



2020 Survey Results

The Future of Holy Spirit Parish

January 17, 2021

EXECUTIVE SUMMARY

- December 2020 Survey achieved goals of educating people on the parish statistics and issues, while soliciting inputs on future, high-level campus options & criteria used to evaluate alternatives.
- 789 Responses to 2500 email invites, plus Mass and bulletin announcements;
 - Relatively homogenous respondents: Females (~65%); Over 50 Yrs old (~80%); parish members for >15 years (>85%).
- Majority (61%) strongly/agree that COVID-19 & Mass @ Sears increased openness to one worship site
 - Only 47% of those <50 strongly/agree
- Most people (78-89%) did not know, or only somewhat knew, about key parish metrics -- metrics which inform the need for change
 - Those <50 tend to be less familiar with parish and diocesan metrics vs. those >50 yrs old.
- While all 12 Parish Issues to Address were seen as Somewhat/Important, two issues – non-liturgical facilities and sharing faith life – were the least important, *relatively*.
- In general, there is no obvious answer or preference for the future of the parish campus at this time.
 - Ideas and requests ranged from sounding self-serving to addressing the broader community and being self-giving.
 - Comments that provided an unsolicited position on Future Campus options are relatively split 55%/45% for Leverage New/Current
 - Some have concerns about the need and affordability of new campus vs. population and participation trends, as well as about the focus on buildings vs. those practices and initiatives that are most important thing relative to the practice of one's faith.
- Almost 80% of respondents rated all 7 evaluation criteria as High or Moderate Importance; 3 of 7 have slightly lower relative importance.



Survey Questions

1. Please indicate the extent to which you agree or disagree with the following statement:

Holy Spirit Parish's efforts to hold Sunday Mass during the COVID-19 pandemic, first on-line, and then in the old Sear's parking lot, has increased my openness and acceptance of consolidating worship sites from 7 to 2-3.

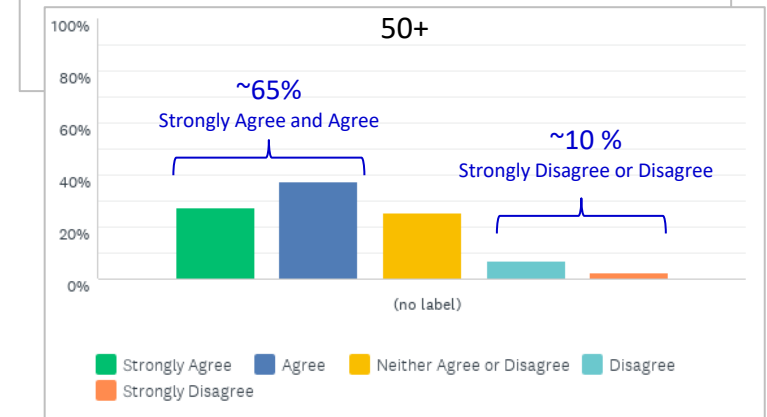
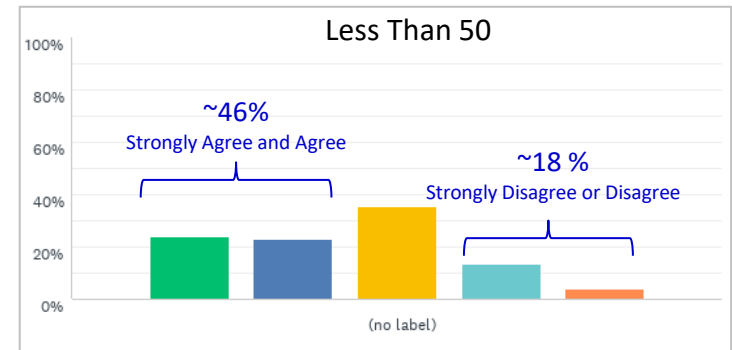
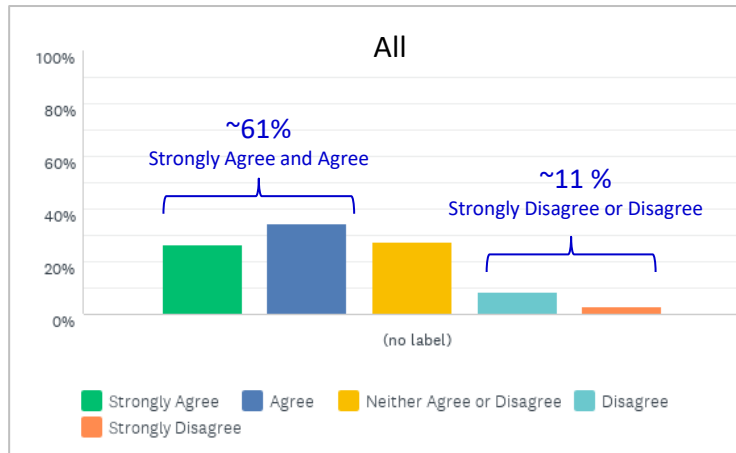
2. Please indicate your familiarity with the following (7) topics (re: our parish situation).
3. Please rank the following (12) parish issues (re: our resources and spiritual health) that need to be addressed
4. (Optional) If you did not see a key issue our parish should address in the previous question, enter your suggestion here
5. Please indicate your familiarity with the following:
In Consideration: Holy Spirit Parish must face the issues noted above and plans to do so in part by consolidating facilities and campuses. 3-4 options will be developed, evaluated, and socialized. Currently, the options will most likely be variations of either (a) consolidating to 3 of our current 7 facilities/ campuses or (b) consolidating to 2 facilities/ campuses, one of which would be at a new, centrally-located site. Specifics of these options are still being developed. Options will be evaluated against all the same criterion.

