**Scenarios for Parish Configuration and Priest Appointment as Brainstormed by the Planning Team
With Advantages, Disadvantages and Observations as Identified by the Planning Team, the Parish
Pastoral Councils, and the Parish Finance Councils
January 2018**

The members of the Auburn-N. Cayuga Planning Team suggested 11 possible parish configuration/priest appointment scenarios. At their October 26th meeting they identified possible advantages and disadvantages of each scenario. One was eliminated because it would have separated one of the churches of Our Lady of the Snow from the others as well as separating Sacred Heart and St. Ann. Two others were very similar and were combined. Nine scenarios are now being shared with each parish's pastoral council and finance council. At your council meeting, please identify any additional advantages and disadvantages for each of these scenarios and send your minutes to Karen Rinefierd. Your input will be shared with the Planning Team. At their January 16th meeting they will try to work toward agreement on a desired parish configuration to recommend to Bishop Matano for the time when he needs to make new priest appointments to our parishes.

Scenario A: Cluster 1 (Our Lady of the Snow, St. Mary's, Ss. Mary and Martha) with a Pastor and Parochial Vicar and Cluster 2 (Holy Family, Sacred Heart/St. Ann, St. Alphonsus) with a Pastor and Parochial Vicar

Advantages
- Having two Parochial Vicars builds in some flexibility
- 2 clusters vs. 3 clusters allow each pastor to have an assistant
- Keeps existing clusters/parishes and almost exactly splits attendance
- Into the future, if worship sites have to close, the clusters are big enough to support the people of the site that closes
- It gives time to work out such necessary moves with less pressure

Disadvantages
- The clusters seem unbalanced
- Parochial Vicars move along more frequently than Pastors so there may be problems with continuity with 2 Parochial Vicars
- Distance from Cato to St. Francis, especially in the winter
- Almost all scenarios have this disadvantage: that one of the parishes will become the "home" parish of them all

Observations
- Cluster 1: 6 churches, Cluster 2: 4 churches
- Holy Family pastoral council wanted to know the population of each parish being served.

Scenario B: Cluster 1 (St. Mary's and Ss. Mary and Martha) with a Pastor and Parochial Vicar and Cluster 2 (Holy Family, Our Lady of the Snow, Sacred Heart/St. Ann, St. Alphonsus) with a Pastor and Parochial Vicar

Advantages
- With so many churches clustered together, there can be consolidated, efficient administration

- Cluster 1 would not be a change, meaning stability for St. Mary's and Ss. Mary and Martha

Disadvantages
- Cluster 2 has many more churches than Cluster 1
- Too many clusters would over-burden any system put in place
- Cluster 2 parishioners might feel that they had to change too much as compared to Cluster 1
- Too many trying to cluster together might put too much strain on those individual communities trying to become one community
- People may change churches to fit schedules.
- Extremely hard for a pastor – many meetings and 7 different buildings to be responsible for

Observations
- Parochial Vicars might be more flexible serving between clusters than the Pastors
- Cluster 1: Three churches, Cluster 2: Seven churches
- Not workable given the disadvantages

Scenario C: Cluster 1 (Holy Family, St. Mary's, Ss. Mary and Martha,) with a Pastor and Parochial Vicar and Cluster 2 (Our Lady of the Snow, Sacred Heart/St. Ann, St. Alphonsus) with a Pastor and Parochial Vicar

Advantages
- In Cluster 1, all the churches are very close together geographically
- In Cluster 2, the churches in Our Lady of the Snow and in Sacred Heart/St. Ann are already sharing priests and ministries
- Sacred Heart/St. Ann and St. Alphonsus are sharing some ministries together (maintenance)

Disadvantages
- In Cluster 2, the churches are at geographic extremes north to south

Observations
- Cluster 1: 4 churches, Cluster 2: 6 churches
- Distance wise, it doesn't matter which cluster Our Lady of the Snow is in—someone has to go from Auburn to Cato

Scenario D: Cluster 1 (Holy Family and Our Lady of the Snow) with a Pastor, Cluster 2 ((St. Mary's and Ss. Mary and Martha) with a Pastor and Cluster 3 (Sacred Heart/St. Ann and St. Alphonsus) with a Pastor – there would also be a Parochial Vicar assigned to one Pastor who would be shared among the 3 clusters and provide ministry at the prison)

Advantages
- Geographically OLOS and Holy Family are the closest
- History of sharing religious education between OLOS and HF
- Fr. Gathenya used to be Pastor of OLOS
- Balanced as far as Mass attendance and locations
- The easiest, most gentle transition for the parishioners
- Least abrasive clustering scenario

- With two clusters the competition can grow more quickly. The advantage of three is that competition is less likely.

Disadvantages
- Not as flexible for Bishop to appoint since there are more Pastors than Parochial Vicars
- If a priest became ill or couldn't perform his duties, what happens next?

