

Beacons of Light what it is

- Beacons of Light, a comprehensive process of pastoral planning, to study every aspect of the archdiocese and parishes to determine how to best array our resources – human, physical and financial – to spread the Gospel far and wide.
- Beacons of Light is a multi-year process of pastoral planning for the Archdiocese of Cincinnati. Groupings of parishes will come together as one faith community. These new “Families of Parishes” will be stronger, with the resources to focus more on the mission than on maintenance. Pastors and parish leaders will then plan for the future of their Family of Parishes.

Timeline 2020-2022

- **Fall 2020:** *Beacons of Light* project launch announced. Data gathering from parishes and schools begins.
- **Winter 2020/21:** Six principles of *Beacons of Light* are established. The design of the parish planning process (including vision points and parameters) begins.
- **Spring 2021:** Parish and school data is analyzed. The current reality is assessed.
- **Summer 2021:** Families of Parishes modeling begins. The draft of the parish planning process is completed.
- **Fall 2021:** Draft models of Families of Parishes are published for comment. The parish planning process (including vision points and parameters) is finalized.
- **Winter 2021/22:** Families of Parishes are finalized and announced.
- **Spring 2022:** Pastors and parish leaders begin preparing for the parish planning process.
- **Summer 2022:** Families of Parishes implementation begins. Each Family starts its parish planning process.

Why?

- **To build vibrant Parish Communities. Everyone wants to belong to a vibrant parish.**
- Full, Joyful, and Centered on the Eucharist
- Nurturing an ever closer Relationship with Jesus
- Spreading the love of Jesus through Charitable Outreach
- 33% - Religious practice is declining nationwide.
- The average Sunday Mass in our archdiocese is only one-third full.
- **Fewer Catholics are involved in parish life. The number of registered Catholic households in the Archdiocese of Cincinnati has declined at a rate of 2.72 per day for the past decade.**
- Our priests are stretched to the limit.
- The number of available priests will decrease by approximately 20% by 2026.

Phase Zero

- Priest Formation & Training:
- Lay Parish Leaders Formation & Training:
- Journeying Together Study Guide and Videos: These resources will help parish teams understand and reflect on the theological foundations of Beacons of Light.

PHASE ONE MANDATE (JULY 2022 – JUNE 2027)

Family of parishes becoming one Canonical Parish

- **Adjust Mass Schedules**
- **Combine Councils**
- **Merge Staff**
- **Build Community**
- **Decern use of Buildings, resources**

Staff

- Staffing Arrangements are ongoing
- Need in immediate future
- Have no youth/young adult and evangelization coordinator
- Outreach and Social action coordinator
- Worship & Faith Formation Coordinator

Communications

- Bulletin 5 years SB/SA & OLOG/CC/QM till March 2023. Meanwhile, change the cover of our two bulletins to reflect the Family & exchange some vital contents.
- Web Page (as soon as we get a name)
- Phones to connect the offices – in progress
- OLG Newsletters be available for all families. will start negotiation soon

Clergy Functions

Deacon Skip Retired

- Will Continue his responsibility in helping his Region
Fr. Benoit Mukamba, C.S.Sp.
- Mission Evangelizations and Vocations Coordinator
Deacon Osagie Victor Obasuyi
- Outreach and Social Action Coordinator
Deacon Ken Stewart
- Worship & Faith Formation Coordinator
Fr. Francis Tandoh, C.S.Sp.
- Administration, Finance, Personnel & Oversight of all Pastoral Ministries

Mode of Selection of Family of Parishes Council Members

1. Selection will come from various current Parish Council Members.
2. Consultation will go on within the current membership for selections
3. Three members from each parish and one representative from the finance council members. (16 members)

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4. Ex-Officio Members are Prochiral Vicar, three deacons, and four representatives from staff; presumably one each from each Parish within the Family, Constituting a membership of 20 persons in number.
5. Appointment of the Council will be staggering terms of 2 and 3 years
6. Among the sixteen, one will be appointed chairperson and another to assist.
7. Hopefully, we will be able to draw membership from the current Parish Council members to serve on various Committees where needed.
8. Recognizing the number of parishioners in some areas, the committees will be made up of a minimum of three persons and not more than six.
9. Parishioners within the Family will be directed to pass their suggestions and concerns through these committees.