6. Below are (8) potential criteria that could be used to evaluate each and every potential option we develop, ensuring a consistent assessment of each option. While the criterion could all have equal weight, some may be more important than others. Please rank each criterion in terms of relative importance.
7. (Optional) Please provide any suggestions that you would like to include in the options to be developed. Ideally, suggestions should address the issues and criteria listed above.
8. What is your gender?
9. What is your age bracket?
10. How long have you been a member of Holy Spirit Parish (or one of its former, constituent parishes)?



Q1: Please indicate the extent to which you agree or disagree with the following statement:

“Holy Spirit Parish's efforts to hold Sunday Mass during the COVID-19 pandemic, first online, and then in the old Sear's parking lot, has increased my openness and acceptance of consolidating worship sites from 7 to 2-3.”



Key Message:

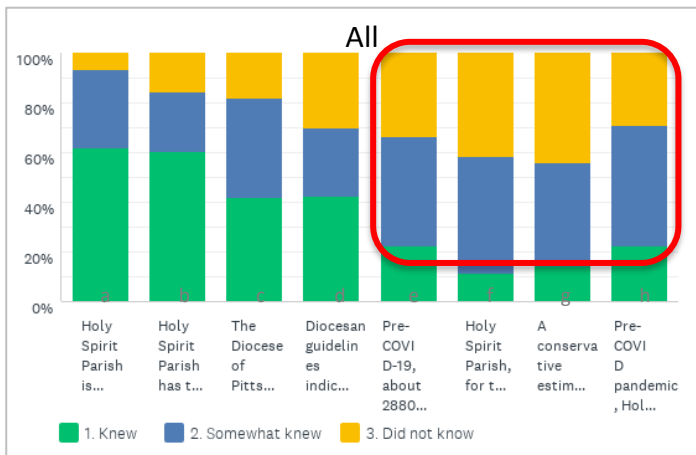
- Majority of All respondents agree+ that COVID-19 & Mass @ Sears increased openness to one worship site
- Those <50 were less likely to agree+ than those >50.



Q2: Please indicate your familiarity with the following topics

(Rate from 1= Knew This, to 3= Did not know).

