# Diocese of Madison – *Trusting in the Spirit*
# Parish Directives

**GENERAL DIRECTIVES FOR ALL CLUSTERS AND PARISHES**

1. Pray and do all you can to increase vocations to ordained, consecrated life, and lay ministry
2. All parishes will work toward the implementation of the Catholic Schools plan so that all parishes of the diocese directly contribute financially to the support of all Catholic Schools.
3. Each Cluster must implement a Cluster Planning & Implementation Team (CPIT) having representation from each parish to engage staffs and pastoral councils in developing regular pastoral plans for the cluster and to ensure regular communication to parishioners and to the Diocese
4. Support the implementation of ParishSOFT in all parishes of the Diocese
5. Support the implementation of Quickbooks in all parishes of the Diocese
6. Support the implementation of a single diocesan-wide school information system in all schools of the Diocese
7. Each Cluster must implement or be part of an Enrollment Management and Development team (EMDT)
    a. Clusters with one or more Catholic schools should create a single EMDT for all the schools in the cluster to address the specific issues of marketing the school(s) and increasing enrollment at the school(s).
    b. Each Cluster without a Catholic school should ensure that the Cluster has representation on the EMDT of a neighboring Cluster.
    c. The EMDT should be representative of <u>all parishes</u> in the Cluster, <u>as well as</u> any neighboring clusters without Catholic schools.
        i. In clusters with multiple schools, the team should have representation from the education commission of each school.
        ii. In clusters with a single school, the team should have representation from each parish and would report to a joint education commission. If a joint education commission for the cluster does not exist, then the EMDT would report to the education commission at the parish with the school.

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**CLUSTER (10) PARISHES: St. Patrick, Hollandale; Immaculate Conception, Blanchardville; St. Michael, Yellowstone; St. Joseph, Argyle**

- When the number of priests in this cluster is reduced from 2 to 1:
  - Create a common pastoral council, worship and religious education programs
  - Merge into a single parish within 2-4 years
  - St. Patrick, Hollandale, Immaculate Conception, Blanchardville, and St. Joseph, Argyle be designated as regular worship sites
- Work to create a comprehensive written plan for your existing cluster parishes and taking into account your future merger, having goals, objectives, and action steps, to include worship schedule, religious education program, youth ministry, adult education, RCIA, and vocations, school support, and cemetery oversight. You should submit a written plan by spring 2011.

**CLUSTER (20) PARISHES: St. Joseph, Dodgeville; St. Bernadette, Iowa County, *(St. Bridget, Ridgeway; Immaculate Conception, Barneveld*)**

- When one less priest becomes available link St. Bernadette with St. Joseph, Dodgeville
- Linked parishes to collaborate on sharing youth ministry, adult education, RCIA, vocation and stewardship committees, VIRTUS training, and religious education and retreats
- Work to create a comprehensive written plan for your cluster parishes, having goals, objectives, and action steps, to address joint ministries such as RCIA, youth ministry, adult education, vocations, stewardship committees, VIRTUS training, religious education, retreats, school support, and cemetery oversight. You should submit a written plan by fall 2011.

**CLUSTER (30) PARISHES: SS. Mary and Paul, Mineral Point; St. Philomena, Belmont**

- Enhance your recruitment and participation of the laity in planning, ministry, finance, education, and physical plant maintenance to assist your finance and pastoral councils
- When the number of priests in this cluster is reduced from 2 to 1, link both parishes
- Work to create a comprehensive written plan for your existing parishes and taking into account your future linkage, having goals, objectives, and action steps, to include all parish programs, and activities including worship schedule, religious education program, youth ministry, adult education, RCIA, liturgy, training, vocations, school support, and cemetery oversight. You should submit a written plan by spring 2011.

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**CLUSTER (40) PARISHES: Holy Ghost, Dickeyville; Immaculate Conception, Kieler; SS Andrew and Thomas, Tennyson-Potosi**

- Enhance your recruitment and participation of the laity in planning, ministry, finance, administration, and education to assist your finance and pastoral councils
- When the number of priests in this cluster is reduced from 2 to 1:
    - Link all three parishes
    - Hire shared staff, where appropriate, both within the parishes and the schools
- Work to create a comprehensive written plan for your existing parishes and taking into account your future linkage and the possibility of a merger, having goals, objectives, and action steps, to include all parish programs, and activities including worship schedule, religious education program, youth ministry, adult education, RCIA, liturgy, training, vocations, evangelization, outreach, school support, and cemetery oversight. You should submit a written plan by spring 2011.

