

St Mark and St Matthew Parish Family One Parish Planning (OPP)

Frequently Asked Questions

This document reflects questions anticipated and presented or asked during the first listening sessions held at St. Matthew on April 18 & 19 and at St. Mark on April 25 & 26.

Initial Questions Presented at the Events:

1. Will Ministries be combined? Are there opportunities for new ministries?

In support of our mission, we are already combining where we can and as we start the listening process, we will discern what, if anything, we let go of and what we add and how we go about combining ministries. Our Parish family has already combined OCIA and other Faith Formation ministries. The Parish Bulletin, Prayers of the Faithful and Announcements were combined beginning May 16, 2026.

Our parish family has already initiated a shared ministry in the form of our combined parish school – our largest ministry.

2. What is the status of the new combined parish family school?

Archbishop Etienne approved the combined parish school for the school year starting in September 2026. He approved the plan as submitted by Fr Ross with some stipulations that impact the planning work of the parish family:

- Location of the combined School will be at St Mark Campus with expectations that seismic upgrades must begin in summer of 2028 and be completed by summer 2029. The Parish Leadership in coordination with the PFAC are evaluating options for leasing the St. Matthew's school building. The archdiocese has indicated that net proceeds (after costs) from the use of the facility should be set aside to fund improvements at the new school location at St. Marks.
- Staffing: All school faculty were invited to express interest in working at the new combined school. All Faculty from both schools that expressed interest in working at the new school were interviewed, offered, and accepted jobs. Search for a new principal is underway
- All Students were asked to reapply to the new school

- Status of Endowments: Each school brought 2 endowments for a total of 4. Each of these endowments were assigned to the new combined school – a process that will be completed in July of 2026 when they legally combine.
- Capstone Campaign: This is a new annual fundraiser for the combined parish school. It was launched after receiving approval from the archbishop and will be year-round. We realize that this timing was different than the existing schools' historic fundraisers, and that communication was not as clear as it could have been.
- School Commission and School Finance Commission: these commissions will be formed from a pool of enrolled parents
- Name: The name of the new combined school is St Mark & St Matthew Catholic Classical School

3. Are we changing weekend mass times or eliminating any masses?

We will be evaluating weekend masses in the One Parish Planning process. There are certain "Utilization Targets" that the archdiocese uses that takes into account number of worship sites, number of priests, and number of masses. One of our jobs will be to determine what the needs of our parish community are in alignment with those targets. We have already had some changes in daily masses and will see changes in Friday daily mass offerings soon.

4. Are we closing either of the churches?

We don't know - the truth is that the answer will come further down the road. The One Parish Plan process will allow us to determine what God is calling our new Parish Family to be and what resources are needed to accomplish that mission. It will guide us through determining how many worship sites we need for that mission and what we can afford to maintain. In the meantime, we will continue to explore opportunities for leasing any of our physical assets consistent with our mission and plan to help offset costs.

5. What is the current Financial Status of the Parishes

While the Schools will be combined beginning July 1 into one entity, currently both parishes are still operating separately financially. This practice will continue until the One Parish Plan is approved by the archdiocese. As shared with St. Matthew Parish in March, St. Matthew revenues have been declining for the last 10 years, and we are running behind budget for 2025/2026. As a result, St. Matthew Cash position is very low. To address the shortfall of cash at St. Matthew Parish, the vacant lot across the street will be sold. The timing of the sale will be determined based on the market and timing for repayment of the line of credit*. Until the sale, a line of credit will be established and used only to supplement St. Matthews Operating and Maintenance needs while the One Parish Plan is being developed. The sale of the property will repay that line of credit. The use of any remaining

proceeds would be addressed in the One Parish Plan document. St. Marks stewardship is in line with budget and cash position is stable

*Note that when the question of timing for the sale of the property was raised at a listening session, we noted that the decision would be based on the Market. We are now tempering that statement to acknowledge that the Archdiocese has set a two-year repayment schedule on the line of credit that will also drive the timing of placing the property on the market.

6. The Timeline for the OPP shows completion in Summer of 2027. Does this mean that everything will be implemented by then?