Mode of operation of the Family of parishes Council.

Each member of the Council will serve on one or two of the committees below.

- 1. BUILDING AND ENVIRONMENT REPRESENTATIVE**
- 2. MISSION, EVANGELIZATION & VOCATION REPRESENTATIVES**
- 3. SOCIAL ACTION, JPIC & OUTREACH MINISTRY REPRESENTATIVE**
- 4. FAITH FORMATION & WORSHIP**
- 5. COMMUNICATION & PARISH LIFE REPRESENTATIVES**
- 6. SPECIAL EVENTS, STEWARDSHIP & LOVE IN ACTION**

Each of these committees is assigned a role in the Principles of the Family of Parishes. (See the attached).

Council members will work closely with the Staff persons designated to these principles. The meeting agenda will generically be based on reports from these committees.

Guiding Rules are drawn from *Called to be Church: A Guide for Parish Pastoral Councils*, the 1998 Archdiocesan guide.

This guide will help us as the Family of Parishes Council to support the Parishes within the Family.

- Future Timeline
- **September 19, 2022**, Combined Family of Parishes meeting, Leadership Inventory discussions, at SA
- **September/October** – First Parish Communities Meetings for Update on Beacons of Light
- **September 25, 2022** – St Augustine Parish, Germantown, After 8:30 am Mass

Beacons of Light First update to Parishes' Council & Parish Communities

- **October 1, 2022** – St. Benedict the Moor Church, 10am
- **October 1, 2022** – Our Lady of Grace (Corpus & Mercy) After 4:30 pm mass at Mercy location
- **October 2, 2022** – Queen of Martyrs – After 11:00, Mass
- **October 5, 2022**, All Parishes Staff meeting
- **October 10, 2022**, Combined Worship Meeting (Thanksgiving, Advent, Christmas Celebrations) OLOG
- **October 18, 2022**, Combined Parish Councils' Meeting Inventory Continues (the process of appointing Members)
- There will be a Combined Family of Parishes Worship meets every Second Tuesday of Each Month.
- There will be a Combined Family of Parishes NE#8 Council meeting every third Tuesday.
- **November 2, 2022**, Combined Finance Council meeting/Socials 6 pm Venue, TBD
- **December 17, 2022**, Socials for Combined Worship Committee, Finance & Parish Councils, SB
- **January 21, 2022**, Day of Reflection and Formation, newly appointed FP#8 Council members
- **February 21, 2022**, First meeting, newly appointed Council FP#8.

QUESTIONS & ANSWERS

Beacons of Light Family of Parishes Northeast #8 Timeline for phase One

All Old Council members of Parishes within the Family of Parishes NE#8 Stays. All Parish Councils of Parishes will have one meeting every month in one location on parish-to-parish rotational bases.

July 5, 2022, All staff Socials, and informational Meeting, OLOG

July 15, 2022, 6pm First Combined Parish Councils Social and information Meeting, QM

- Finance Councils will be meeting on individual Parishes' bases

July 13, 2022, 11am Our Lady of Grace Finance

July 13, 2022, 5pm Queen of Martyrs

July 19, 2022, First Combined worship Committee Socials and Information meeting, SA

August 10, 2022, First meeting with Chairs of Finance and Parish Council, FP NE#8

August 16, 2022, Combined worship Committee Meeting Begin processing the inventory, SB

August 26, 2022, Combined Family of Parishes Council Meeting, reviewing the inventory, OLOG

September 13, 2022, Clergy Meeting, SB

September 15, 2022, Combined Worship Committee Meeting, Inventory Eucharist, Liturgy, QM

September 19, 2022, Combined Family of Parishes meeting, Leadership Inventory discussions, at SA

