

PASTORAL PLAN FOR ST. ANDRÉ BESSETTE PARISH, MALONE, NY

1. The following churches are within the area served by this pastoral plan:

Please indicate the requested status of each church in the plan, i.e. worship site, oratory, parish church. Include proposed use of churches not being used as worship sites.

(1) Notre Dame Church, Malone—principal worship site; in time, it is desired to build a parish center close by (containing parish offices, along with fellowship and catechetical spaces)

(2) St. Helen’s Church, Chasm Falls—worship site (to become an oratory if priest staffing is reduced); rectory to be used as a small meeting space/retreat house

(3) St. John Bosco Church, Malone—repurpose as a community center, including food pantry, thrift store, and a small chapel

(4) St. Joseph’s Church, Malone—relegate to profane use, and then sell the property

(The former oratories in Owls Head and Lake Titus have been relegated to profane use and are currently up for sale.)

2. Proposed Mass Schedule

Indicate time and church where Mass will be celebrated.

Daily	6:45am Tuesday-Friday, Notre Dame
	12:05pm Monday, Wednesday, and Friday, Notre Dame
	10:15am alternate Tuesdays, at nursing home
Saturday (Anticipated)	4:00pm, Notre Dame
Sunday	8:00am, Notre Dame
	9:30am, St. Helen’s
	11:00am, Notre Dame
Holy Day and other Masses	6:45am, 10:00am (when Holy Family School is in session),
	12:05pm, 5:15pm, Notre Dame

Confession schedule Thursday, 7:00-8:00pm (with Adoration), Notre Dame

Saturday, 12:00-12:45pm and 3:00-3:45pm, Notre Dame

3. Staff/Personnel of the Parish (indicate whether volunteer or employee)

Pastor: one, resident, employee

Parochial Vicar: one, resident, employee

Other Priests in residence: none at this time

Deacon(s): one, volunteer (employed as fulltime prison chaplain);
two new deacons anticipated, October 2017, volunteers

PLC or Pastoral Associate(s): none at this time

Bookkeeper: one, employee, part-time/hourly

Business Manager: one, employee, fulltime

Secretary(ies): one, employee, fulltime

Maintenance: three, employees, fulltime

Other: none

Faith Formation

DRE: none at this time

Family Faith Formation Committee in formation to oversee new family catechesis program; chairperson(s) will serve as catechetical leader(s)

Secretary(ies): none (shared parish secretary)

Adult Formation: currently led by parish clergy, with lay volunteers in formation

Sacramental Preparation: volunteers, with Family Faith Formation committee

Youth Minister: none at this time

Director of Vocation Promotion: none at this time

Music Minister: one coordinator, employee, fulltime;
several regular and occasional cantors and musicians,
mix of employees and volunteers

Check here to indicate that all of the positions have written job descriptions.

Additional personnel:

1. Ministries/Services

	Have sufficient number	Need more	Training has been provided	Training will be provided
Greeters	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Ushers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
EMHC	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Lectors	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Altar Servers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Music Ministry	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Money Counters	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Have sufficient number	Need more	Training has been provided	Training will be provided
Sacristans	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Catechists	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Youth Ministry	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Church Cleaners	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hospital Ministry	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Home Visitation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Food Pantry	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Prison Ministry	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Vocation Team	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Buildings/Grounds	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Other ministries and services

Funeral preparation and adult servers

Baptismal preparation

Thrift store volunteers

Volunteer genealogists

2. Lay Groups and Societies (check all that apply)

Women of Grace

Knights of Columbus

Altar Rosary Society

Men's Group

Catholic Daughters

Vocations Committee

Other: please list all groups and societies

Rosary Society (formed from previous separate Altar Rosary Societies)

Women's Group (like the Men's Group, is quite new and still developing)

Holy Name Societies (mostly inactive)

Ursuline Associates (includes many parishioners, but not directly affiliated with parish)

3. Attach proposed budget(s) of revenues and expenses for the next fiscal year. Please follow the format and chart of accounts used in the Annual Financial Report submitted to the Diocese.

Check when completed

4. Finance Council

Please list Parish Trustees

Pamela Leduc and Gregory Paye

Please list all members of the Finance Council

Pastor

Business Administrator

Parish Trustees

(There are plans to expand this body in the near future.)

