

# FUTURE *Parish* Models

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*Formulated by the Priests and  
Parish Directors of the Archdiocese*



ARCHDIOCESE  
of MILWAUKEE

2017

## I. FUTURE PARISH MODELS

- A. Future Parish Models
- B. Shared Parishes
- C. Parish and Multi-Parish Models

### **LONG-TERM MODELS:**

- 1. One parish, one pastor/administrator/parish director
- 2. Multi-parish collaboration: One pastor/administrator/parish director /one staff/  
one pastoral council

### **TRANSITIONAL MODELS:**

- 3. Multi-parish collaboration: One pastor/administrator/parish director /separate staffs/  
separate councils
- 4. Multi-parish collaboration with one or more satellite sites: One pastor/administrator  
with associate or pastoral coordinator at each site/separate staffs/separate councils

## FUTURE PARISH MODELS

In order to frame the discussion on the direction and future needs for parishes, organizational models were formulated and critiqued by the priests and parish directors of the Archdiocese of Milwaukee. Four models for the organization of parishes were identified. The first two are viewed as the “long-term” models. The third and fourth models are seen as “transitional,” which may be needed as some parishes eventually arrive at one of the long-term models.

### FUTURE PARISH MODELS:

All parish models will follow the traditional, canonical practice of **one parish, one pastor**. This option also allows for the bishop to appoint a **parish director with assisting priests**.

Parishes in the future will fall into two categories according to the 2020 Plan:

- There will be about **25 free-standing** parishes. This means that the parish will not be in a configuration with other parishes and that the pastor will not be shared. All of these parishes will function under the traditional model of “one parish, one pastor.” Free-standing parishes can have multiple worship sites. Currently, 4 of the 25 free-standing parishes are the results of parish mergers.
- There will be about **63 multi-parish communities comprised of the other 170 parishes**. These multi-parish communities will be served by one pastor or parish director. These parishes can choose from three different models which have a range of variation for each model. Model 2 is envisioned as the eventual model for parishes functioning as multi-parish communities. Models 3 and 4 are transitional. These will allow parish leadership and parishioners to eventually transition into one of the long-term models. There are 24 previously merged parishes clustering with other parishes.

### SHARED PARISHES:

The term “shared parishes” describes the USCCB understanding of parish communities in which two or more languages/cultural contexts are present in the ministerial life of a parish. Shared parishes are viewed by the bishops as a preferred alternative to designating parishes, as they were formerly termed, “national” or “ethnic” parishes. These are now termed “personal” parishes and are designated by the bishop. Shared parishes allow for a greater number of parishes to serve cultural groups of varying sizes at more locations. Immigrant groups often become competent or fluent in English by the second generation. A shared parish is more likely to retain a cultural diversity and remain stable over time.