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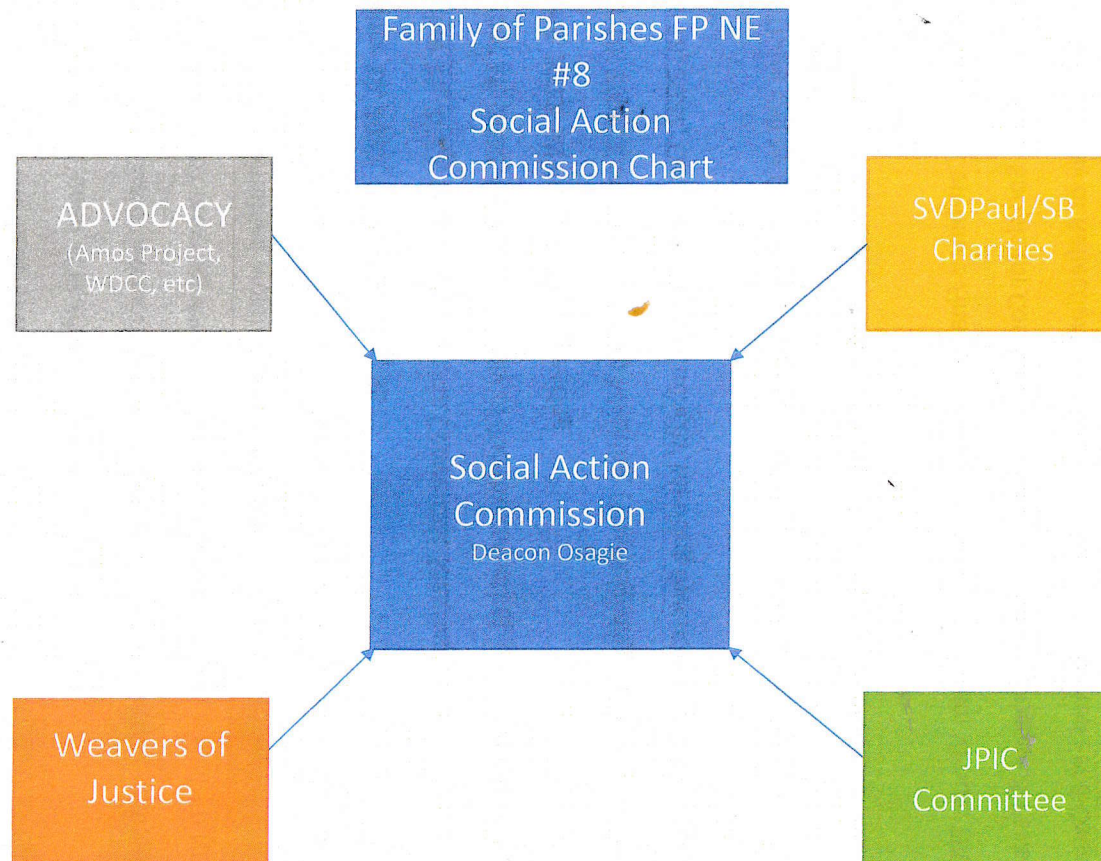
- There will be Combined Family of Parishes council meeting every Second Tuesday of Each Month.
- There will be Combined Family of Parishes NE#8 Worship meeting every third Tuesday of the month.

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- The Commission empowers Parishioners to celebrate and live out the Gospel's call to care for life, human dignity and God's creation through formation in the Catholic social teaching,
- Provide spiritual and moral formation on social justice concerns.
- Organize public internal advocacy and action in accordance with Catholic teaching on issues and systems that impoverish communities, such as racism, immigration, care for God's creation, poverty, beginning from our parish.
- Work with other groups within the community, ecumenical or interfaith to address issues of Justice.
- Collaborate networks of parishes and other Catholic organizations to address social justice concerns.

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4. Ex-Officio Members are Prochiral Vicar, three deacons, and four representatives from staff; presumably one each from each Parish within the Family, Constituting a membership of twenty-five persons in number.
5. Appointment of the Council will be staggering terms of 2 and 3 years
6. Among the sixteen, one will be appointed chairperson and another to assist.
7. Hopefully, we will be able to draw membership from the current Parish Council members to serve on various Committees where needed.
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- 2. MISSION & EVANGELIZATION REPRESENTATIVES**
- 3. SOCIAL ACTION, JPIC & OUTREACH MINISTRY REPRESENTATIVE**
- 4. FAITH FORMATION & WORSHIP**
- 5. COMMUNICATION & PARISH LIFE REPRESENTATIVES**
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FUNCTION AREAS OF PARISH COUNCIL MEMBERS
FAMILY OF PARISHES NORTH EAST #8