**CLUSTER (50) PARISHES: St. Rose of Lima, Cuba City; St. Francis de Sales, Hazel Green; St. Patrick, Benton; St. Joseph, Sinsinawa**

- Enhance your recruitment and participation of the laity in planning, ministry, finance, administration, and education to assist your finance and pastoral councils
- The parishes remain linked
- Work to create a comprehensive written plan for your existing parishes that takes into account the reduction of a priest to this cluster, having goals, objectives, and action steps, to include all parish programs, and activities including worship schedule, religious education program, youth ministry, adult education, RCIA, liturgy, training, vocations, evangelization, outreach, school support, and cemetery oversight. You should submit a written plan by spring 2011.
- Continue working to combine all pastoral councils, religious education programs, unify youth programs and groups, and as well as sharing liturgical efforts such as combined bulletins, joint confirmation celebrations, and training of liturgical ministers
- Look into increasing priestly collaboration with the Dominicans at Sinsinawa

**CLUSTER (60) PARISHES: St. Charles Borromeo, Cassville; St. Mary Help of Christians, Glen Haven; St. John, Patch Grove; St. Mary, Bloomington**

- Merger over the next 1-2 years between St. Mary Help of Christians, Glen Haven, St. Mary, Bloomington & St. John, Patch Grove and the new parish is to be linked with St. Charles Borromeo, Cassville
- Collaborate in sharing religious education classes between the parishes, enhancing youth groups through the sharing of resources, convening joint adult religious education classes, strengthening both Catholic schools, planning for joint outreach programs and joint training of catechism leaders
- Work to create a comprehensive written plan for eventual linked parishes, having goals, objectives, and action steps, to include all parish programs, and activities including worship schedule, religious education program, youth ministry, adult education, RCIA, liturgy, training, vocations, evangelization, outreach, school support, and cemetery oversight. You should submit a written plan by spring 2011.

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**CLUSTER (70) PARISHES: St. Augustine University Parish, Platteville; St. Mary, Platteville**

- The parishes of St. Augustine and St. Mary remain linked
- Increase parishioner involvement in the pastoral planning of the cluster
- Develop specific action steps for your commissions in Pastoral Care, Peace and Justice, Stewardship, Vocations, Education, Liturgy, and Community Life
- Expand your collaboration in Youth Ministry, Adult faith formation, RCIA, Confirmation, Lenten Activities, and catechetical programs
- Expand involvement with the University campus community and promote it

**CLUSTER (80) PARISHES: St. Thomas, Montfort; SS. Anthony and Philip, Highland**

- The parishes remain linked, and in preparation for a time when the diminishing number of priests indicates other parish models are needed, look at a merger or a parish director model and the appropriateness of such a model
- Create a common pastoral council to facilitate the sharing of all common resources, and to work collaboratively in liturgical schedules, religious education, RCIA, and joint fund raising activities
- Work to create a comprehensive written plan for both your linked parishes (via your common pastoral council) and your school partnership with Cluster 20, having goals, objectives, and action steps, to include all parish programs, and activities including worship schedule, religious education program, youth ministry, adult education, RCIA, liturgy, training, vocations, evangelization, outreach, school support, and cemetery oversight. You should submit a written plan by spring 2011.

**CLUSTER (90) PARISHES: St. Mary, Fennimore; St. Clement, Lancaster; St. John Nepomucene, Castle Rock; St. Lawrence O'Toole, Mt. Hope**

- St. John Nepomucene, Castle Rock, St. Lawrence O'Toole, Mt. Hope and St. Mary, Fennimore remain linked
- Upon the retirement of Fr. Horath:
    - Merge St. Lawrence O'Toole and St. John Nepomucene, with St. Mary, Fennimore
    - Implement Partnership model working toward linking St. Clement and the new parish when two priests are not available (1-3 years)
- Begin collaboration now in all areas especially enhancing school enrollment at St. Clement, support for Eucharistic Adoration, joint training for ministry, youth and adult programs, religious education, and the development of volunteers
- Work to create a comprehensive written plan now for both your merged parishes and your partnership with St. Clement, Lancaster, having goals, objectives, and action steps, to include all parish programs, and activities including worship schedule, religious education program, youth ministry, adult education, RCIA, liturgy, training, vocations, evangelization, outreach, school support, and cemetery oversight. You should submit a written plan by spring 2011.