### THE FOUR MODELS:

**Model 1:** One parish, one pastor/administrator/parish director

**Model 2:** Multi-parish collaboration: one pastor/administrator/parish director /one staff/one pastoral council

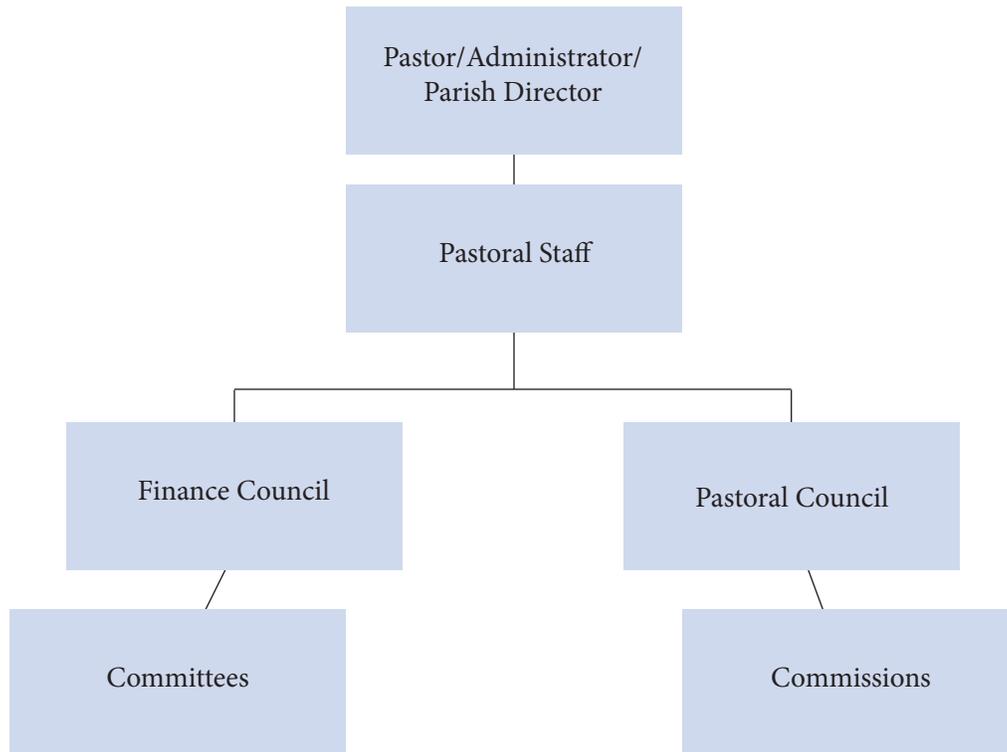
**Model 3:** Multi-parish collaboration: one pastor/administrator/parish director /separate staffs/separate councils

**Model 4:** Multi-parish collaboration: one pastor/administrator with associate or pastoral coordinator at each site/ separate staffs/separate councils

On the following pages, each model is illustrated and described in fuller detail.

## PARISH MODEL 1

### ONE PARISH/ONE PASTOR/ADMINISTRATOR/PARISH DIRECTOR



*Please Note: Any model with a Parish Director would need to be accompanied by a Supervising Priest and Assisting Priest.*