		3. Did not know		
		50+	<50	Delta
a	Holy Spirit Parish is comprised of 7 sites, including 59 parcels of land	5.25%	9.74%	-4.49%
b	Holy Spirit Parish has to pay property tax on all buildings and land that are not formally part of a worship or education space. All other properties are taxable, including parking lots, basketball courts, social space, gymnasiums, rectories, and undeveloped land.	14.90%	18.71%	-3.81%
c	The Diocese of Pittsburgh (which includes Holy Spirit Parish) has indicated that, considering the average age of its priests (the majority are over 60 yrs old,) the diocese will have 50% fewer priests from 2016 to 2025 (216 to 112) and that parishes should plan to have only 1 full time priest, starting around 2030.	16.49%	22.58%	-6.09%
d	Diocesan guidelines indicate that priests should be limited to 3 Masses a day, ideally.	27.47%	38.96%	-11.49%
e	Pre-COVID-19, about 2880 members, on average, attended Mass at a Holy Spirit Parish location each Sunday (or Saturday evening).	32.00%	37.66%	-5.66%
f	Holy Spirit Parish, for the 2018-2019 fiscal year, (pre-COVID-19,) had an annual deficit of about \$500K: - received annual donations of around \$1.9M - had annual operations and administration expenses of over \$1.5M - paid property taxes for its non-exempt parcels and buildings of \$75K - paid the annual Diocese's Parish Share Program fee of over \$400k - provided an annual school subsidy of \$300K	41.17%	43.51%	-2.34%
g	A conservative estimate of \$1.4M+ in basic capital improvements, at a minimum, are required across just 4 of our campuses over the next three years, all of which are over 50 years old. More funds will be required considering all of the properties and the issues we are facing.	42.11%	51.61%	-9.50%
h	Pre-COVID pandemic, Holy Spirit Parish members supported over 35 ministries, related to education, service, outreach, liturgy, and fund-raising	28.23%	31.61%	-3.38%



Key Message:

- Most people know about # campuses, taxable properties, and diocesan projections / guidelines (2a - 2d)
- Most people did not know, or only somewhat know, about key parish metrics (e.g. participation rates, P&L breakdown, forecasted capital repairs, and #ministries) which inform the need for change (2e - 2h)
- Those <50 tend to be less familiar with these topics vs. those >50 yrs. old.