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**CLUSTER (100) PARISHES: Immaculate Conception, Boscobel; St. John the Baptist, Muscoda; St. Joseph, Avoca; St. Malachy, Clyde**

- Merge Immaculate Conception, Boscobel, St. John the Baptist, Muscoda, St. Joseph, Avoca, and St. Malachy, Clyde into a single parish within 1-2 years
- Develop a plan to use Immaculate Conception, Boscobel, St. John the Baptist, Muscoda, St. Joseph, Avoca as regular worship sites for as long as feasible as well as a plan for the usage and upkeep of St. Malachy, Clyde
- Engage your common pastoral council to develop a comprehensive written plan for your merging parishes, having goals, objectives, and action steps, to include all parish programs, and activities including worship schedule, religious education program, youth ministry, adult education, RCIA, liturgy, training, vocations, evangelization, outreach, school support, and cemetery oversight. You should submit a written plan by spring 2011.

**CLUSTER (110) PARISHES: St. Matthew, Shullsburg; St. John, South Wayne; St. Joseph, Gratiot**

- When the number of priests in this cluster is reduced from 2 to 1:
    - Link the parishes of St. Matthew, Shullsburg, St. John, South Wayne, and St. Joseph, Gratiot in preparation for a possible merger
    - Create a coordinated Mass schedule that is feasible for a single priest
    - Collaborate in all ministry programs
    - Create a common pastoral council
- Work to create a comprehensive written plan for the cluster parishes that takes into account the reduction of a priest to this cluster, having goals, objectives, and action steps, to include all parish programs, and activities including worship schedule, religious education program, youth ministry, adult education, RCIA, liturgy, training, vocations, evangelization, outreach, school support, and cemetery oversight. You should submit a written plan by fall 2010.

**CLUSTER (120) PARISHES: Holy Rosary, Darlington; St. Michael, Calamine; Our Lady of Hope, Seymour; Immaculate Conception, Truman; St. Peter, Elk Grove**

- When the number of priests in this cluster is reduced from 3 to 2:
    - Linkage of Holy Rosary, Darlington, St. Michael, Calamine, Our Lady of Hope, Seymour, Immaculate Conception, Truman, and St. Peter, Elk Grove for 1-2 years moving toward merger in 2-4 years
    - Develop a plan to use Holy Rosary, Darlington, St. Michael, Calamine, Our Lady of Hope, Seymour, Immaculate Conception, Truman, and St. Peter, Elk Grove as regular worship sites for as long as feasible
    - Immediately implement a common pastoral council, shared celebration of sacraments, a common bulletin, and combined committees and commissions
    - Develop a reasonable Mass schedule that can be accommodated by a single priest
- Work to create a comprehensive written plan for the cluster parishes that takes into account the reduction of a priest to this cluster, having goals, objectives, and action steps, to include all parish programs, and activities including worship schedule, religious education program, youth ministry, adult education, RCIA, liturgy, training, vocations, evangelization, outreach, school support, worship site usage, and cemetery oversight. You should submit a written plan by fall 2010.

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**CLUSTER (130) PARISHES: St. Thomas Aquinas, Madison; St. Bernard, Middleton; St. Francis Xavier, Cross Plains; St. Peter, Ashton; St. Martin de Tours, Martinsville**

- Continue your partnership in the areas of RCIA; religious education and ministry training; stewardship activities; social justice, advocacy and outreach activities; parish/cluster website creation and updates; monitor and update cluster Mass schedules to ensure the Sacraments and Celebration of Mass are more available throughout the cluster; share the resources of the larger parishes with the smaller parishes; share the responsibility for visitations to the sick and homebound; publicize and share activities for youth, young adults and older parishioners;
- Link the parishes of St. Martin de Tours, Martinsville with St. Francis Xavier, Cross Plains and St. Peter, Ashton when one less priest is available to the cluster, with a view toward merging and keeping all facilities open
- Work to create a comprehensive written plan for the cluster parishes that takes into account the reduction of a priest to this cluster, having goals, objectives, and action steps (responsible persons and timelines), to include all parish programs, and activities including worship schedule, religious education program, youth ministry, adult education, RCIA, liturgy, training, vocations, evangelization, outreach, school support, worship site usage, and cemetery oversight. You should submit a written plan by spring 2011.

**CLUSTER (140) PARISHES: Our Lady Queen of Peace, Madison; St. Maria Goretti, Madison; Blessed Sacrament, Madison**

- Continue your partnership with Our Lady Queen of Peace, Madison; St. Maria Goretti, Madison; Blessed Sacrament, Madison
- Work to create a comprehensive written plan for the cluster parishes that takes into account the close proximity of the parishes to one another and the other clusters in Madison, having goals, objectives, and action steps (responsible persons and timelines), to include all relevant parish programs, and activities including worship schedule, religious education program, youth ministry, young adults, adult education, returning Catholics and RCIA, liturgy, training, vocations, evangelization, stewardship, outreach, pastoral care, and school support. You should submit a written plan by fall 2010.