No, the plan will be developed but will require Archdiocese approval. However, we will continue to implement certain aspects, like combining more ministries and staffing. Once completed, the plan will include a timeline to implement major aspects of the OPP. The timeline for that is not yet known.

The following questions were asked verbally or in writing at the listening sessions held at St. Matthew on April 18 & 19 and at St. Mark on April 25 & 26. The questions have been categorized and consolidated to eliminate redundancy where possible.

A. Governance, Process, Communication & Decision-Making

A1. What is the history and precedent of the Partners in the Gospel (PITG) process, and how has it worked in other parish families locally and Nationwide?

Response: In January 2023, the Archdiocese of Seattle launched Partners in the Gospel to address the current reality. The process started with prayer and listening sessions to identify Parish Families. On July 1, 2024, the 136 archdiocesan parishes became 60 parish families, with eight stand-alone parishes under the leadership of a pastor or pastoral coordinator. Each parish family is working together to articulate their gifts, their hopes for the future and to set a vision and plan for how they will re-invigorate parish life while forming one new canonical parish. For a more detailed summary you can find an overview on the Archdiocese Website at: <https://archseattle.org/wp-content/uploads/2023/01/Overview.pdf>

Almost all parishes in the Archdiocese is going through this process, and no-one has completed their One Parish Plan at this point. It is fair to say that some Parish Families are finding the process challenging, and others find it less so. Some Parish Families are further along than we are, and we have reached out to them to learn from their experience, just as others have reached out to learn from us regarding the school consolidation process. Regarding whether this process has worked at other parishes nation-wide, yes it has - in

Diocese such as Pittsburgh & Cincinnati. Our success ultimately depends on your prayers and involvement.

A2. What is the timeline for completing the One Parish Plan and implementing it once it is established?

Response: There are two timelines: The first is to develop a 5-year plan (called the One Parish Plan) and submit it to the Archdiocese & Rome for review. We intend to accomplish the first by Summer 2027; The second will be to implement the plan (once approved). The completion date for this is TBD.

A3. How will PFAC decisions be made and communicated to parishioners?

Response: The PFAC is an advisory council and in that capacity will be making recommendations on decisions to Father Ross related to the One Parish Plan. Input from Parishioners will be solicited through the listening sessions and through surveys. On significant questions where the PFAC is unable to reach consensus quickly, we will follow a process that identifies the interest to be served and decision-making criteria that will be used. First, it is important to understand that, for the PFAC, consensus will not necessarily mean agreement; it means that we have reached a solution that we can all live with after considering all of the options. Considering that, we will ensure that all perspectives are heard, evaluate potential options, compromises, and creative solutions.

Information will be communicated through regular channels (i.e. Bulletin, announcements at Mass, posted on Website.) We will maintain a PFAC website that will be accessible from both Parish Websites that will contain information related to the process.

A4. How will communication be handled during the transition?

Response: We are seeking to hire a Part-Time Communication staff member for the Parish Family to support Parish and PFAC communication. As noted above, input will be solicited through the listening sessions and through surveys. Communications will be done through announcements at church, in the bulletin, and through email blasts. We will maintain a PFAC website that will be accessible from both Parish Websites that will contain information related to the process. The Communications staff member will support these efforts. We will use the ECHO framework to guide our communications; Early, Clear, Honest and Often.

A5. How can parishioners access staff and leadership at both campuses? Can a new staff directory be created?

Response: The Parish websites include a current staff Directory and contact info and will be included in our combined bulletin each week. Parishioners can access staff and leadership at both campuses in several ways: attend listening sessions, schedule appointments with appropriate staff members, or simply stop by & chat after Mass. Parish

staff are currently working at multiple locations as we continue to evaluate opportunities to improve service, manage costs and provide efficiencies as we merge Parish Operations.

A6. Why can't the parishes be formally combined today, and what canonical or Vatican approvals are required to become one parish?

Response: The archdiocese created the Partners in the Gospel process based on Synodal Listening practice with the goal to ensure that all lay faithful have a voice in the process. It is a prayerful process that listens not only to the People, but to God, allowing us to discern His call to us! The process will take time and may require additional resources. And it will allow us to identify the Gifts that each current Parish will bring to the new Combined Parish, identify what God is calling us to be (our Mission) and allow us to plan how we use our combined resources to achieve that mission. Once we have developed a plan it is submitted to the Archdiocese and the Vatican for review and approval. That review will seek to ensure that we have taken steps to engage parishioners in the process.