1. BUILDING AND ENVIRONMENT REPRESENTATIVES

- Shall Coordinate with the men's group on grounds improvement/ Facilities coordinator person
- Shall Coordinate with Facilities Manager to see to the proper functioning of all our units (the HVAC & AIR)
- Shall Coordinate with the Parish Office that Supplies be available.
- Shall, together with a Committee, see to the proper use and Maintenance of all our buildings.
- Shall oversee any present and future project regarding grounds and facilities

Please Consult with the/Facilities Persons

*Beacons' Principal Stewardship/Administration Deacon Osagie Victor Obasuyi,
Fran Delgado, Janice Kwofie*

2. MISSION, EVANGELIZATION & VOCATION REPRESENTATIVES

- Shall work together with ushers in welcoming new parishioners and visitors.
- Shall work to bring old members back into the church
- Shall, with the worship commission, coordinate programs that will uplift the spiritual growth of parishioners, Retreats etc.
- Shall, together with the Education Commission, promote Vocations and missions' spirit in the parish.
- Shall work with the following:

Beacons': Evangelization – Fr. Benoit Mukamba C.S.Sp.

CRE, RCIA, Divine Worship Commission)

First Communion, Sunday School, Confirmation

Bible Study, Adult Faith Formation, Youth Apostolate

3. SOCIAL ACTION, JPIC & OUTREACH MINISTRY REPRESENTATIVES

- Shall coordinate the ministries related to human needs for the wider community beyond our parish and sponsor activities services by members of the parish to that ministry.
- Shall communicate to foster active interaction with other parishes.
- Shall coordinate efforts directed towards social justice and awareness.
- Shall promote programs that emphasize respect for life.



West Dayton Caravan of Churches (WDCC) and similar advocacy groups.
St. Benedict Charities, Mercy Minor
Social Action Commission, Weavers of Justice
Beacons': Love in Action Deacon Osagie Victor Obasuyi

FAITH FORMATION/WORSHIP

- Shall, with the evangelization commission, coordinate programs that will uplift the spiritual growth of parishioners
- Shall work with Missions & worship in welcoming new members and recruiting.
- Shall work together with the commission in promoting our liturgy and making our liturgies more welcoming.
- Shall promote education, both secular and religious, in the parish and school
- Shall coordinate with the coordinators about all Religious Education and Evangelization programs.
- Shall correspond with parish Elementary School, Education Commission Chairperson Principal, ensuring Catholic presence in our school.
- Shall correspond and give feedback from and to all groups in charge of the formation of the faithful at all levels. Namely: First Communion, Confirmation class, Sunday School, Adult Faith Formation class, Bible Study Group, and RCIA classes.
- Shall organize mission awareness programs and, together with the evangelization representative, promote vocations in the parish.
- Bereavement-Planning funerals & memorials.

Beacons' Principal Roles: Liturgy & Eucharist - Staff Contact Deacon Ken Stewart

COMMUNICATION & PARISH LIFE REPRESENTATIVES

- Shall coordinate with Parish Office staff in updating our web page, making it current with the proper materials and information.
- Shall coordinate with the Parish life liaison and other societies in the Parish to enter events and information about them.
- Shall advise the office staff about the media in view of promoting the parish and the ministries, thereby attracting people to worship with us.
- Designing programs to bring people around to communicate authentic information about Beacons of Light within the Family NE#8 Parishes.
- Shall promote ongoing communication between organizations in the parish
- Shall promote the parish in and outside the parish.
- Shall deepen among the parishioners of all ages and interest in groups, the sense of Christian community.
- Shall familiarize themselves with the organizations in the parish and their activities.
- Shall work with the office personnel to update the calendar of events.
- Shall form and coordinate with the transportation commission for the efficient transport of parishioners who need transportation for mass/services.