**CLUSTER (150) PARISHES: St. Raphael Cathedral, Madison; St. Paul University Catholic Center, Madison**

- Continue celebrating English and Spanish Masses at Holy Redeemer Church and St. Patrick Church pending the completion and opening of the new Cathedral
- Continue celebrating the Roman Rite in its extraordinary form at Holy Redeemer Church
- Partnership between the new merged community and St. Paul University Catholic Center to begin with a focus on religious education and sacramental preparation
- Establish a Cluster Visioning Task Force to begin planning for the future use of all facilities
- Work to create a comprehensive written plan for the partnership, having goals, objectives, and action steps (responsible persons and timelines), to include all relevant parish programs, and activities including worship schedule, religious education program, youth ministry, young adults, adult education, returning Catholics and RCIA, liturgy, training, vocations, evangelization, stewardship, outreach, pastoral care, facility usage, and school support. You should submit a written plan by fall 2010.

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**CLUSTER (160) PARISHES: St. Bernard, Madison; St. Dennis, Madison; Immaculate Heart of Mary, Monona; St. Peter, Madison**

- Continue your partnership in Prayer and Worship, Evangelization, Stewardship, Adult Education by specifying your objectives and goals along with their specific action steps and people responsible
- Increase the working cooperation with St. Peters, Madison, St. Bernard, Madison, Christ the King, McFarland and St Patrick, Cottage Grove
- Consider enhancing the resources available for Hispanic ministry at St. Peter's and encourage the greater Hispanic community; to include part time bi-lingual staff
- Continue to monitor and consider one of three options when the current number of priests is not available - linking two of the parishes in the cluster, implementing a Leadership Team, or having one priest ministering to each of the parishes in the cluster

**CLUSTER (170) PARISHES: St. Francis of Assisi, Belleville (*St. Mary of Lourdes, Belleville; St. James, Dayton;* St. Patrick, Albany); St. Christopher (*St. William, Paoli; St Andrew, Verona*);**

- The worship site at St. William parish will remain open for at least two years after the merger for use as a chapel
- Merger of St. Mary of Lourdes, Belleville, St. James, Dayton and St. Patrick, Albany
- Partnership between the two new parish communities
- Work to create a comprehensive written plan for the partnership, having goals, objectives, and action steps (responsible persons and timelines), to include all relevant parish programs, and activities including worship schedule, religious education program, youth ministry, young adults, adult education, returning Catholics and RCIA, liturgy, training, vocations, evangelization, stewardship, outreach, pastoral care, facility usage, and school support. You should submit a written plan by spring 2011.

**CLUSTER (180) PARISHES: St. Mary, Pine Bluff; St. Ignatius, Mt. Horeb; Holy Redeemer, Perry**

- When the number of priests in this cluster is reduced from 2 to 1:
  - Merge St. Ignatius, Mt. Horeb with Holy Redeemer, Perry
  - Linkage of new parish with St. Mary, Pine Bluff
  - Focus energies of the newly linked cluster in fully integrated religious education, employment of a cluster business manager, stewardship efforts across the cluster, and development of greater youth ministry program
- Further develop the Holy Redeemer Society to maintain and administer the Holy Redeemer site for special liturgical celebrations and other appropriate activities
- Work to create a comprehensive written plan for your cluster parishes, having goals, objectives, and action steps, to address joint ministries such as RCIA, youth ministry, adult education, vocations, stewardship committees, VIRTUS training, religious education, retreats, school support, and cemetery oversight. You should submit a written plan by fall 2011.

**CLUSTER (190) PARISHES: Christ the King, McFarland; St. Ann, Stoughton; Holy Mother of Consolation, Oregon; St. Patrick, Cottage Grove;**