A7. Why was the format of asking questions chosen for our first listening session?

Response: We chose a Q&A format for our first session because we had already received a high volume of questions. Many of these focused on the process itself, so we decided it would be best to clarify the process upfront to encourage broader participation and begin to identify "Who we are?" and "What is God calling us to be?" Additionally, our liaison from the Archdiocese had seen this approach in other Parishes that found it helpful.

A8, What criteria does the Archdiocese use to determine the number and scheduling of weekend Masses?

Response: The Archdiocese uses a variety of data points to help parish families determine the appropriate number of Masses in a parish family such as the number of priests, the number of churches, the current Mass counts, capacity versus occupancy, There are targets for these statistics that we will use to evaluate our schedule. The Vicar for Clergy will review any proposed Sunday Mass changes

A9. How will we support grieving parishioners who feel loss over the merger?

Response: The OPP Planning process will be using a synodal process that incorporates opportunity for sharing but doesn't direct a process to address grief that some parishioners are or will experience. The PFAC is exploring options for a retreat or other resources that might be available to support parishioners through this process.

B. Priest Availability, Vocations & Pastoral Leadership

B1. Since our challenge is caused by a shortage of priests, do we know why there is a shortage?

Response: (Provided by Archdiocese Vocations Office) While there has been a decrease in the number of priests, our challenge we're addressing through Partners in the Gospel is not caused just by fewer priests, but by a number of other changing realities of the Church in Western Washington. Over the past few decades our local Catholic Church has experienced a decrease of engaged parishioners, dwindling finances, deteriorating campus conditions, in addition to fewer priests available to serve in our archdiocese. Because of these shifts, our current structures no longer fully serve the mission. Partners in the Gospel is an opportunity to reimagine how we are organized so that we can better carry out the Church's evangelizing mission.

As for why there are fewer priests, there are many factors. The number of priests being ordained each year in our diocese has remained remarkably similar in the last three decades, as we have ordained an average two to three priests a year. However, this has not been able to keep up with ordination counts from prior to 1990 as those priests have retired in recent years. Further, a significant drop in Catholic weddings in recent decades as well as drops in weekly Mass attendance, baptisms, and first communions have contributed to their being fewer young men entering the seminary.

B2. What is the Archdiocese of Seattle doing to increase vocations and make discernment opportunities affordable?

Response: (Provided by the Archdiocese Vocations Office) First off, accompaniment. The Vocations office of the Archdiocese of Seattle actively walks with those discerning their call, often through one-on-one conversations so critical as each person has a unique vocational journey. At the same time, we connect them with opportunities to listen for our Lord's voice in the quiet of their hearts and through their faith community. The people of God play an important role in this by praying for them, helping them discover who they are, and personally inviting them to consider a vocation to priesthood or religious life.

As for learning from other dioceses, we stay in contact with them through the annual Diocesan Vocation Director conference, which often includes presentations from dioceses experiencing growth in vocations, and also groups like Vocation Ministry and Serra International.

Through ongoing programs, events, camps, and retreats we promote and accompany vocations to the priesthood and assist men and women religious in their efforts to invite new vocations. Here are just a few samples of what we are doing that include programs like Called by Name and Vocation ministry teams that we have drawn from other dioceses, while others like Quo Vadis Days we have adjusted based on feedback from other dioceses:

- **Vocations newsletter:** A monthly discernment newsletter sent to 250+ young men who are exploring a call to the priesthood.

- **Quo Vadis Days:** An annual four-day camp with priests and seminarians that invites participants to learn more about the priesthood, deepen their faith, and discern God's call in their lives.
- **Called By Name:** An archdiocesan-wide initiative inviting the people of God to nominate individuals who may be called to priesthood or religious life. Launched in January 2026, the Archdiocese of Seattle received 300+ submissions. Each nominee received a personal letter from Archbishop Etienne encouraging their discernment and inviting them to follow-up opportunities.
- **Discernment groups:** Ongoing discernment groups offered throughout the archdiocese and led by priests. These are at no cost to participants
- **Discernment retreats:** Men who are seriously discerning the priesthood are invited to participate in two retreats each year (summer and winter). These are offered at a low cost, and scholarships are available if the cost is a barrier to participation.
- **Vocation ministry teams:** Recently implemented in our archdiocese, this effort invites parish families to form vocation ministry teams made up of members from across the community. Led by the pastor or parochial vicar, these teams promote vocations through Holy Hours, events, and other parish-based initiatives.