#### **ABOUT THIS MODEL:**

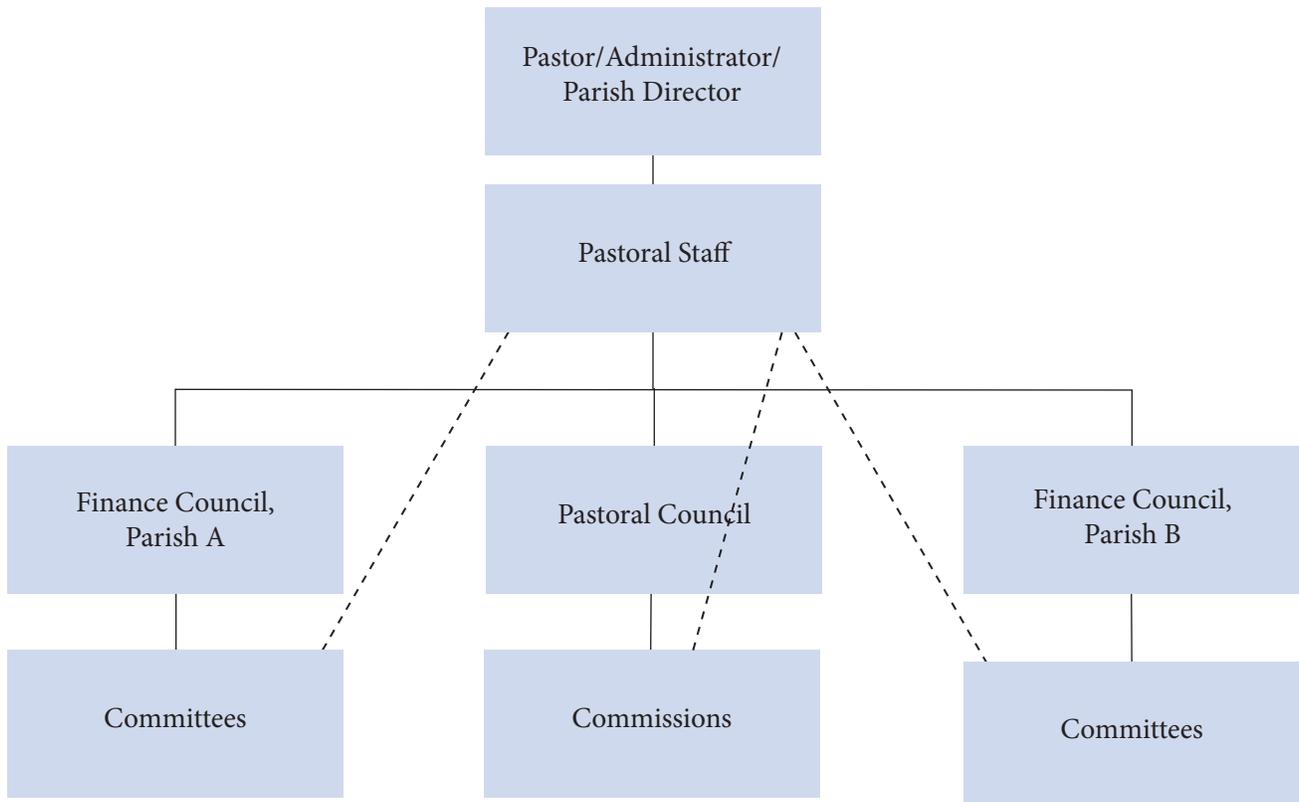
This organizational model captures the traditional understanding of “one parish, one pastor/administrator/ parish director.” The complexity of being a pastor/administrator/parish director in the model is dependent upon the size of the parish membership and the number of pastoral staff which are needed to serve the parish. In the 2020 Plan, these parishes are referred to as “free standing” parishes. Parishes designated as free standing and using this model may also have one or more of these characteristics:

- has one parish corporation
- may have an associate pastor
- may be owned by a religious order
- may be too distant to collaborate with other parishes
- may be a merged parish
- may have more than one worship site

