



Pastoral Planning Report

Johnson County Region

February 2009

Dear Parishioners in the Johnson County Region:

After consultation and input from a review by the Archdiocesan Presbyteral Council, I have accepted in essence the recommendations submitted to me by the Johnson County Pastoral Task Force. The planning process provides a framework for the 18 parishes in Johnson County to begin local parish planning to serve a growing population and a population that is becoming more diversified.

The Catholic Church in Johnson County has a rich and impressive history. For many years the region has been blessed with vital and vibrant Catholic communities. Johnson County is the most populated region in our Archdiocese and during the next 20 years, based on population projections, there could be approximately 32,000 more Catholics to be served by parishes and schools.

Among the comprehensive recommendations submitted to me by the Planning Task Force is the establishment of two new parishes in the region. Projecting 30 years into the future, the Task Force anticipated the possible need for three additional parishes. This could result in the next 30 years of five new parishes in Johnson County.

The Task Force also has recommended relocating St. Paul Parish in Olathe to an archdiocesan owned site in north Olathe. Task Force members concurred with a proposal by St. Paul Parish that the existing location is not adequate for future parish and school needs. The restraints of staying at the present location do not justify extensive capital investment in the existing facilities.

The planning document for the Johnson County Region will be monitored and reviewed as the Archdiocese moves forward with implementation. Economic conditions affecting our economy may influence the projected timeline for completing the recommendations. We also must be vigilant to properly follow Church laws and required consultations, as we begin planning for creating new parishes or relocating existing parishes and schools.

Another important issue identified by the Task Force is the growing Hispanic presence in Johnson County. The Task Force was wise in recommending that a countywide plan be developed to strengthen and grow the Hispanic ministry in Johnson County.

The purpose for long-range pastoral planning is to further the mission of Christ and the Church through a process of good planning in light of present conditions and future possibilities. This strategic planning approach will help us better use our limited resources to fulfill the mission of the Church to proclaim the Gospel, form disciples and make the love of Jesus Christ tangible in the Johnson County Region.

I wish to thank those Task Force members who volunteered to participate in numerous meetings, who asked difficult questions, who considered the implications of changing demographics and who made difficult decisions resulting in recommendations that I believe will strengthen and grow the Church in Johnson County.

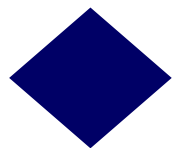
I also wish to express my appreciation to parish leaders from each of the Johnson County parishes for attending multiple meetings to provide input and feedback to help the Task Force refine its formulation of a long-range plan for the Catholic Church in Johnson County.

Now begins the even more important and difficult task to implement successfully the recommendations that the Task Force has determined will help the Church grow and move forward in the region. I ask each of you to take an active role in helping your parishes meet the challenges that must be addressed for the successful achievement of the goals in the pastoral plan.

Please pray with me that the recommendations will be successfully realized over time. May God bless you and your families.

Sincerely Yours in Jesus, the Lord of Life,

Archbishop Joseph F. Naumann



Recommendations for Parishes

The following recommendations are made with a 20 to 25 year time frame in mind.

New Parishes

- A new parish should be established on the 20-acre site at 167th and Ridgeview. This should occur in 2009 or 2010. The site is accessible and visible. It is located in the heart of one of the highest growth areas of Johnson County. New developments and new schools are emerging all around this site. A new parish at this location would serve some of the population in Prince of Peace Parish as well as new emerging populations in southern Johnson County.
- A second new parish will be needed in southern Johnson County. Continue to monitor the need for this parish to be at 151st and Switzer verses another location. The timing of the parish should take into consideration the impact on Queen of the Holy Rosary, Wea.
- Long-term, a third new parish site in

southern Johnson County is a possibility, but is likely to be beyond 20 years.