- Work as a cluster to define workable parish models for all parishes of the cluster:
  - The default being, when there is one fewer priest available, the linkage between Christ the King, McFarland and St. Patrick, Cottage Grove; Work to create a written plan for these two parishes, having at least goals and objectives to address possible joint and shared ministries such as baptismal prep, RCIA, youth ministry, adult education, vocations, stewardship committees, VIRTUS training, religious education, retreats, support for schools, and cemetery oversight. This linkage would work in partnership with the other parishes of the cluster as described below.
  - Look at the feasibility of a linkage or other working arrangement with Christ the King, McFarland, St. Patrick, Cottage Grove and St. Pius X, Cambridge, including them as part of these specific cluster discussions.
  - You should submit a written plan for the linkage by fall 2011.
- The partnership of all cluster parishes should include coordinated activities (staggered Mass schedules, shared devotional opportunities for adults and youth; efforts to build community; education of parishioners on the reality of changes; combined outreach to underserved populations; encouragement of enrollment at St. Ann's school; coordinate activities that promote vocations; communication of social justice, advocacy and outreach efforts; priest and lay task identification; joint meetings of parish commissions and committees; sharing of staff resources; increased utilization of diocesan programs and resources), shared programs (joint stewardship programs; children's and youth faith formation programs; shared intergenerational programs; identifying programs for youth and coordinating and publicizing youth events; sharing resources to bring in youth programs from external sources; joint social justice, advocacy and outreach programs), and shared training (catechists; leadership development for pastoral councils and parish commissions and committees)
- Work to create a comprehensive, integrated written plan for all partnership parishes, having goals, objectives, and action steps, to address joint and shared ministries such as baptismal prep, RCIA, youth ministry, adult education, vocations, stewardship committees, VIRTUS training, religious education, retreats, school support, and cemetery oversight. You should submit a written plan for the partnership by fall 2011.

**CLUSTER (200) PARISHES: Sacred Hearts of Jesus and Mary, Sun Prairie; St. Albert the Great, Sun Prairie; St. Joseph, East Bristol; St. Olaf, DeForest**

- Partnership between Sacred Hearts of Jesus and Mary, Sun Prairie; St. Albert the Great, Sun Prairie; St. Joseph, East Bristol; St. Olaf, DeForest
- Identify specific areas for partnership among all parishes of the cluster
- Identify cluster objectives that work to support your ongoing parish goals. These objectives should have specific action steps and roles, all leading toward a written plan for your cluster parishes by spring 2011. Address any and all possible joint or shared ministries as identified, such as baptismal prep, RCIA, youth ministry, adult education, vocations, stewardship committees, VIRTUS training, religious education, retreats, school support, and cemetery oversight.

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**CLUSTER (210) PARISHES: St. John the Baptist, Waunakee; St. Mary of the Lake, Westport**

- Create a strong partnership between St. John the Baptist, Waunakee and St. Mary of the Lake, Westport with planning for a linkage when only one priest is available
- Work to create a comprehensive written plan for the cluster parishes that takes into account the reduction of a priest to this cluster, having goals, objectives, and action steps (responsible persons and timelines), to include all common parish programs, and activities including worship schedule, religious education program, youth ministry, young adult, adult education, RCIA, liturgy, training, vocations, evangelization, outreach, school support, facilities usage, and cemetery oversight. You should submit a written plan by spring 2011.

**CLUSTER (220) PARISHES: St. Joseph, Waterloo; St. Mary of the Nativity, Marshall; St. Mary Magdalene, Johnson Creek; St. Frances Xavier, Lake Mills**

- Continued linkage between St. Joseph, Waterloo and St. Mary of the Nativity, Marshall
- Continued linkage between St. Mary Magdalene, Johnson Creek and St. Francis Xavier, Lake Mills
- Begin planning for two mergers for completion in 2-3 years that includes consideration for the building of a single church building:
    - Merging St. Joseph, Waterloo; St. Mary of the Nativity, Marshall
    - Merging St. Mary Magdalene, Johnson Creek; St. Frances Xavier, Lake Mills
- Work to create a comprehensive, integrated written plan for each pair of linked parishes, having goals, objectives, and action steps, to address all joint and shared ministries such as baptismal prep, RCIA, youth ministry, adult education, vocations, stewardship committees, VIRTUS training, religious education, retreats, support for both schools, and cemetery oversight. This plan should take into account the goal of being linked in the short term and merging in the long term. You should submit a written plan by spring 2011.

**CLUSTER (230) PARISHES: St. John the Evangelist, Spring Green; St. Luke, Plain**

- Work collaboratively amongst St. John the Evangelist and St. Luke in Liturgy, Catholic Schools (EMDT and with principals combining resources), Christian Formation (Education Commission address religious education, youth ministry, adult education and formation, RCIA, to combine programs, share resources and increase these ministries), Social Justice and Outreach
- Work to create a comprehensive, integrated written plan for your presently linked parishes, having goals, objectives, and action steps, to address all joint and shared ministries such as baptismal prep, RCIA, youth ministry, adult education, vocations, stewardship committees, VIRTUS training, religious education, retreats, support for both schools, and cemetery oversight. This plan should take into account the goal of remaining linked in the short term and merging into a single community in the long term. You should submit a written plan by fall 2011.