Finance Council meets:

Monthly Quarterly Semi-annually Other, explain

The Finance Council meets to review the annual financial report (August), to approve the annual budget (May), and for particular needs/concerns throughout year; because all members at this time are also members of the Pastoral Council, financial concerns are frequently discussed with that larger group—when appropriate—at its meetings

5. Parish Council

Please list all members of the Parish Council

Fr. Scott Belina, Deacon Bryan Bashaw, Jennifer Champagne*, Madonna Champagne (youth representative)*, Andrew Duso, Mary Haas*, Cathy Lane-Johnson*, Pam Leduc, Aimee Leroy*, Malcolm Miner*, Greg Paye, Judy Pelkey*, Jeff Scharf*, Linda Sprague*

[* indicates elected members]

Parish Council meets:

- Monthly Quarterly Semi-annually Other, explain

Regular meetings are held in September, November, January, March, May; special meetings are held as needed

6. Pastoral Plan

Please briefly summarize how the following needs will be met in your parish(es).

a. Ministry to the homebound

A volunteer coordinator oversees regular Communion calls (some weekly, some monthly) to homebound parishioners, and together with parish priests provides training. More visitors are always needed with our aging population, and recruitment is ongoing. Priests visit to confer the other sacraments as requested. Bulletins are mailed weekly to many homebound parishioners, along with another publication geared to their circumstances.

b. Ministry to those in nursing homes

A group of volunteers from area parishes coordinate weekly gatherings of the Catholic residents on Tuesdays. Each week begins with recitation of the Rosary, followed by Mass or a Communion service on alternating weeks. Residents who cannot come to Mass are brought Holy Communion in their rooms. Other area residences for the elderly and/or those with special needs are cared for with the homebound.

c. Hospital ministry

Volunteers from St. André's Parish bring Holy Communion to Catholic patients on Sundays; volunteers from other area parishes do so during the week. Priests from the deanery cover an emergency pager for the hospital/nursing home/Hospice; the priests from St. André's are on from 8:00am Friday until 8:00am Monday.

d. Religious education program (please indicate release time or Sunday program, elementary program, high school program, whether catechists are certified)

Malone has a longstanding commitment to Catholic education, currently in the form of Holy Family School (pre-K-8). For students not enrolled at Holy Family, the parish has been engaged in a Sunday program (K-7), directed by a paid DRE and staffed by volunteer catechists, only a few of whom are certified. We are currently transitioning

into a family catechesis model (“A Family of Faith,” Sophia Institute Press, K-8), to be directed by a volunteer committee, which will meet twice a month (once for parent formation, once for a “community gathering”), with parents giving two lessons each month to their own children, with a strong curriculum that spans a four year cycle. “Foster grandparents” will be recruited to assist families who need some additional help and encouragement. (We have considered the benefits of the Catechesis of the Good Shepherd model, but believe it would be very difficult to implement at this time; it may be reconsidered after working with the family catechesis model for a while.) We have begun the conversation with the local school district to begin a weekly release-time program for our high school students.

e. Sacramental preparation (indicate personnel responsible for the preparation, number of meetings, description of the preparation program and follow-up)

a. Baptismal preparation

Initial intake is handled by the parish secretary. Volunteer individuals and couples meet with the family for a catechetical session (about 90 minutes). One of these volunteer couples coordinates the process, gathers the necessary paperwork, and works with the parish clergy to schedule the baptisms.

b. First Reconciliation / First Eucharist

Preparation for these sacraments has been part of the Sunday morning program (grade 2), and will be an “add on” to the family catechesis program that is just beginning.

c. Marriage preparation (indicate in parish or remote, grade levels, program used, person responsible)

This is handled directly by the priest who will be officiating at the wedding, along with the diocesan Pre-Cana program. “Remote preparation” is part of the family catechesis curriculum (Year 2 focuses on the sacraments). Very preliminary consideration (at the suggestion of some members of the area Pre-Cana team) has been given to using the Beloved program for more extensive “proximate preparation” with engaged couples.

d. Confirmation program

Confirmation preparation (2 years) made the transition from grades 9-10 to grades 6-7 in 2014-2015 and 2015-2016. It has been part of the of the Sunday

morning program, and will be an “add on” to the family catechesis program that is just beginning.

f. Adult formation

Because it will catechize parents and “foster grandparents” (in order that they might then catechize their children), the family catechesis program will provide a significant amount of adult faith formation. A series of faith studies from Catholic Christian Outreach have been piloted with the parish men’s groups and one of the parish’s women’s groups, and these will be expanded as volunteer leaders are formed (they are currently being led by the parish priests). Occasional programs (especially during Lent), parish missions, and visiting speakers are provided.

g. Pre-Cana preparation

The diocesan Pre-Cana program is provided locally (twice each year), with leaders and a team drawn mostly from St. André’s Parish.

h. Bereavement ministry

Parish staff and volunteers meet with families to prepare the funeral liturgies. A corps of adult altar servers assists at the Masses. Several parishioners have gone for training to form a bereavement committee (to assist families who continue to grieve after the funeral rites), but the committee has not yet been organized. If/when an appropriate facility is available, being able to assist families with a funeral reception is highly desired.

i. Vocations (What do(es) your parish(es) do to build a culture of vocations? How will this be maintained under this plan? List members of the vocations committee.)

