



2022 – 2026 Pastoral Plan for Immaculate Conception / Saint Bridget's Parish

445 Frederick Douglass Street, Rochester NY 14608

2022 Pastoral Plan for Immaculate Conception / St. Bridget's Parish

June 1, 2022

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Purpose and Objective

Early in February 2016, Bishop Salvatore R. Matano asked Immaculate Conception / St. Bridget's Parish (IC/SB) to develop a pastoral plan that was to guide the parish into the future. That five-year plan was submitted to him in February 2017. In September 2021, Father Ray Fleming, pastor, and the IC/SB Pastoral Council agreed that it was time to write a new five-year plan in recognition that adjustments are needed to be made to the path for IC/SB's future and to maintain the important role this parish plays in the lives of Black Catholics in the Rochester community.

The Pastoral Planning Team, consisting of members of the parish staff and the Pastoral Council, was assisted by Shannon Kilbridge, Department of Pastoral Services. The team has developed this plan that outlines the resources necessary to ensure that IC/SB will continue to work toward achieving its mission:

"The Parish of Immaculate Conception/St. Bridget's is a Roman Catholic faith community whose worship reflects and celebrates the cultural gifts and diversity of its members. We welcome all believers to worship God, love one another, evangelize the good news of Jesus Christ and serve those in need."

Three town hall style meetings were held in March 2022. These meetings served to explain the process to the parish community and to gather feedback regarding the proposed plan. Approximately 58 parishioners attended these gatherings, providing valuable and much needed input.

History

Immaculate Conception Church was originally established in 1847 to serve the growing Irish immigrant population. (In 1895, the first Roman Catholic Bishop of Rochester, the Right Reverend Bishop Bernard McQuaid split off St. Monica parish.) The original church was a small brick building that faced Edinburgh Street and was completed in 1849. Destroyed by a devastating fire in early 1864, the cornerstone of the present building was laid in July 1864. The parsonage, originally erected in 1870 and which added a new beautiful architectural treasure to Corn Hill, was renovated in 1900. The church building has been renovated a number of times over the years, with the interior most recently redecorated in 1980 and 2000, and the exterior refurbished in 1990. Immaculate Conception Church was placed on the federal National Register of Historical Places in 1992. The church is also included in the Designated Buildings of Historic Value list issued by the City of Rochester in 2005.

The first Immaculate Conception School – also known as the Plymouth Road School – was built in 1871, during the era of the education-minded Bishop McQuaid. Another school was erected in 1894 and then replaced with the present school, which was built in 1926. The parish school closed in 1975, and since 1987, the building has been leased to the University of Rochester to house the Mount Hope Family Center.

In February 2010, Immaculate Conception Parish formally merged with St. Bridget's Church after several years of collaborative services. Parishioners travel from across Monroe County and beyond to attend the 10:00 AM Sunday Mass and social hour. Some of the families have roots in the old Clarissa Street neighborhood and the Immaculate Conception School.

Facilities

Three structures make up the IC/SB parish property. The centerpiece, of course, is the beautiful historic church located at 429 Frederick Douglass Street, an undocumented street address. The parish center, formerly known as the rectory and which is located next door to the church at 445 Frederick Douglass Street, was once a convent for the Sisters of Saint Joseph and is now used as office and meeting space for

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the parish leadership team and other ministry groups within the faith community. Finally, the former Immaculate Conception School, located at 187 Edinburgh Street, has been leased to the University of Rochester's Mount Hope Family Center, which is dedicated to helping to improve the lives of children and families who have experienced violence, abuse, neglect, or trauma – a most fitting reuse of a Christian, Catholic educational institution.

Profile

IC/SB Parish is a Roman Catholic Community with a strong Black lay leadership presence. As such, it is the predominant Black Catholic Church in the Diocese of Rochester. The parish family is enriched greatly by its diversity. Membership consists of individuals from African American, Latino, Caribbean, African, European, and Asian cultures. IC/SB is a multicultural community of believers drawn together by faith in Jesus Christ. The faith community worships God through prayerful and inspiring liturgies, music, and dance.

The majority of the registered parishioners are not neighborhood residents and live outside of the parish boundaries. As of April 2022, the parish records showed 30 distinct zip codes. Parishioners choose to travel past many other churches, which are much closer to their homes, to worship at IC/SB. IC/SB is close-knit Christian community, with heartfelt worship, honest friendships, and compassionate care for those in need.

See Appendix A for more details about the general population within our parish boundaries.

A Partial List of Noteworthy Diocesan-Related Contributions

Father Charles Hall, who graduated from the Immaculate Conception school, was the first and, at least as of 1982, only Black person from the Diocese of Rochester to be ordained a priest. On June 4, 1960 he was ordained a Josephite in Washington, D. C. On June 12, 1960 he celebrated mass at his childhood church. Unfortunately, he died March 25, 1967. Two of his surviving siblings are still active members of the parish.

In 2002, Father Michael Upson, 1992 – 2005 Immaculate Conception parochial administrator, became the coordinator of the diocesan Office of Black Ministry (OBM). Over time he became the director of all the diocesan multicultural offices until his departure in 2008.

Current parishioners have contributed:

- Jackie Dobson as the executive director of the OBM from 1984 until 1999.
- Jackie Bryant as one of the charter members of the diocesan Black Leadership Commission (BLC) which was created in 2012. Her two-year term expired in 2014. (The BLC was disbanded in 2020.)
- Myrna Barthelemy as a member of the diocesan Women's Commission from 2013 until 2018.

IC/SB:

- Has sponsored at least three representatives to each of the last two National Black Catholic Congresses – Congress XI in Indianapolis, Indiana in 2012 and Congress XII in Orlando, Florida in 2017.
- Was the host church for the BLC-sponsored Black Catholic revivals which were held in 2014, 2015, 2016, and 2018.
- Is listed on the United States Conference of Catholic Bishops website (usccb.org) as one of the "predominately African American" parishes in the United States. It is the only such parish listed for the Diocese of Rochester.