- A new parish site is needed in west Lenexa. It should probably be within the shadow of St. James Academy and have easy access to K-7. It also needs to be located along the border of Shawnee and Lenexa so the growing population of these areas can be served by this parish. The site at 83rd and Mize should be considered to meet this need.
- An additional new parish will be needed long-term in west Olathe following the (*recommended in Existing Parishes*) move of St. Paul Parish to north Olathe.
- New parishes have potential to be large and ultimately need extensive facilities for parish and school programming. The assumption is new parishes in Johnson County could grow to 2,500 households, new churches could seat 1,200 to 1,500, schools could be built for 450 to 800 students, and parishes will need an array of meeting rooms and administrative areas.

Existing Parishes

St. Paul Parish, Olathe

- The proposal put forth by St. Paul Parish to move to a new site should be accepted in principle and planning for a move should move forward. St. Paul Parish and School should relocate to a site that will serve its current members in addition to the growing population identified in north Olathe. The existing site is not adequate for future parish and school needs, and the constraints of staying on this site do not warrant significant capital investment.
- St. Paul Parish should move into north Olathe versus west Olathe. The site at 115th and Lone Elm (*owned by the Archdiocese*) is an acceptable site with the acquisition of additional property.
- Moving St. Paul Parish should emerge from a vision that St. Paul Parish will transform into a larger parish. Given a new site in close proximity to new growth, the parish is expected to have the long-term potential to reach 2,500 households and fill a school with double classes per grade. The school may have potential for three classes per grade.

Good Shepherd Parish, Shawnee

- Good Shepherd Parish should not sell any part of its unused property. It will retain this property for long-term options that

cannot be fully perceived at this time.

Queen of the Holy Rosary Parish, Wea

- Strong programs, good leadership and an excellent Catholic school will be key factors to attract parishioners from Johnson County. Growth in southern Johnson County could be as much as 77,000 more people between 2010 and 2030. Even with a new parish opening on Ridgeview, Holy Rosary Parish will likely see new membership from development along highway 69 and in the southern most area of Overland Park.
- Study the feasibility of repairing, further renovating or replacing the current church. The seating capacity needed in a church located at this site is going to be less than new churches in other parts of Johnson County. A careful projection of parish membership is needed and should take into consideration the timing and impact of new parishes.
- Investigate new opportunities for collaboration with Immaculate Conception Parish in Louisburg.

Sacred Heart Parish, Gardner

- Continue to seek a gift or opportunity to purchase additional acreage to enlarge the parish site.
- Revisit the master plan for the new site and affirm or modify the plan. Submit an updated plan to the Archdiocese for approval.

- Commission a professional market/enrollment study for a new Catholic school. Conduct the study after a master plan review is complete and after the parish community has been engaged in dialogue about the need for a Catholic school. Consult with St. Paul Parish and School in the planning process.
- Plan for the next capital campaign to consolidate the parish to one site and provide needed facilities.
- Dispose of the original (*Church*) site and use the proceeds from sale of property to fund the master plan at the new site.
- Investigate new opportunities for collaboration with Assumption Parish in Edgerton. Sacred Heart Parish and Assumption Parish should plan together in the future, in particular with regard to Catholic schools and pastoral care.

St. Agnes Parish, Roeland Park

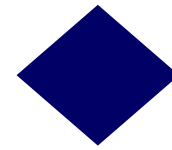
- A master facility plan should be developed to update and upgrade the entire

infrastructure of parish buildings. The plan needs to be driven by a long-term vision for vibrant parish life and an outstanding Catholic school.

- St. Agnes School needs a comprehensive plan to address matters of enrollment, funding, facilities, and related issues.
- St. Agnes School and Holy Name School (*in the Wyandotte Region*) should actively collaborate in programming and marketing. Both schools serve parts of Wyandotte County and both draw enrollment from Missouri.

St. Pius X Parish, Mission

- The parish should take action to determine the future use of the school building. A plan for the building should take into account parish needs. The parish may find a compatible tenant for portions of the building the parish will not use and the parish could secure a long-term lease. If some part of the building appears to lack a plan for long-term use, a reduction in



Goals to Strengthen Parish Vitality

Three goals stand out as high priorities for strengthening parish vitality. They are:

- Goal 1: local pastoral plans*
- Goal 5: parish collaboration*
- Goal 6: plan for Hispanic ministry*

These goals were selected as high priorities by the Pastoral Planning Task Force with input from parish leaders and pastors.