Several parishioners attended the diocesan Hundredfold vocations workshop. A committee has not yet been formed, but the process has begun. Prayers for vocations are said before each Sunday Mass. Consideration is being given to entrusting the parish’s relic of St. André to different families that our patron saint might “visit” different homes each week; the relic would be accompanied with prayer and other support materials about vocations.

j. Family life (What do(es) your parish(es) do to strengthen the family? How will this be maintained under this plan?)

The new family catechesis program—by its very nature—is intended to strengthen bonds within the family, and between the family and the Church. A number of parishioners took part in the recent diocesan Entertaining Angels hospitality workshop,

and some of them will hopefully form the nucleus of a hospitality committee, which will aim to strengthen the bonds of the wider parish family by fostering a spirit of welcome and a united parish identity.

- k. Outreach to the poor (What do(es) your parish(es) do to reach out to the poor? How will this be maintained under this plan?)

St. André's already sponsors a thrift store (the proceeds of which are used for charitable works) and a food pantry (administered by the local Catholic Charities office). It is hoped to bring these together under one roof (in what is currently St. John Bosco Church) in order to (1) expand what we can offer; (2) better serve the poor; (3) engage more parishioners in works of service; (4) meet the spiritual needs of the poor along with their material ones. The social hall beneath St. John Bosco Church would continue to be available for parish fundraisers and community use. Consideration is also being given to adding a parish-run soup kitchen, parish nursing (qualified nurses providing health counseling and care), and the Gabriel Project (a pro-life program offering hope and assistance to women in crisis pregnancies).

- l. Prison ministry (What do(es) your parish(es) do to serve the needs of inmates in local jails? How will this be maintained under this plan?)

Despite the large number of correctional facilities within the parish, there is little prison ministry. Priests visit inmates at the Franklin County Jail whenever requested. A small group of parish volunteers provide some faith formation at one local NYS prison; the parish has purchased materials for their use when requested. Due to the restrictions necessarily imposed by the system, and people's fears concerning inmates, recruiting other volunteers has proven very difficult.

- m. What do(es) your parish(es) do to reach out to the unchurched?

The end goal of the Catholic Christian Outreach faith studies being used in adult faith formation is to make every Catholic a missionary. One cannot evangelize others before he/she is evangelized. Key to this program is that those who have taken part will invite friends, neighbors, and coworkers to come and see what the Catholic Church is all about. As the family catechesis program gets established, we also anticipate that word will spread about this engaging approach and entice others to check it out.

7. Consultations

Summarize the consultations made in order to form this plan.

a. Trustees

Together with Pastoral Council (see below)

b. Pastoral Council

Since we are already a single parish unit, and the diocesan Living Stones Plan does not foresee any changes in St. André's relationship to neighboring parishes nor in the number of priests assigned to serve here over the next few years, the Pastoral Council—as a widely representative and largely elected group—was the logical body to be engaged in this planning process.

The Pastoral Council began a process of strategic planning in January 2016—months before the Living Stones Plan was released. Through June 2016, large portions of regular meetings (January, March, and May), as well as several special meetings in their entirety (February, April, and June), were dedicated to this project. The purpose was to revitalize the parish by going from being maintenance driven (where our properties and their needs have largely dictated what kind of programs we can offer) to being mission driven (where who we are called by God to be as a parish decides what sort of programs we offer, which then decide where and how we invest our resources). In broad outline, the process used was to identify in sequence: (1) What are the needs of our parish and the wider community? (2) What programs and projects could help us to meet these needs? (3) What resources do we have at hand (people, finances, buildings), and how might we best utilize these to reach our goals? A draft plan was approved on June 20, 2016.

Taking into account the Living Stones Plan when released in August 2016, the Pastoral Council reviewed its work up to that point and then presented its draft proposal to parishioners for their consideration and input (see below). The questions, concerns, and insights of parishioners were then carefully considered throughout early 2017, along with thoughts contributed by diocesan staff. A member of the Living Stones Planning Committee (Dr. Bill Amoriell) was invited to speak with Council members in May 2017, reviewing the parish process and offering suggestions. The Council met for a special meeting on June 26, 2017, during which it unanimously voted to give final approval to this plan.

c. Finance Council

Together with Pastoral Council (see above)

d. Parishioners

Since beginning in January 2016, our “strategic planning” process has been an open one. Information and updates have been provided to parishioners in the Sunday bulletin and homilies, and the minutes from the Pastoral Council meetings have been published on the parish website and in printed copies available in the churches. All meetings of the Council are open and the dates are advertised. Comments by guests have been welcomed when offered.

Insights gathered from parishioners during the Find Your Home in Christ parish census (spring and summer 2015), along with ideas and concerns shared during earlier phases of the pastoral planning process in Malone, were included in the deliberations of the Pastoral Council while preparing a draft Pastoral Plan.