Beacons' Communication/Church – Nantinka Siwecki, Wanda Hollinger Matty Philips

SPECIAL EVENTS, STEWARDSHIP & LOVE IN ACTION

- Shall Coordinate with the Planners of Fish Fry/Rummage sales
- Shall coordinate with the Women and Men's group and be more creative in initiating fundraising and social events which will bring people together.
- Shall work hand in hand with the Parish Life persons. *Beacons of Light Principle Role: Stewardship & Love in Action. Staff Contact Deacon Osagie Victor Obasuyi.*



BEACONS of LIGHT
PASTORAL PLANNING PATHWAY

pathway.catholicaoc.org

MILESTONES

PRINCIPLE

**PHASE 1
LEADERSHIP**

**PHASE 2
VISION**

**PHASE 3
CULTURE**

**PHASE 4
PLANNING**

**PHASE 5
MISSION**

 **EUCHARIST**

Hire or promote from within a Director of Worship who will be appointed to the Family Leadership Team.

Create a vision for a Eucharist-centered parish, form a Family Worship Commission and Family Worship Dept of staff.

Celebrate the liturgical culture of each parish and begin establishing a Family liturgical culture.

Plan resources needed to fulfill vision of a Eucharist-centered Family of Parishes.

Implement the plan to become a Eucharist-centered parish.

 **CHURCH**

Begin building a faith community through common prayer, social time among parishioners, and gatherings of leaders.

Increase Family prayer and discernment opportunities focused on a shared future.

Form Family culture by reverencing the history and heritage of each parish while establishing a renewed faith community.

Provide opportunities for parishioners to participate in the pastoral planning process.

Celebrate milestones and mark significant moments as the Family comes together as a faith community.

 **LEADERSHIP**

Form a unified Family Pastoral Council, Family Leadership Team, and staff, each rooted in prayer, and supported by healthy teamwork.

Leaders discern and create the vision for the Family.

Leaders evaluate and align ministries and practices with the Family vision.

Create a plan for becoming a canonical parish that is unified in vision and mission.

Implement the plan to foster parish vitality.

 **STEWARDSHIP**

The pastor and staff participate in stewardship formation. Identify a staff "point person" and form a parishioner-based Stewardship Core Team.

Offer opportunities for stewardship formation for parish leaders and create a Family vision statement for stewardship.

Focus on welcoming, hospitality, and parishioner engagement.

Create an annual stewardship renewal process; focus on showing gratitude for parishioner involvement; produce an annual stewardship report.

Assess progress toward stewardship as a way of life within the Family; evaluate, adjust, implement...repeat.

 **EVANGELIZATION**

Hire or promote from within a Director of Evangelization who will be appointed to the Family Leadership Team.

Form an Evangelization Team; establish personal and team prayer and formation commitments and practice healthy teamwork.

The Evangelization Team participates in missionary discipleship formation to assist in future planning.

The Evangelization Team will create an evangelization plan and will discern, form, and equip parish lay evangelists for every area of evangelization.

Implement the Evangelization plan, mentor leaders, evaluate and discern the fruits of evangelization efforts, and plan for continued growth.

 **LOVE IN ACTION**

Build a parishioner-based Love in Action Transitional Team; get to know each other; and understand what activities are already being done.

Solidify leadership for the Love in Action Parish Family Core Team and create a local vision.

Define campus locations for ministries — both individual ministries and combined ministries — and celebrate the diverse backgrounds of all parishioners.

Create a plan around the U.S. bishops' strategy for organizing respect life and social action ministries; and involve parishioners from diverse backgrounds in parish life.

Implement the Love in Action plan. Integrate Catholic Social Teaching into faith formation; and include people of all backgrounds in parish life.



BEACONS of LIGHT PASTORAL PLANNING PATHWAY

pathway.catholicaoc.org

PRINCIPLES & PARAMETERS

GENERAL

- 1 Families of Parishes must follow canon law, civil law, all universal and particular Church law, and archdiocesan policies.
- 2 Families of Parishes must develop a pastoral plan for parish vitality, submitted at least annually, reviewed by the dean, to be approved by the archbishop in conformity with the parameters of the Pastoral Planning Pathway according to the published timeline.
- 3 By September 1, 2022, every Family of Parishes must form a Planning Team, led by the pastor, to coordinate pastoral planning geared toward the unification of the Family by June 30, 2027.

EUCCHARIST

The Mass is the source and summit of the whole Christian life. Accordingly, the Eucharist is the essential moment for building up and strengthening the parish community, along with the sacraments and other celebrations of the paschal mystery — the passion, death, and resurrection of Jesus Christ.