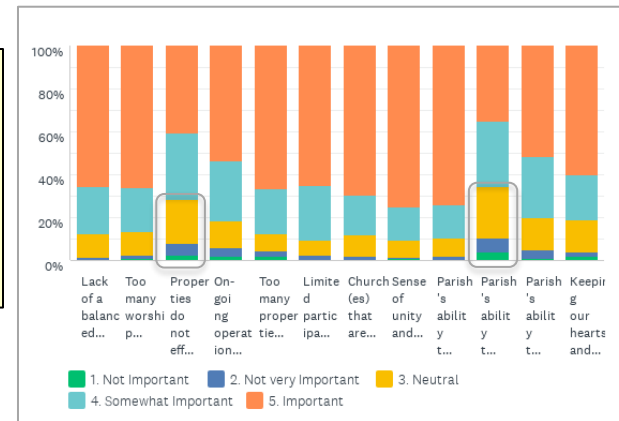


Q3: Please rate the following parish issues that need to be addressed

	%Neg				%Pos			
	<50	>50	All	Delta	<50	>50	All	Delta
Lack of a balanced budget.	2.01%	1.50%	1.73%	-0.51%	81.88%	89.70%	87.70%	7.82%
Too many worship sites that 1 priest can support in the next 5-10 years (e.g. for Sunday/Saturday Masses, all other sacraments, etc.).	5.20%	2.00%	2.66%	-3.20%	80.52%	88.57%	86.56%	8.05%
Properties do not efficiently and economically fit the non-liturgical needs and resources of the community, e.g. youth faith formation spread across two buildings, no central or common social or service meeting places.	14.94%	6.50%	8.23%	-8.44%	61.69%	74.37%	71.27%	12.68%
On-going operational and capital expenses for buildings and properties that are 50-100 years old.	7.14%	5.42%	5.86%	-1.72%	71.43%	84.12%	81.31%	12.69%
Too many properties and land parcels relative to what we can afford.	8.39%	3.42%	4.59%	-4.97%	80.00%	90.09%	87.62%	10.09%
Limited participation and leadership from younger lay people (e.g. 18-50 years old) in defining and creating the parish's future .	4.55%	1.62%	2.37%	-2.93%	83.11%	92.62%	90.25%	9.51%
Church(es) that are easily accessible for disabled or hearing impaired.	1.30%	1.98%	1.81%	0.68%	82.47%	89.57%	87.76%	7.10%
Sense of unity and community within the parish.	1.95%	1.62%	1.66%	-0.33%	87.66%	91.20%	90.55%	3.54%
Parish's ability to help me grow spiritually as a Catholic, through feeling welcomed, helping me recognize God in my life, offering engaging Masses, and forming me as a disciple.	2.60%	1.62%	1.80%	-0.98%	85.72%	91.04%	89.73%	5.32%
Parish's ability to help me share my personal witness story with another, through equipping me to share my story, inviting others to parish activities (liturgical, social, outreach, etc.) or official church roles (e.g Priest, Deacon, Religious, director of Religious Education, etc.) offering spiritual direction and answering question on Church teaching	15.58%	9.42%	10.63%	-6.16%	57.14%	68.12%	65.59%	10.98%
Parish's ability to offer continuing education to adults about God in our lives, the life of the church, and God's requests of us.	8.44%	4.32%	5.15%	-4.12%	69.48%	83.24%	80.08%	13.76%
Keeping our hearts and eyes "on the Main Thing," versus building, budgets, and staffing.	7.15%	2.88%	3.90%	-4.27%	73.38%	83.42%	81.06%	10.04%

Key Message:

- 10 of the 12 Parish Issues listed were rated as Very Important or Important by >80% of All respondents
- 2 of the 12 Parish Issues – non-liturgical facilities and sharing faith life – were the least important.
- In general, those <50 had a lower sense of importance across all issues vs. those >50.



Q4: (Optional) If you did not see a key issue our parish should address in the previous question, enter your suggestion here:

Of the 148 Suggestions Provided:

- 45 were Ideas
 - re: Youth, Young Adults, Families, Faith Formation, Evangelization, Laity, Lapsed Catholics, Liturgy, Special Needs, and Ministry/Outreach.
- 7 were Concerns
 - re: consolidation's impacts on future attendance, and focus on building is missing the root cause of declining participation
- 20 were perceived as Complaints
 - re: staff, diocese, lack of transparency, cliques, disenfranchised, ignored, futility of surveys, etc.
- 22 were perceived as a Position on Future Campus Options
 - re: Positions ranged from
 - New;
 - Leverage 3 Current;
 - Close Some (without saying if to go to New or 3 Current)
- 4 were School-related
- 51 were Commentary or "N/A".

Key Message:

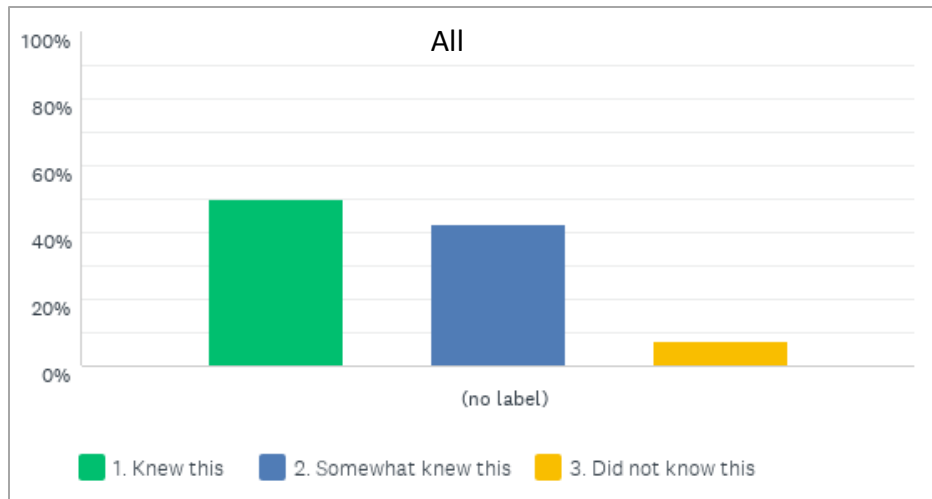
- Of the Ideas and Concerns, an underlying theme is "the building(s) are not the most important thing relative to the practice of one's faith".



Q5: Please indicate your familiarity with the following:

“In Consideration: Holy Spirit Parish must face the issues noted above and plans to do so in part by consolidating facilities and campuses. 3-4 options will be developed, evaluated, and socialized. Currently, the options will most likely be variations of either (a) consolidating to 3 of our current 7 facilities/campuses or (b) consolidating to 2 facilities/campuses, one of which would be at a new, centrally-located site. Specifics of these options are still being developed. Options will be evaluated against all the same criterion. (Your input on these criterion is requested in the next question.)

Note: Change can be difficult and can evoke many emotions, especially regarding our faith and our personal traditions. Further, change typically offers options, all of which have pros and cons. That said, some options are better than others. The process we are using to develop and evaluate the options attempts to be as objective and as consistent as possible.”



Key Message:

- ~93% Knew or Somewhat Knew of the future, high-level, campus facility options
- 2.5x of those <50 “Did not know” the new campus options vs. those >50 (14% vs. 5.6%).

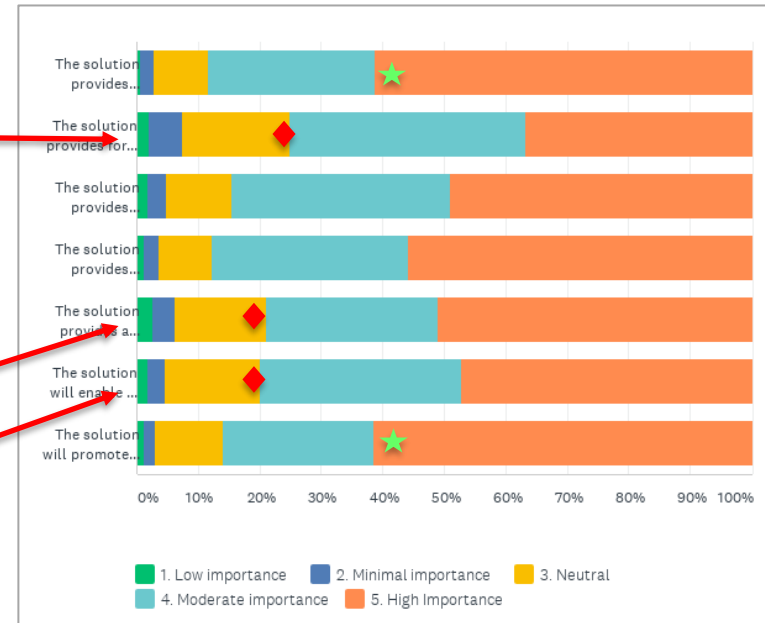


Q6: Below are a list of criterion that could be used to evaluate each and every potential option we develop

Please rank each criterion in terms of relative importance.