In early November 2016, announcements were made at all Sunday Masses by Pastoral Council members and a mailing was sent out to all registered parishioners, presenting a proposed pastoral plan and inviting parishioners to a listening session during which their input would be sought and questions answered. (This information was also available online and in print in the churches.) A listening session was held on November 14, attended by 125-150 parishioners, about 40 of whom spoke. In early December, a follow-up letter addressed some of the most common questions and concerns about the proposed plan. Written comments from parishioners (who could not attend the listening session or were uncomfortable speaking then) were encouraged and gathered during an open comment period beginning in December 2016; along with one published letter to the editor, about 20 pieces of correspondence were received. Together with thoughts shared verbally with Council members and the parish staff, all of this parishioner input was carefully considered and discussed. Updates continued to be included in the bulletin, and mention of the process was made in preaching. Every reasonable attempt was made to be transparent throughout the planning process.

Please attach any minutes for meetings in which the pastoral plan was discussed, including any consensus or decisions reached.

Check when completed

Do you believe that the possibility of a civil and canonical merger of these entities should be considered at this time? If yes, please indicate your reasoning below.

Yes No

This already took place with the extinctive union of the four Malone Catholic Parishes that formed St. André Bessette Parish on July 1, 2014.

The required process for the Closure of Churches and Relegation to Profane Use would begin if/when this plan is approved by Bishop LaValley.

How will honorable closure of any church building be commemorated, or how will the formation of a new parish family be celebrated liturgically?

It would be our desire that Bishop LaValley would come to celebrate the final Sunday Masses in St. John Bosco and St. Joseph's Churches—which, given the current parish Mass schedule, could take place during a single weekend. While the date is coming quickly, for reasons liturgical (at the end of the liturgical year, on a feast with a note of hope), pastoral (so that this process, which is not without emotional hardship, does not continue into a third year), and practical (before we get into the depths of another costly heating season), we hope this could take place on the Solemnity of Our Lord Jesus Christ, King of the Universe, November 26, 2017.

Celebrations marking the formation of a new parish family took place July 1, 2014.

8. Additional comments

As we understand it, the pastoral planning process envisioned by the Living Stones Plan actually began in Malone long before the Living Stones Planning Committee was conceived. In October 2001, the pastors of the four Catholic parishes of Malone met to discuss cooperation among those parishes in light of the reduced number of priests, and a joint committee was formed—the Malone Catholic Coordinating Council. This led to the “clustering” of the Malone Catholic Parishes, which began sharing a pastor and staff, along with a coordinated schedule and services, in June 2003. In May 2011, due to the complexities that necessarily develop when four parishes remain distinct and yet must increasingly function as one over an extended period of time, preliminary conversations began within the Pastoral Council to canonically and civilly consolidate the parishes. Such a merger was announced in August 2013, and St. André Bessette Parish was formed by an extinctive union on July 1, 2014.

This history puts St. André's Parish a good bit ahead of the curve in relation to where many other parishes currently find themselves in the planning process. Because we are not beginning a new pastoral relationship with a neighboring parish at this time, nor are we predicted to see a reduction in priest staffing in the immediate future, the sort of

planning needed in Malone takes a different shape—and thus required a somewhat modified process. We hope that this plan we are presenting can also be evaluated on its own unique terms.

Some of the proposals contained in this pastoral plan are admittedly a bit radical—and the decision to put them forward was not made lightly. But they are a prayerfully and thoughtfully made response to the real situation in which St. André's Parish finds itself today. When the Malone Catholic Parishes began sharing a pastor, the combined average Sunday Mass attendance was over 1500; this past winter, it was under 600. Celebration of the Church's other sacraments and rites has likewise dramatically declined, as had enrollment in Christian Formation. (We do, however, consistently celebrate more than 100 funerals each year.) It is no surprise, then, that our financial status has grown increasingly unsteady. Despite reductions in staff and much deferred maintenance (some of which cannot be put off any longer), we have been in deficit spending for many years—rapidly depleting our savings—and are projecting a budget deficit of about \$160,000 in 2017-2018.

These circumstances make it rather clear: we are supporting the large infrastructure of a parish that no longer exists in reality, and continuing to do so severely limits our pastoral effectiveness. Strong sentiment alone will not make our current arrangement sustainable.

We therefore believe that the plan presented here is an urgent one. Some of the pastoral proposals can be and already are being put into effect. But those which are of a more structural nature—in particular, the use and/or disposition of church buildings—require approval before any action be taken. We hope that all of this can be taken into consideration, and that this plan will be reviewed and—if found acceptable—be approved in the near future.

9. Name of person(s) preparing this Pastoral Plan

Fr. Joseph Giroux, Pastor, and members of St. André's Pastoral Council (listed above)

Date submitted: June 26, 2017