B3. When Fr. Davis retires, will he be replaced, or will Fr. Ross be the sole assigned priest?

Response: Yes, Fr. Davis will be retiring on June 30, 2027. At present, the Archdiocese has not completed priest placement planning for 2027, so this information is not yet determined.

B4. How will pastoral presence be maintained at both campuses during the transition?

Response: Fr Ross and Fr Davis will continue to say Mass and Reconciliation at both locations, St. Matthew & St. Mark. They are available after Mass to chat, and parishioners are encouraged to set up appointments with them for longer conversations. Both priests will continue to attend community events as much as they are able. As noted in A5- Julianna and Anne are available to Parishioners by appointment as well.

B5. Is the Archdiocese working to make discernment retreats or vocation programs more affordable?

Response: (Provided by Archdiocese Vocations Office) Yes, the Vocations office greatly subsidizes the few vocations efforts that include a cost. No one is excluded from these because of finances:

- **Quo Vadis Days:** A four-day overnight camp offered at a nominal cost of \$50. If the cost is a hardship, the fee is fully waived.
- **Unplug Retreat:** The Vocations office supplements the cost of this retreat with Youth Ministry Services so attending high schoolers can come at a cost of \$100.
- **True Heart Discernment groups:** Materials are \$100, with a sliding scale (\$0-\$100) available for those who need assistance.
- **Books and resources:** A selection of vocation and discernment books is available and mailed free of charge upon request.
- **Seminarian education:** For those entering with a college degree, the archdiocese covers the full cost of formation. For those without a degree, the seminarian is responsible for the first two years of tuition, with the archdiocese covering the remainder. Financial assistance is available if needed.

C. Financial Impact, Stewardship & Transparency

C1. Is there a financial impact waiting to consolidate the parishes or schools that should be considered?

Response: There was a financial impact to delaying the consolidation of the schools. The decision to delay the consolidation was made based on the recommendation from the first School Advisory Subcommittee, with input from the listening sessions, to provide more time to evaluate how the schools should be combined. The subcommittee evaluated the financial impact and determined it was necessary to allow time for further discussion about the consolidation process and the location of the new school. The impact was the “extraordinary use” of St. Matthew School endowment funds and spending down cash reserves totaling approximately \$600,000. There is also a financial impact from delaying the consolidation of the Parishes. However, bypassing the One Parish Plan (OPP) for short-term financial gains risks losing focus on Mission and excluding parishioner participation - both of which are essential to creating a thoughtful, unified plan that directs our resources toward the Mission God has planned for us. Where it makes sense, programs and staffing will be consolidated prior to completion of the One Parish Plan, which may mitigate some costs and improve the overall contribution to the mission. With all of this in mind, Leadership is moving as quickly as prudence allows.

C3 There used to be budget information published regularly in the bulletin. Why is that no longer included, and how are parishioners being kept informed? Can we have clear financial statements showing all contributions and expenses for each Parish?

Response: Currently St. Matthew Bulletin includes a budget variance report each week. When we move to a combined bulletin, the bulletin will include budget reports for both Churches. A more detailed Financial Report is prepared annually and shared with the Parish.

C4. How much are improvements at the St. Mark Campus anticipated to be? And will parishioners be asked to financially support major capital improvements at the St. Mark campus? Will endowments be used to support these costs?

Response: We have not had any formal estimates made for the improvements, . The PFAC will be evaluating all options for financing the improvements needed that may include a commitment call to Parishioners. Extraordinary use of endowments (outside normal allowed withdrawals) for this purpose is unlikely given the limitations on use of endowments.

C5. What is the value of the combined endowments and how much can be used each year without approval?