- 4 The regular Mass schedule for a Family of Parishes may not assume more than two Masses per day per priest.
- 5 A regularly scheduled Mass for the Sunday precept must have annual average attendance of at least 50% of the church capacity.

- 6 The regular Mass schedule must provide the opportunity for priests to spiritually prepare for and be present to the community after Mass.
- 7 There must be a sufficient number of trained and formed liturgical ministers to serve as readers, servers, EMShC, music ministers, et al. for liturgical celebrations.
- 8 Sacramental formation must be provided.

CHURCH

Each of us is called to actively participate as a member of a parish, the Universal Church and our local Church, led by our archbishop. Parishes continually deepen the bonds of communion with other parishes.

- 9 In pastoral planning and parish life, every Family of Parishes will adhere to the spirit and norms of the Vatican Instruction: "The pastoral conversion of the parish community in the service of the evangelizing mission of the Church." (2020).
- 10 Families collaborate with other Families within the deanery to provide coordinated pastoral ministry (e.g. hospitals, care facilities, young adult evangelization, high schools, jails, etc.)

LEADERSHIP

Pastors, in collaboration with parochial vicars, deacons and lay ministers, according to their proper roles and charisms, share responsibility for pastoral leadership. The spiritual, physical and mental health and ongoing support of ordained and lay leaders is vital for Families of Parishes.

- 11 Every Family of Parishes will have a unified Pastoral Council, with other relevant and necessary consultative groups for specific areas of parish life.
- 12 The Finance Councils of each parish within the Family will work together to appropriately plan for and monitor the finances of the Family of Parishes.
- 13 Competent and qualified staff are necessary to serve the Family of Parishes, especially in the areas of worship, evangelization (including love in action), and administration. As is possible, staff will be unified to serve the entire Family.
- 14 Priests must have a regularly scheduled day off and must be able to take all annual vacation and retreats.
- 15 Priests, deacons, staff and other lay leaders will participate in ongoing spiritual formation and training for leadership.

STEWARDSHIP

Families of Parishes are communities of grateful disciples. Recognizing God's gifts, they use their talents, skills and resources to build up the Church and live as Christ's Body in the world.

- 16 Every Family of Parishes will form people to embrace stewardship as a way of life.
- 17 Every Family of Parishes will actively promote vocational discernment.

EVANGELIZATION

As centers of missionary outreach, Families of Parishes find new ways to foster discipleship among all the baptized. Schools, parishes, and indeed the domestic church itself are centers of this essential work.

- 18 Every Family of Parishes will create and implement a plan that ministers to all persons in every season of life and every stage in the process of evangelization.
- 19 Every Family of Parishes will have an Evangelization Team, overseen by the pastor and led by competent and qualified staff.

LOVE IN ACTION

Families of Parishes will be communities of charity and justice, serving those most in need and working to change systems that oppress and marginalize.

- 20 Every Family of Parishes must offer support to their communities through the spiritual and corporal works of mercy and promote a culture of life, charity, and justice.
- 21 Every Family of Parishes will incorporate principles of Catholic Social Teaching into faith formation efforts for youth and adults.
- 22 Every Family of Parishes will promote intercultural competence and facilitate the participation of all people in the life of the Church.

ADMINISTRATION

The six guiding principles address areas largely related to teaching and sanctifying. The parameters below are focused on the governance of Families of Parishes.

- 23 The parish/school financial ID # cannot be changed unless a new parish is formed or a parish formally changes its name.
- 24 Each parish must maintain their own financial and sacramental records until parish territories are merged.

- 25 Families of Parishes must be fiscally accountable.
- 26 Parishes within each Family must work together to have an agreed upon and signed shared expense agreement annually when planning the yearly fiscal budget.
- 27 Each parish/school must follow all policies within the Temporal Affairs Handbook.
- 28 Every Family of Parishes must follow relevant civil law and archdiocesan policies for information (record) retention and location.
- 29 Every Family of Parishes must work with the Pastoral Center Department of Human Resources to review staffing models.
- 30 Each school must follow the approved School Change Process when making structural changes or closure decisions.

COMMUNICATIONS

Effective communications is necessary to share the Good News within the Family of Parishes and throughout the Archdiocese of Cincinnati.

- 31 Every Family of Parishes will utilize the archdiocese-provided census database for managing parishioner contact information and sacramental records.