Potential Criteria:

The solution provides Worship Site(s) for ~3500/weekend with handicap accessible, and support for the hearing impaired.
The solution provides for non-liturgical space for Faith Formation, social and support Programs.
The solution provides facilities that are operationally efficient, maintenance-friendly, economical, and technically up-to-date.
The solution provides facilities that are convenient and accessible to the majority of members (e.g. average distance, roads, parking, etc.)
The solution provides a limited number of worship site(s) that can be staffed by 1 priest by 2030.
The solution will enable a financially-balanced operating plan, with a capital campaign that can be funded in less than 10 years.
The solution will promote a sense of belonging and discipleship (e.g. community, ownership, unity, and outreach).
Other (please specify)



Key Messages:

- Almost 80% of respondents rated all 7 given criteria as High or Moderate Importance.
- On a relative basis, 3 criterion were seen as less important than the other 4: non-liturgical space, staffed by 1 priest, and financially balanced (operating expenses and capital expenses). Promoting unity and a worship site for ~3500/weekend were relatively most important
- 14-19% more of those 50+ saw operational efficiency, accessibility and staffing by 1 priest as moderate or high importance.
- For those <50, having a limited number of worship sites had the relatively lowest % of moderate or high importance.



Q6: Below are a list of criterion ... (cont.)

59 Respondents provided inputs on the line for “Other” Criterion:

- **15 were Criterion suggestions**
 - re: safety, travel time, ministry/outreach, marketability of current sites, parishioner input, weighting youth inputs, etc.
- **2 were suggestions for the Analysis portion of the Strategic Proposal**
 - re: Post-COVID projections and Costs of Current Sites.
- **13 were Suggestions (vs. Other Criterion).**
 - From build New ASAP to wait for 5 years until participation rates level out, ordain laity, cancel services...
- **17 were Comments and Concerns**
 - re: participation trends, timing, funding tradeoffs, buildings do not create community and faith-life.
- **3 were Complaints**
 - Re: belief a decision has been made; too hypothetical; illegal parking at St. Mary’s.
- **9 were Positions re: Future Options**
 - 6 for Leverage Current vs. 3 for New.



Q7: (Optional) Please provide any suggestions that you would like to include in the options to be developed.

Ideally, suggestions should address the issues and criteria listed above.

Of the 146 Respondents who provided 244 Comments and Suggestions:

- 32 were suggestions for the Analysis and Development of Options
 - re: Affordability and Funding, Population and Participation Trends, Current Campuses and Options, Travel Time, etc.
- 117 were Ideas and Requests
 - re: faith formation, community, evangelization, focus on faith (vs. bldgs.), ministry, options, specific ideas to Mary MoH, St. Camillus, St. Vitus, and St. Joseph, requests, parking, safety, etc.
- 59 were Positions on Future Campus Options
 - 8: No Changes (*but not an option in any situation*)
 - 7: Leverage 3 Current or No Change
 - 16: Leverage 3 Current Sites
 - 26: Build New (1 or 2 sites)
 - 2: Other
- 6 were perceived as Complaints
 - re: futility of surveys, decision “already made”, Sears location, Young participation.
- 6 were School-related
- 24 were perceived as Comments.

Key Messages:

- In general, concerns about need and affordability of new campus vs. population and participation trends
- In general, ideas and requests ranged from self-serving to broader community and self-giving.
- In general, comments that provided an unsolicited position on future campus options are relatively split 55%/45% for Leverage New/Current.

Demographics

Q8: Gender:

- Male 32.4%
- Female 63.8%
- Prefer not to answer 3.8%

Q9: Age:

- 18-29 2.2%
- 30-39 6.2%
- 40-49 12.1%
- 50-59 17.6%
- 60-69 31.5%
- 70-79 23.7%
- 80 or older 6.7%

79.5%

Q10: Years as Parish Member:

- 1 year or less 1.8%
- 2-5 years 4.1%
- 6-10 years 3.9%
- 11-15 years 4.1%
- 16+ years 86.1%

Key Messages:

- Majority of respondents were
 - Female
 - >50 years old
 - Member for 16+ years
- Even those <50,
 - 73% have been members for 16+ years