Response: Each school has 2 endowments that will be transferred to the combined school. We estimate that the total combined endowment balance will be just under \$2.0 million for the 2026/2027 school year. The Archdiocese limits the use of endowments to 5% per year. The “corpus” of the endowment cannot be spent.

C6. What are the long-term financial liabilities and debts of each parish? Will we pay off St. Matthew Debt when we sell the property?

Response: St. Matthew has a mortgage on the Lisieux House and a line of credit on the future sale of the vacant lot. St. Mark does not have any long-term liabilities. Actual amounts of liabilities will be included in the annual financial report. As to whether we will pay off the debt when we sell the vacant lot, the answer is we don't know. We know for certain that we will pay off the Short-Term Line of Credit that we have just secured against the sale of the property. The One Parish Plan will detail the use of any additional funds.

C7. What updated financial estimates exist for the combined school, can we clearly see what the impact of the school is to the Parish budget, and what are the guidelines to ensure that the combined school is financially feasible?

Response: Julianna D' Angelo, Director of Operations, is currently working on the budget for the 2026-2027 School year that will include updated estimates based on enrollment and planned Parish Support. The budget included in the School Strategic Plan is the starting place for that work and can be found here: <https://irp.cdn-website.com/600f2975/files/uploaded/St.+Mark+St.+Matthew+Combined+School+Strategy+final+report+2025.pdf>

Each Parish will provide a subsidy to the school. How the school subsidy will be allocated between the two current parishes is being discussed with Finance Councils in conjunction with the Budget development. The school will be expected to manage the budget. A separate School Finance Commission will provide oversight on the budget and will report to Parish Leaderships. Financial concerns will be addressed proactively to balance affordable tuition with a quality Catholic education and avoid extraordinary draws from the endowments in the future, and requests for additional subsidies from the parish.

C8. Will there be savings from utilities and other variable costs from the vacant school?

Response: Many costs of utilities are fixed. The costs associated with the vacant school will be budgeted in the combined school. Likewise, net earnings associated with leasing the vacant school will be dedicated to offsetting costs of upgrades to the combined school.

D. Facilities, Property, Operations & Campus Resources

D1. Why was the decision made to use St. Mark School rather than St. Matthew School?

Response: This was a very difficult decision that was made based on current and projected demographics. In a nutshell, most enrolled school families live closer to St. Mark, and future population growth is projected further north. Following is an excerpt from [the St. Mark/St. Matthew Combined School strategic plan](#) on this topic:

- Location was driven by more existing families from both schools living close to St. Mark.
- St. Mark is also closer to where there is projected growth for school age children, increasing likelihood of long-term viability.
- The location decision recognizes the St. Matthew school building as more updated than the St. Mark location but does not override the rationale for St. Mark as the preferred location. The St. Matthew campus has been earthquake retrofitted, while St. Mark has not. Outside of earthquake retrofits, both school campuses had significant deferred maintenance.

D2. Which parish has the most deferred maintenance and facility needs?

Response: While we will undergo an extensive evaluation of the facilities at both parishes to understand this in detail, we do know that both campuses have significant deferred maintenance.

D3. What will happen to St Matthew School and community center?

Response: We are looking at options leasing the School to offset costs and potentially support improvements at the St. Mark and St. Matthew Catholic Classical School. As noted in question D4 below, we anticipate that the St. Matthew Community Center will continue to be available to our Parish Family for events and to the combined school and CYO for athletic and school functions.

D4. What will happen to athletics and youth activities currently dependent on St. Matthew facilities?

Response: The St. Matthew Community Center will continue to be available for Parish events, school events and CYO Sports, if needed, until we have a plan to do something different. The OPP will include a plan for how to maximize the use of all Parish Family resources to support our mission.

D5. If a church or school is closed, what happens to the property? What will happen to the Lisieux House

Response: The OPP will include a plan for the use of all Parish resources to support our mission. The Parish retains control over the property to determine if we will use, lease or sell it. Any decisions to sell a property must be approved by the Archdiocese. If we decided to sell a church that would require Vatican approval. Until we complete the OPP we don't have any plans to sell any property beyond the Vacant Lot across from St. Matthew Parish Office.

D6. What specifically is the loan tied to the vacant lot supporting, and how are those funds being used? Does the property to be sold include the house that Fr Davis is living in?