Observations
- Cluster 1: 4 churches, Cluster 2: 3 churches, Cluster 3: 3 churches
- To assign a parochial vicar to any one church is not helpful since he will be shared between all clusters anyway
- This arrangement would be best with a Parochial Vicar who has been ordained for a while, since this situation could be overwhelming
- OLOS did not like any of the choices but felt if any had to be picked Scenario D seemed ok.
- Looking into the future facilities consideration, Cluster 1 has lowest attendance and most potential for closures given OLOS low attendance and capital needs at Holy Family, i.e. most likely to be disrupted

Scenario E: Cluster 1 (Holy Family and St. Mary's) with a Pastor and Parochial Vicar, Cluster 2 (Sacred Heart/St. Ann and St. Alphonsus) with a Pastor and Cluster 3 (Our Lady of the Snow and Ss. Mary and Martha) with a Pastor

Advantages
- Our Lady of the Snow and Ss. Mary and Martha has a decent geographic arrangement

Disadvantages
- Dividing St. Mary's and Ss. Mary and Martha—can't put them through such change again
- The Parochial Vicar is assigned to the cluster that needs him the least based on number of churches and geographical distance
- Our Lady of the Snow and Ss. Mary & Martha are still healing from changes that have been made in the last few years. May be difficult to cluster together when are still in need of support.
- Pastor of cluster 3 would have each Mass in a different location

Observations
- Cluster 1: 2 churches, Cluster 2: 3 churches, Cluster 3: 5 churches

Scenario F: Cluster 1 (Sacred Heart/St. Ann and St. Mary's) with a Pastor, Cluster 2 (Our Lady of the Snow and Ss. Mary and Martha) with a Pastor and Cluster 3 (Holy Family and St. Alphonsus) with a Pastor – there would also be a Parochial Vicar assigned to one Pastor who would be shared among the 3 clusters and provide ministry at the prison)

Advantages

Disadvantages
- Dividing St. Mary's and Ss. Mary and Martha
- Pastor of cluster 2 would have each Mass in a different location

Observations
- Cluster 1: 3 churches, Cluster 2: 5 churches, Cluster 3: 2 churches
- Not a natural inclination for members of Holy Family to go to St. Alphonsus and vice versa
- Seems random. Does not have anything to recommend it.

Scenario G: Cluster 1 (Holy Family and Our Lady of the Snow) with a Pastor, Cluster 2 (St. Mary's and Ss. Mary and Martha) with a Pastor, Cluster 3 (Sacred Heart/St. Ann) with a Pastor, St. Alphonsus as a stand-alone parish with a Pastor

Advantages
- Smallest amount of change
- Maintains current affiliations.

Disadvantages
- Very inflexible without a Parochial Vicar
- Not enough change. Within a few years we would have to go through the same process.

Observations
- Cluster 1: 4 churches, Cluster 2: 3 churches, Cluster 3: 2 parishes; 1 stand-alone parish with one church
- OLOS did not like any of the choices but felt if any had to be picked Scenario G seemed ok.
- St. Alphonsus does not change, St. Mary's and Ss. Mary & Martha losing a Parochial Vicar, Holy Family is picking up churches and Sacred Heart/St. Ann's does not change

Scenario H: one Cluster (Holy Family, Our Lady of the Snow, Sacred Heart/St. Ann, St. Alphonsus, St. Mary's and Ss. Mary and Martha) with a Pastor and 3 Parochial Vicars

Advantages
- One Pastor making all decisions
- The Pastor and Parochial Vicars could live in one rectory
- Great administrative efficiency
- Opportunity for parishioners to explore other churches
- Smaller parishes could benefit from all of the resources
- Parochial Vicars could focus on ministry
- Stronger ministries could result from the collaborative effort
- Greatest degree of flexibility into the future

Disadvantages
- Most difficult for the Pastor—he would need lots of prayer!
- Great perception risk, dramatic change for the communities
- Fundraisers could be difficult to coordinate
- There would be only one Pastor in our area leaving little choice to parishioners
- A lot of responsibility for one Pastor—his time would be competed for
- It's a lot easier to take away a Parochial Vicar than it is to take away a Pastor
- Smaller clusters foster a more intimate relationship between the Pastor and the parishioners
- Pastor would spend most of his time in meetings
- Trying to make all parishes one with all their different traditions may be difficult

- No administrative efficiency at all. Way too much.

Observations
- There are systems where one Pastor could fairly divide his time

<p style="background-color: yellow">Scenario I: Cluster 1 (Sacred Heart/St. Ann) with a Pastor, Cluster 2 (Holy Family, Our Lady of the Snow and Ss. Mary and Martha) with a Pastor, St. Mary's as a stand-alone parish with a Pastor and St. Alphonsus as a stand-alone parish with a Pastor</p>

Advantages

Disadvantages
- Cluster 2 has a very large amount of churches, making it too uneven
- Dividing St. Mary's and Ss. Mary and Martha
- 4 Pastors will probably not be available
- A large cluster (cluster 2) would be a lot of work for one priest or person
- The idea of 2 stand alone parishes did not seem fair

Observations
- Cluster 1: 2 churches, Cluster 2: 6 churches, 2 stand-alone parishes with one church each