

# Pastoral Planning Update

## October 26, 2016

1. Over the course of the last 3 months, members of the Pastoral Planning Office met with priests and parishioners from each of our 17 deaneries to come up with recommendations for right-sizing each deanery. To prepare for this task, participants were provided data and information compiled by our consulting partners - PartnersEdge LLC (PE). The information was gathered from several sources:

- Your Voice Counts - survey results
- Focus group results (16 total)
- Interview results with pastors of linked parishes
- Priest-only level deanery meeting results
- Parishioner-level deanery meeting results
- Archdiocesan leadership discussions

2. In late September, the folks from PE developed the first draft of a restructured model of the Archdiocese of Hartford (AOH) based on the feedback and recommendations generated at the deanery meetings.
3. On Friday, October 21st, several members of the Pastoral Planning Committee began working to refine the draft PE model, in preparation for going back out to each deanery for more discussion and feedback. We anticipate these meetings will begin in mid-late November or early December.
4. The primary drivers of the new model will be: a) number of available priests (based on retirement at age 75 currently), b) degree of sacramental/ministerial activity, c) optimal location of churches relative to people being served d) long-term financial sustainability
5. Although it has not been decided yet, a concept we are considering in terms of reorganizing, is to restructure the Archdiocese in 'pastorates,' which will enable us to consolidate human and material resources and thereby leverage operational efficiencies and economies of scale, while remaining true to our Mission and Vision:
  1. AOH Mission: In union with the whole Church, the faithful of the Archdiocese of Hartford have a mission by Baptism to be living signs of communion with God, and to be his instruments for the redemption of the world. Nourished by God's Word and by the sacraments, especially the Eucharist, we are called to live a holy life, and to bring others into our shared communion with the Father, Son and Holy Spirit.

2. AOH Vision: We envision a local church characterized by spiritual vitality, organizational efficacy and accountability, social and financial responsibility - all for the sake of fulfilling our mission.
6. A Pastorate is a single parish, with a parochial church and one or more worship sites, campuses and ministries. A pastorate is led by a pastor and may have several priest associates and deacons assigned to it, with responsibilities directed toward efficient operation of each entity integral to the pastorate. Pastorates will be designed for a maximum of 4 masses per weekend for each priest.
  1. Currently, there are 212 parishes and 186 active priests in the Archdiocese of Hartford (AOH). With retirement set at age 75 however, in eight years we will only have 119 active/available AOH priests, and that's assuming 2 additional priest ordinations every year.
  2. If we use the 'pastorate' concept, we will design for roughly 100 pastorates in the initial phase (2017-2019), and look to reduce that to approximately 85 pastorates by 2027.
  3. The architecture of the AOH, will therefore be: Vicariates/Deaneries/Pastorates, and it is very likely that deanery boundaries will change and no longer have geographic titles.
7. It is likely, but not definite that we will restructure in phases, as opposed to all at once. Historically, other dioceses that have restructured revealed pros/cons to each approach. Consequently our approach will require further study before a decision is reached.
8. **Once again, we want to acknowledge the fact that no decisions regarding parish and school comprehensive design (openings, closings, mergings, or new construction) have been made, nor will be made, until after many rounds and levels of consultation – and indeed not before the first quarter of 2017 at the very earliest.**

For more information please see the Pastoral Planning website at:  
[www.stewardsfortomorrow.org](http://www.stewardsfortomorrow.org)