Response: The Line of Credit against the future sale of the vacant lot across from St. Matthew Parish Office will be used to cover St. Matthew operating shortfalls, where stewardship is falling below budget. This means it will be used to pay costs such as utilities, staff salaries, or any other budgeted operating costs that have been deemed essential. The property to be sold is only the lot directly across from the Parish Office at the corner of 15th Ave NE and NE 127th. It does not include the property with the rectory where Fr. Davis is living.

D7. Should we cancel our ACH or will it be automatically canceled?

Response: When we officially merge as a single canonical parish, we will provide instruction on changing stewardship commitments. That will not occur until after the plan is completed and approved by the Archbishop and the Vatican.

D8. Can the St. Mark landscaping company maintain St. Matthew landscaping?

Response: We have hired a Director of Facilities for our Parish Family. He will be evaluating opportunities to coordinate maintenance within the Parish Family for cost savings and efficiency. However, it is important to recognize that while we remain in two separate canonical Parishes during the transition, each Parish needs to bear the cost associated with their portion of the services.

D9. How can I obtain a donation letter to solicit donations from a business?

Response: Contact Julianna D'Angelo, Director of Operations, and she will work with you to get one created.

E. School Enrollment, Academics & Operations

E1. What is the overall enrollment status of the combined school?

Response: The budget that has been created is for 125 students. We won't have final numbers until the school year starts. Based on current enrollment, we believe we will meet the enrollment target.

E2. How many St. Matthew students are enrolling in the combined school, and why are others choosing not to?

Response: Currently, approximately 30% of the remaining St. Matthew students have enrolled in the combined school and several others are actively considering enrolling. We recognize that every family needs to discern what is best for their family, and we realize that for some families that might not be St. Mark and St. Matthew Catholic Classical School.

E3. Will the school curriculum change as part of consolidation?

Response: The school will be offering a Classical Catholic curriculum that will closely align with the prior St. Mark's curriculum. Textbooks used are generally the same as those used at St. Matthew, the difference is the approach to teaching. If you would like more information about the curriculum, please attend one of the Open Houses that will be offered.

E4. What is the ratio of Catholic to non-Catholic students in the school?

Response: For the 2025-2026 school year St. Matthew was 65% Catholic and St. Mark was 67% Catholic.

E5. Can we have a list of lessons learned from the combining school process, so we know what worked and what didn't?

Response: We haven't developed a comprehensive list of lessons learned. However, there were some obvious lessons that we have already been incorporating into the PFAC and OPP processes. The first was to make sure to hold our listening sessions at times when people

are already at church- after Mass. The second was to seek to improve the timeliness and frequency of communication.

E6. Are there volunteer TA positions at the combined school?

Response: The combined school will have many volunteer opportunities. The Interim Principal will be communicating those opportunities with Parents and through the Combined Bulletin. For a specific volunteer interest please feel free to contact the Principal directly.

F. Parish Identity, Worship, Faith Formation and Community Life

F1. How will the name of the combined parish be chosen?

Response: After we have completed the steps of identifying who we are and what God is calling us to be we will have a process for engaging the community in the naming process. We will develop a short list of preferred names from an approved list that we will submit to the Archdiocese for approval as part of the OPP.

F2. How will differences in worship style, liturgical tone, and music traditions be discerned and balanced? Can St. Matthew maintain its simpler form of worship with little Latin?

Response: Our listening sessions will focus on Who we are as a parish to identify the special gifts of each parish our challenges and our opportunities, The goal is to ensure that we preserve the many gifts and charisms that each parish is bringing to our new Parish Family and address challenges and opportunities. Ultimately, our liturgy is directed by our Pastor informed by Canon Law and the Holy Spirit.

F3. Will liturgical changes continue before the OPP process is complete?

Response: We made the prayers of the faithful and announcements consistent between the two churches effective with Masses on May 16 & 17, 2026. The Pastor along with input from advisors will be evaluating other opportunities to make the liturgies more consistent as we move through the OPP process.

F4. What level of priority is Faith Formation in the planning process? Will staff be assigned to this function? How can parish life and community engagement be strengthened?