## PARISH MODEL 2

### MULTI-PARISH COLLABORATION:

#### ONE PASTOR/ADMINISTRATOR/PARISH DIRECTOR/ONE STAFF/ONE PASTORAL COUNCIL



#### ABOUT THIS MODEL:

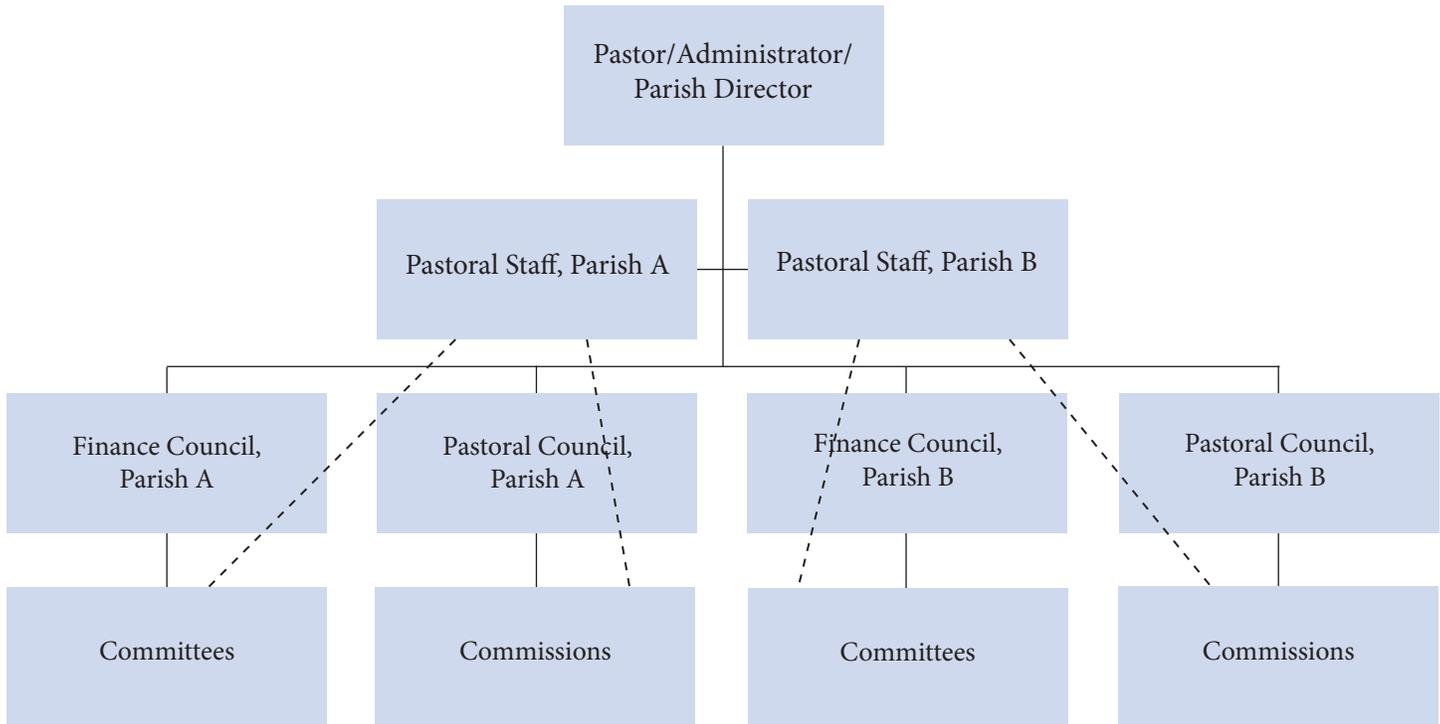
In multi-parish ministry, this organizational model is the closest to “one parish, one pastor/administrator/ parish director.” The group of parishes (the chart illustrates two parishes working together) not only shares a pastor/administrator/parish director but also one pastoral staff, one pastoral council, and one set of pastoral council commissions. The finance councils must remain separate but can meet on the same evening at the same place. The parishes have an established formula to assess each other for shared ministers and ministries. This model may also have these characteristics:

- may have an associate pastor(s)
- may lead to the eventual merger of the parishes but is not required