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**CLUSTER (240) PARISHES: St. John the Baptist, Jefferson; St. Lawrence, Jefferson; St. Mary Help of Christians, Sullivan**

- Continued linkage of St. Mary Help of Christians with St. John the Baptist, Jefferson and St. Lawrence, Jefferson
- Merger of St. John the Baptist, Jefferson and St. Lawrence, Jefferson at the St. John the Baptist site within one to two years
- Linkage of the new parish community with St. Mary Help of Christian, Sullivan
- We recommend that St. Lawrence remain open as a worship site for use as a chapel for at least two years after the merger, and then to be evaluated
- Work to create a comprehensive, integrated written plan for the future linked parishes (after the merger), having goals, objectives, and action steps, to address all joint and shared ministries such as baptismal prep, RCIA, youth ministry, adult education, vocations, stewardship committees, VIRTUS training, religious education, retreats, support for schools, and cemetery oversight. You should submit a written plan by fall 2011.

**CLUSTER (250) PARISHES: St. Bernard, Watertown; St. Henry, Watertown**

- Identify specific areas of partnership such as shared youth ministry, baptismal prep, joint social gatherings, shared in-service and training, RCIA, stewardship, etc., and ensure that there is specificity to the action steps in support of your objectives.
- Work to create a comprehensive, integrated written plan for linkage when two priests are not available for this cluster, having goals, objectives, and action steps, to address all joint and shared ministries such as baptismal prep, RCIA, youth ministry, adult education, vocations, stewardship committees, VIRTUS training, religious education, retreats, support for schools, and cemetery oversight. You should submit a written plan by fall 2011.

**CLUSTER (260) PARISHES: St. Mary, Palmyra; St. Joseph, Fort Atkinson**

- Work toward establishing specific goals for your cluster that encourage the linkage in such areas religious education, stewardship, social justice and in the sharing of knowledge, capabilities, and resources
- Hold quarterly joint meetings of the two pastoral councils to assess your progress and consider your shared vision for the cluster
- Continue to identify an administrative structure (such as a parish administrator) at St. Joseph, Fort Atkinson that frees time for the priest to focus on his pastoral and sacramental responsibilities with a goal of having a structure in place by spring of 2011

**CLUSTER (270) PARISHES: St. Augustine, Footville; St. Paul, Evansville; St. Joseph, Edgerton; St. Pius X, Cambridge;**

- Continued linkage between of St. Pius X, Cambridge and St. Joseph, Edgerton
- Continued linkage between St. Augustine, Footville and St. Paul, Evansville
- Work as a cluster to define workable parish models (merger, linkage) including all parishes of the cluster:
  - The default being, when there is one fewer priest available to serve the four communities of Cambridge, Edgerton, Footville and Evansville that St Paul, Evansville and St Augustine, Footville explore the feasibility of merging and the resulting parish linking with St. Joseph, Edgerton, and St. Pius X, Cambridge;
  - Look at the feasibility of a linkage or other working arrangement of St. Pius X, Cambridge with Christ the King, McFarland, St. Patrick, Cottage Grove, including them as part of these specific cluster discussions.
  - Work to create a written plan for these four parishes, having at least goals and objectives to address possible joint and shared ministries such as baptismal prep, RCIA, youth ministry, adult education, vocations, stewardship committees, VIRTUS training, religious education, retreats, support for schools, and cemetery oversight. You should submit a written plan for the merger, linkage by fall 2011.

**CLUSTER (280) PARISHES: St. John Vianney, Janesville; St. Mary, Milton; St. Patrick, Janesville; Nativity of Mary, Janesville; St. William, Janesville**

- Partnership as a cluster until such time as there is one less priest available to serve
- Expand on your existing plan for implementing the team model by giving more specificity to the action steps (tasks and persons), with attention to pastoral care, adult education, justice and peace, and the growing Hispanic / Latino population in the area with a written plan by spring 2011.
- As partnership parishes, parish leadership should meet regularly to:
  - build on existing cooperative efforts beyond what is currently in place in Prayer and Worship and Collaboration With Neighbors
  - intensify the development of stewardship at the cluster level
  - study the implications of this new model for all ministries
  - envision how the model will look and function with the cluster parishes
  - work out specific details for the change, including the equal distribution of the expenses associated with shared clergy and shared ministry
- When there is one less priest available to your cluster and upon approval of the Bishop, it is recommended that your new model be implemented for parish leadership for all parishes of the cluster:
  a. The priests assigned to the five parishes in this cluster would administer to all five parishes. No one priest would be assigned to any one parish, all priests would be assigned to the cluster. In accord with canon law, one of the priests would be assigned by the Bishop as a moderator of the group.
  b. Each parish would identify a parish administrator who would be on site at each parish and would be responsible for the everyday operations of the parish. Each of these parish administrators would be hired by the leadership team with approval by the Bishop.