Response: Currently Anne Lombard has responsibility for Faith Formation and has been leading sacramental preparation for our Parish Family. Our Parish family has celebrated 22 baptisms at St Mark and 4 baptisms at St Matthew, including those welcomed at the Easter Vigil. 28 Young People from St. Mark and 4 young people from St, Matthew were confirmed this last year, and we also had 28 from St. Mark and 21 individuals from St. Matthew receive their First Communion. In addition, we have celebrated 3 marriages at St Mark and are

working with several couples to prepare for upcoming nuptials. The OPP process will be evaluating these important questions as we identify who we are and what God is calling us to be. The process will identify the challenges we face and steps we can take to address those challenges. It will help us to identify our mission and align our resources to support the Mission. Whether the Parish Family is able to expand staffing for this important function will be identified through this process. If you are interested in volunteering to support our Faith Formation activities, please reach out to Anne Lombard.

F5. Will the two parish choirs use the same hymnal, and if so, which one?

Response: We don't know at this time.

F6. If Masses are combined will St Matthew parishioners serve at St Mark? (and St Mark at St Matthew?)

Response: We did not do that for the Holy Thursday or Good Friday Services given the training that is necessary, and we have again decided not to do that for our listening sessions in May. However, we will work toward this goal as we move forward and identify more opportunities to have shared worship services.

F7. St. Matthew operates with many lay volunteers. Will we continue to support the invitation and training of volunteers? Will the pastor and priest join in that effort? Will staff run a Ministry Fair?

Response: Both St. Matthew and St. Mark operate with many lay volunteers. That need will not change, and staff is committed to supporting the training and coordination of our various ministry leaders. Recruitment support generally comes in the form of bulletin and pulpit announcements. If you are interested in volunteering in some capacity, please reach out to Parish staff who can connect you with the appropriate Lay leader for each ministry. Ideally, we would hold regular ministry fairs. If you are feeling called to help coordinate a ministry fair for our Parish Family please contact Anne Lombard.

F8. There has been more Latin included in the Mass at St. Matthew lately. When there is Latin included in the liturgy can we be provided with aids to support our full participation in the Mass?

Response: We will ask Pamela to include the number from the Breaking Bread book on the Song Board or explore putting sheets in the pews if they are going to be used regularly.

G. Outreach, Evangelization, Young Families & Demographic Growth

G1. What efforts are being made to reach families living in newer apartment and condominium developments?

Response: Thus far there has been no specific targeted evangelization in our communities. We encourage everyone to invite their neighbors to worship with you and participate in our social, fundraising, and charitable activities as a way to bring new people into our church. Additionally, having a thriving Catholic school is a draw for young families. Anticipating that growth (evangelization) will be identified as part of our mission, we expect that our OPP will include actions related to how to better serve the changing demographics in our Parish.

G2. Will ministries be developed specifically for young families, such as parent groups or “play and pray” opportunities?

Response: This is a good suggestion to include when we get to our Challenges and Opportunities listening session.

G3. How are we going to preserve community and multi-cultural events and ministries?

Response: Our 2nd listening session will focus on Who we are as a parish to identify the special gifts of each parish. This process will help inform decisions about all aspects of our new Parish Family Life and allow us to ensure that those special gifts are represented in our new Parish Family. Additionally, because both St. Mark and St. Matthew schools currently have annual multi-cultural events, we anticipate that the new combined school will also host an annual event.

G4. Can we use electronic communication to build community such as regular e-mails and gatherings on ZOOM?

Response: We are working to hire a part-time communications staff person for the combined parish that will help to share information consistently, frequently and clearly in a variety of ways.

G5. I would love to see data on racial breakdown between the two churches if possible, and if there is a disparity to take that into consideration?

Response: We did look at the racial diversity of the two schools and found it to be very similar. The PFAC will look at this for the parish as a whole and share it when we have the data.

G6. Are we looking at this as an opportunity for this generation to grow our church rather than living through the pangs of a dying institution? Can we look at programs like Alpha to invite people into the Church?

Response: Yes! PITG and the OPP process is focused on revitalization and shifting our community to focus on Mission. This shift of focus will provide the opportunity and plan for growing our church. We will be considering all resources available as we build the OPP.