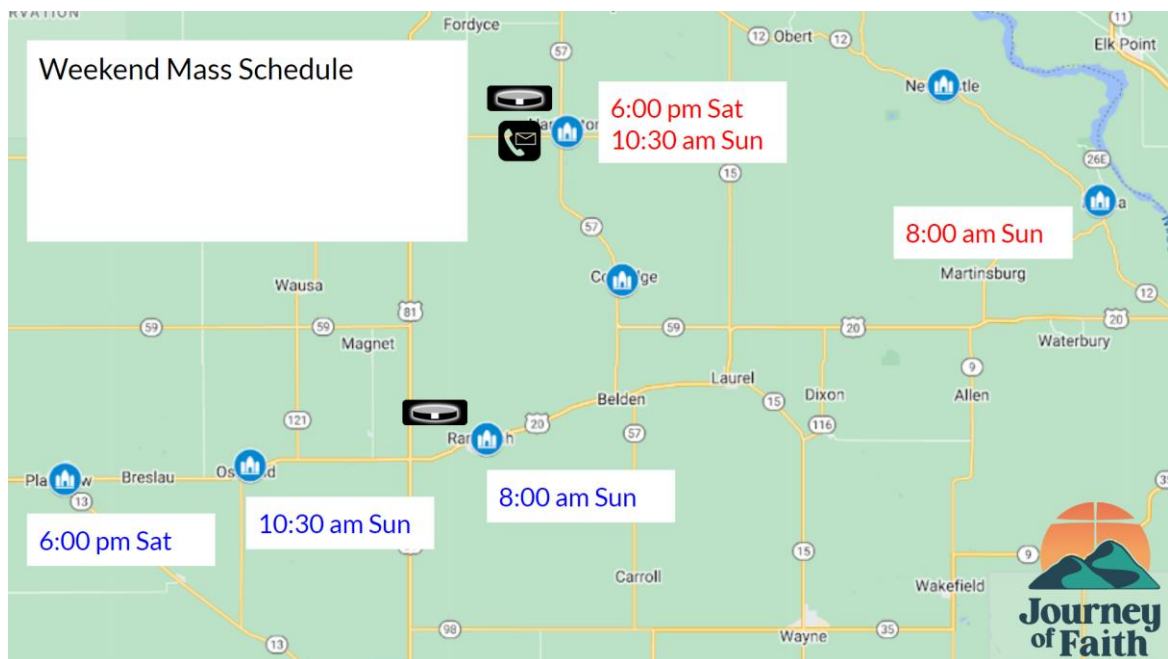
All parishes with Sunday Mass will be expected to have live-giving, beautiful and transformative liturgies. A sense of the sacred must be fostered, so that our Family of Parishes truly offers what the world cannot give (cf. John 14:27). There is concern here with regard to Plainview, as they currently struggle in the area of music.

NB: We have no automatic assumption that joining small parishes to form larger ones is automatically better than maintaining smaller ones, but rather recognize that a parish can become so small that the number of intentional disciples, those who feel equipped to evangelize, and personnel needed to maintain beautiful liturgies, can be so small that becoming missional becomes quite difficult for that parish. Thus, the role of creating centers of faith.

The Family Pastoral Planning Team was split in half between the third Mass at Randolph/Osmond or Plainview. The priests were also divided, but it was decided to go with what is closest to the current situation, so Plainview will have the third Mass.

To ensure that parishes are indeed working to become more missional and not simply maintaining the current status quo, reasonable goals must be established. By 2024, each parish will have begun and successfully initiated several parishioners who will be small group faith sharing leaders. This sign of life towards the Big Goal will need to be growing and multiplying for a parish to remain open. The parish will begin to form missionary disciples, by recruiting from those who have attended a CEC weekend. (The goal is to invite those in the faith sharing group to also attend CEC.) One trained missionary disciple invites five individuals to be in a faith sharing group, materials provided by the Family Evangelization Coordinator. After two years of meeting, members of that first faith sharing group will be courageous enough to form their own groups, inviting others. Thus begins the process of Spiritual Multiplication.

The places for Mass have been determined above, what about specific Mass times? After discussions among FPPT members, the following was decided:



We needed to balance several factors. The most well-attended Mass times should utilize locations with sufficient church seating capacity. Equivalent Mass times should be spread apart, i.e. two neighboring parishes should not have the same Mass time. Drive time for the priest must allow him time for 30 minutes of confessions prior to Mass and some time for greeting parishioners after Mass.