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**CLUSTER (290) PARISHES: St. Jude, Beloit; St. Thomas the Apostle, Beloit; St. Stephen, Clinton; Our Lady of the Assumption, Beloit**

- Partnership as a cluster until such time as there is one less priest available to serve
- Expand on your existing plan for implementing the team model by giving more specificity to the action steps (tasks and persons), with attention to pastoral care, adult education, justice and peace, and the growing Hispanic / Latino population in the area with a written plan by spring 2011.
- As partnership parishes, parish leadership should meet regularly to:
    - build on existing cooperative efforts
    - intensify the development of stewardship at the cluster level
    - study the implications of this new model for all ministries
    - envision how the model will look and function with the cluster parishes
    - work out specific details for the change, including the equal distribution of the expenses associated with shared clergy and shared ministry
- When there is one less priest available to your cluster and upon approval of the Bishop, it is recommended that your new model be implemented for parish leadership for all parishes of the cluster:
    a. The priests assigned to the four parishes in this cluster would administer to all four parishes. No one priest would be assigned to any one parish, all priests would be assigned to the cluster. In accord with canon law, one of the priests would be assigned by the Bishop as a moderator of the group.
    b. Each parish would identify a parish administrator who would be on site at each parish and would be responsible for the everyday operations of the parish. Each of these parish administrators would be hired by the leadership team with approval by the Bishop.

**CLUSTER (300) PARISHES: Divine Mercy (*St. Aloysius, Sauk City, St Mary, Merrimac*); St. Norbert, Roxbury; Holy Cross (*St. Barnabas, Mazomanie, St. John, Mill Creek*);**

- Linkage of the new community of Divine Mercy, Holy Cross, and St. Norbert, Roxbury
- St. Aloysius Catholic School will be supported by all parishes in the cluster
- Work collaboratively in pastoral practices, common parish communication methods, Religious Education, and the involvement of the laity in various ministries

**CLUSTER (310) PARISHES: St. Victor, Monroe; St. Rose of Lima, Brodhead**

- Merger over the next 1-2 years of St. Victor, Monroe with St. Rose of Lima, Brodhead into a new parish community in centered in Monroe
- The worship site at St. Rose of Lima, Brodhead will be maintained for two years after the merger, then be evaluated for continued use

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**CLUSTER (320) PARISHES: St. Cecilia, Wisconsin Dells; St. Joseph, Baraboo**

- Looking to a future of fewer priests, explore different ways to staff both parishes by increasing collaboration and create a comprehensive written plan for your partnership parishes, having goals, objectives, and action steps, to address joint and shared ministries such as staff, RCIA, youth ministry, adult education, vocations, stewardship committees, VIRTUS training, religious education, retreats, complementary Mass schedules, school support, and cemetery oversight. You should submit a written plan by spring 2011.

**CLUSTER (330) PARISHES: St. Jerome, Columbus; St. Joseph, Rio; St. Patrick, Doylestown**

- When the number of priests in this cluster is reduced from 2 to 1:
    - Linkage between St. Patrick, Doylestown, St. Joseph, Rio and St. Jerome, Columbus
- When there is no longer one full time priest available to serve this cluster, a merger of this cluster and a linkage with another adjoining cluster
- Work to create a comprehensive written plan for your existing cluster parishes and taking into account your future merger, having goals, objectives, and action steps with respective timelines and persons, to include usage of the worship sites, worship schedule that is doable by a single priest, religious education program, youth ministry, adult education, RCIA, and vocations, school support, and cemetery oversight. You should submit a written plan by fall 2011.

**CLUSTER (340) PARISHES: St. Patrick, Lodi; St. Thomas the Apostle, Poynette; St. Michael, Dane**

- Merger of St. Patrick, Lodi and St. Michael, Dane when only one priest is available to serve the cluster and the new parish community linked with St. Thomas the Apostle, Poynette
- St. Thomas the Apostle, Poynette will be administered by a parish director with pastoral supervision being done by the pastor during those times of only one available priest
- Work to create a comprehensive written plan for your existing cluster parishes and taking into account your future merger, having goals, objectives, and action steps with respective timelines and persons, to include usage of the worship sites, worship schedule, religious education program, youth ministry, adult education, RCIA, and vocations, school support, and cemetery oversight. You should submit a written plan by fall 2011.
- Increase the involvement of the laity in the pastoral planning of the cluster in order to carry out your goals and objectives for the cluster.