Pastoral Planning

1. Each parish will develop its own local pastoral plan that encompasses the comprehensive vision of parish vitality.
2. The Pastoral Plan for Johnson County will be reviewed annually and a progress report made to the Archbishop. Every four or five years the plan will be updated through a planning process.

Mission Beyond Parish Borders

3. Each parish will determine how to support God’s work outside the parish, including giving a percentage of parish income for this purpose.
4. Parishes will generously support the

critical, non-self-sustaining ministries carried on by individual parishes through both financial and service gifts.

Collaborating Together

5. Parishes in Johnson County will actively seek opportunities for collaborating and clustering.

Hispanic Ministry

6. A county-wide plan will be developed and put into action to strengthen and grow Hispanic ministry.

Personnel to Lead and Support the Mission

7. Parishes will continue to support, promote and foster vocations to the priesthood and vocations to consecrated life in the Church. One key sign of parish vitality is young men entering the seminary and young women entering novitiates for religious life.
8. Parishes will examine their current level of lay professional staff and support staff and make new investment to further the mission of the parish and the region.

View the full report and recommendations of the Pastoral Planning Task Force at ww.archkck.org or through your parish website.

9. Strengthen organizations within the Johnson County Region that bring together parish managers, directors of religious education, youth ministers, school principals, and others to enhance the sharing of resources and ideas.

Evangelization

10. Evangelization has the potential to be most fruitful through planned and persistent efforts that are sustained over long periods of time and that through the power of the Holy Spirit make an eternal difference for many people. Parishes will proactively participate in the Archdiocesan pastoral initiative on

evangelization.

Religious Education

11. Parishes will examine the extent and quality of their youth ministry programs. Opportunities for collaboration will be identified. Consideration will be given to establishing a religious education program for grades 9 through 12 which will complement high school youth programs.

12. The religious formation of young people will be a priority for every parish as the faith is shared with future generations. Quality programs will be provided for religious education in parish schools and schools of religion.

2. Catholic schools will continue to provide excellent academic programs and will continue to improve teaching and learning.

Comprehensive Strategic Plans

3. A comprehensive strategic plan will be developed for secondary education in Johnson County. An overall vision and common direction is needed for the high schools in the region.

Collaboration

4. Catholic schools in Johnson County will collaborate so more children receive a Catholic education and children benefit from sharing of resources.

Marketing and Enrollment Management

5. Marketing programs will be active in all schools.
6. Schools will operate efficiently with full classes.

Funding

7. Parishes with stewardship funding models must remain vigilant in stewardship education and hold to the principles that make this model successful.

8. Parishes in a tuition model need a plan to grow funding for tuition assistance.

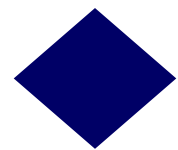
Goals for Early Childhood Programs

9. Early childhood programs in Catholic schools and parishes will be of high quality and available to Catholic families in the region.

Recommendations for New Schools

10. New parishes will provide Catholic school education by opening a parish school if feasible. Master planning for facilities will be designed with facilities that can be used for a Catholic school, whether the school opens right away or at a future date.

11. Sacred Heart Parish in Gardner will plan for a Catholic school and early childhood program as part of the parish master plan.
12. After the appropriate consultations and assuming favorable recommendations St. Paul School will be relocated to a new site as part of the Pastoral Planning Task Force recommendation to relocate St. Paul Parish.
13. When a parish does not have a school, a collaborative arrangement will be formed with a neighboring parish to provide Catholic education to parish families.



Goals to Strengthen School Vitality

Catholic identity and academic excellence are always a priority for Catholic schools. In addition, the following three goals stand out as high priorities for strengthening school vitality. They are:

- Goal 4: Collaboration*
- Goal 5: Marketing*
- Goals 7 & 8: Funding*

These goals were selected as high priorities by the Pastoral Planning Task Force with input from parish leaders, principals, and pastors.

Catholic Identity and Academic Excellence

1. Catholic schools will maintain a primary emphasis on their Catholic identity.