## PARISH MODEL 3

### MULTI-PARISH COLLABORATION:

### ONE PASTOR/ADMINISTRATOR/PARISH DIRECTOR/SEPARATE STAFFS/SEPARATE COUNCILS



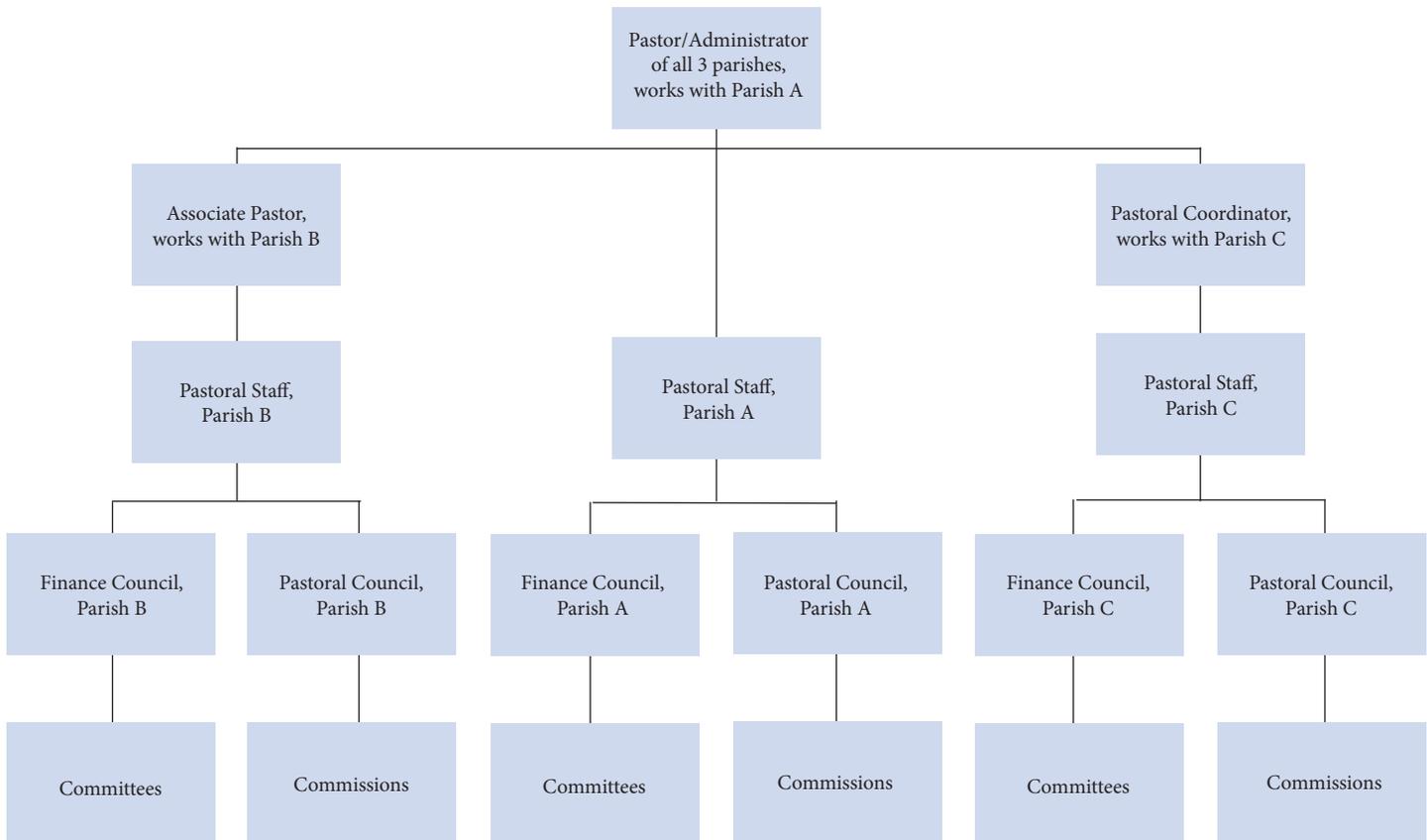
#### ABOUT THIS MODEL:

This model is the basic model for a group of parishes who, for various reasons, want to keep their identities separate and/or offer a full-range of ministries at all sites. There are a wide range of variations on this model which can be created by shared activity between the parishes. For example, if parishes have some shared staff or some shared commissions, they are creating a variation of the basic model. Most parishes will function somewhere between models 2 and 3. The level of collaboration is the driving force. This model may also have these characteristics:

- May have an associate pastor
- May lead to greater levels of collaboration between the parishes but not necessarily

## PARISH MODEL 4

**MULTI-PARISH COLLABORATION WITH ONE OR MORE “SATELLITE” SITES:  
ONE PASTOR/ADMINISTRATOR WITH ASSOCIATE OR PASTORAL COORDINATOR AT EACH SITE/  
SEPARATE STAFFS/SEPARATE COUNCILS**



### ABOUT THIS MODEL:

This model is most likely to be used in situations of distance between sites or as a transitional model. It allows for one pastor/administrator to share the administration of a group of parishes with associate pastors or pastoral coordinators serving as on-site administrators in those parishes. The model may also have these characteristics:

- Day-to-day pastoral and administrative functions can be handled at each site
- Administrative workload is shared
- Parishes seek greater levels of collaboration over time

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Archdiocese of Milwaukee

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