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**CLUSTER (350) PARISHES: Holy Family, LaValle; St. Boniface, Lime Ridge; St. Patrick, Loreto; Sacred Heart, Reedsburg**

- Form a strong working partnership across all programs with Sacred Heart, Reedsburg, Holy Family, LaValle, and St. Boniface, Lime Ridge, St. Patrick, Loreto by having regular joint pastoral council meetings for planning
- Continue collaboration in ministry to young families, programs for the widows, enhancing RCIA, catechetical programs
- Share the cost of hiring a full-time youth minister for all parishes
- Implement a training program for catechists and the sharing of catechists among parishes;
- When the number of priests in cluster 350 is reduced from 2 to 1:
    - Link St. Patrick, Holy Family, St. Boniface and Sacred Heart parishes and work toward a merger of Holy Family, St. Boniface and St. Patrick within 1-3 years.
- Work to create a comprehensive written plan for your existing cluster parishes and taking into account your future linkage and merger, having goals, objectives, and action steps with respective timelines and persons, to include usage of the worship sites, worship schedule, religious education program, youth ministry, adult education, RCIA, and vocations, school support, and cemetery oversight. You should submit a written plan by fall 2011.

**CLUSTER (360/400) PARISHES: St. James, Neshkoro; St. John the Baptist, Princeton; St. John the Baptist, Montello; Good Shepherd, Westfield**

- St. James, Neshkoro and St. John the Baptist, Princeton continue being linked and St. John the Baptist, Montello and Good Shepherd, Westfield continue being linked, with both linkages working in partnership
- Work to create a comprehensive written plan for your existing cluster parishes and taking into account the possibility of one fewer priest for your cluster, having goals, objectives, and action steps with respective timelines and persons, to include usage of the worship sites, worship schedule, religious education program, youth ministry, adult education, RCIA, and vocations, school support, and cemetery oversight. You should submit a written plan by fall 2011.
- Continue to work cooperatively and collaboratively as partners in ministry to the elderly, existing programs, retreats and meetings, RCIA, youth ministries, adult formation, liturgical music, evangelization, and outreach programs with planning for expanding the scope of work

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**CLUSTER (370) PARISHES: St. Mary Help of Christians, Briggsville; St. Mary of the Immaculate Conception, Portage**

- Continue your collaborative work in joint membership and training on committees, shared projects such as evangelization and various aspects of life-long education and social justice, periodic joint pastoral council meetings, liturgical and catechetical ministers
- Create cluster goals when expanding your plan to other areas such as vocations and religious education; give more specificity to the action steps of your plan by giving timelines and responsible persons
- Continue to develop a joint Parish Life Committee
- Continue your work toward enlarging the worship space at St. Mary, Portage
- Explore sharing a parish director with a larger cluster or merging to conserve priestly resources within the next five years

**CLUSTER (380) PARISHES: All Saints, Berlin; Our Lady of the Lake, Green Lake**

- When two priests are not available, a linkage of both parishes will occur
- Work to create a comprehensive written plan for your existing partnership parishes and taking into account the future linkage, having goals, objectives, and action steps with respective timelines and persons, to include usage of the worship sites, worship schedule, religious education program, expanding religious ministry for youth, adult education, RCIA, vocations, cemetery oversight, joint staff and pastoral care training, young adult ministry program, training opportunities for laymen, joint prayer and worship celebration workshops for liturgical ministers. You should submit a written plan by fall 2011.

**CLUSTER (390) PARISHES: Holy Family, Green Lake County; St. Mary of the Most Holy Rosary, Pardeeville; St. Andrew, Buffalo**

- Merge St. Andrew, Buffalo and St. Mary, Pardeeville in 1-3 years
- The two new parishes would be linked and work collaboratively at all levels in faith formation, worship, stewardship, staffing and leadership
- Increase lay involvement in planning by working toward establishing specific goals having reasonable objectives for the two new parishes that encourage the linkage in all areas such as religious education, stewardship, social justice and in the sharing of knowledge, capabilities, and resources

**CLUSTER (410) PARISHES: St. James, Madison; St. Joseph, Madison**

- Merge St. James, Madison and St. Joseph, Madison into a single parish within 1-3 years
- Continue your planning to build community taking into account your Hispanic ministry at St. Joseph and your school at St. James, as well as your common ministries, such as stewardship, social justice, youth and young adult ministries
- Include a plan for making the St. James church and school handicapped accessible

**VERSION HISTORY**
**Ver 1.0 October 2007 (Original Directives)**
**Ver 1.1 August 2008 (Clusters 230, 350, 300)**
**Ver 1.2 March 2009 (Clusters 220, 240, 270)**
**Ver 1.3 October 2009 (Clusters 230, 350)**
**Ver 2.0 June 2010 (School Directives, updated Parish Directives)**
**Ver 2.1 July 2010 (Corrected Clusters 190, 270)**