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Diocesan-Assigned Parish Leadership

Father Raymond Fleming became the parochial administrator in July 2017, then pastor in 2018. He shares this responsibility with two other faith communities – Emmanuel Church of the Deaf and St. Monica's Church.

Father Robert Bradler has faithfully served as the Temporary Assisting Priest since September 2011. He presides over the weekly Sunday mass. Father Bradler is retired and does not handle any of the administrative duties associated with IC/SB.

Deacon Richard Rall has been assisting the clerics since 2012. He also supports St. Rita's Church in Webster.

Carol Wynne has been the director of finance and administration since 2012. She shares this duty with The Cathedral Community, Emmanuel Church of the Deaf, Holy Apostles Church, St. Francis Xavier Cabrini Parish, and St. Monica's Church.

For a current listing of our parish leadership, please see Appendix B; for our pastoral planning team, please see Appendix C.

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Presentation and Organization of the Pastoral Plan

The plan addresses nine Focus Areas that are the key to the lifeblood of this parish:

1. Black Catholic/Cultural Heritage
2. Communication
3. Finances and Infrastructure
4. Lifelong Faith Formation
5. Ministries
6. Social Activities
7. Social Justice Activities
8. Succession Planning
9. Youth Activities

Each of the following nine sections has statements about how the parish will move forward, i.e., how it will serve to enhance the parish community and positively impact the surrounding neighborhood, and how progress will be measured. These recommendations will be implemented over the course of this five-year plan beginning in September 2022.

Focus Area: Black Catholic/Cultural Heritage

Immaculate Conception/ St. Bridget Church nourishes the largest Black Catholic population in the Diocese of Rochester. Our community sees this as a great honor that brings with it the responsibility to share the joyful, soul-lifting worship that is the hallmark of Black Catholicism as well as the unique historical and cultural background that has birthed such genuine worship. This rich heritage is not to be remanded to the confines of our Church building only, but is also to be shared with other groups of Black Catholics, the entire Diocese and community of Rochester.

Assessment:

We will have at least one special celebration around major Black/Black Catholic cultural events (Black History and Black Catholic History Month, Kwanzaa, Juneteenth, MLK Day), a Caribbean Cultural Celebration, and at least a day of Revival/Spiritual Retreat. We will also have at least two IC/SB members on the Rochester Black Catholic Coalition and will have a minimum of four IC/SB members to attend the 2023 National Black Catholic Congress. We will create a display for the entry into IC/SB that highlights the history and fact about Black and Catholicism.

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Focus Area: Communication

The intended impact of Communications on the IC/SB Community is that it will help both parishioners and those possibly seeking a church home the ability to be informed about what the Church is doing in its external and internal ministries.

External Ministries:

Communications in the form of the website, Facebook and livestreaming will allow parishioners and visitors to keep up with what is going on in the parish and will especially allow those who cannot physically attend Mass to see the celebrations and feel a part of those. It will also keep parishioners /visitors abreast of what activities and events are taking place at the parish. It is desired that this information will encourage those seeking a church home to actually come to the Church and keep those who cannot physically attend to still feel a part of the parish's life. We will also invite and send information on our website, Facebook and livestreaming to local colleges/universities and to any list of former parishioners we may have to intentionally target and invite these populations.

External Ministries Assessment:

The number of views to the website, Facebook and livestreaming will be monitored. A steady or increased number of views will indicate a successful use of these communication tools. Also, we will see how many visits or calls we get from local colleges and universities or those who can be identified as being former parishioners.

Internal Ministries:

Communication between parish entities such as the Parish and Finance Councils and parishioners is critical to have an informed parish. Likewise, it is important that parishioners and visitors are aware of upcoming activities, special celebrations and possible areas for participation in service. This communication will be accomplished through the use of the bulletin, the newsletter, flyers and communications from the pulpit. Likewise, it is important that parishioners have the ability to give input to the Parish and Finance Councils through periodic parish forums. Another internal communication will be to create a parish directory to give parishioners the ability to communicate with each other at any time to encourage, support and strengthen bonds with each other. A parish calendar will allow parish leaders to know who is utilizing parish facilities and when for security, maintenance and scheduling purposes.

Internal Ministries Assessment:

Success in this internal communication will be seen by an increased number of attendees to special celebrations, parish forums and other ministry sponsored activities. A periodic survey will also be employed to gather input from parishioners on their satisfaction with communication between them and parish entities.

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Focus Area: Finances and Infrastructure

This is to improve parishioner satisfaction knowing that the parish has “long term” financial viability and that the buildings have physical integrity. There would be confidence that the estimated incoming revenue will be sufficient to cover the estimated annual operating expenses for the next ten years. The church, parish center, and school would be in compliance with all of the city safety standards.

Assessment:

To have the sum of the annual collections and fund-raising revenues to move toward being at least 100% of the estimated annual operating expenses. For the fiscal year ended June 2021, the \$112,875 revenue was 41.7% of the \$270,779 operating expenses.

To have the amount for safety-related capital expenses be zero for two out of three consecutive fiscal years. For the 2021 fiscal year, \$394,145 was spent on such capital improvements.

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Focus Area: Lifelong Faith Formation

The Immaculate Conception/St Bridget's community will be provided a vibrant way to maintain their faith, work toward sustaining the community, and living our mission.

Bible Study:

This is important to Christian life. One studies the Bible to personally know God, to learn our true mission is to help others know God, and to make disciples of all, i.e., sharing our faith.

Bible Study Assessment:

Train two Bible study leaders a year.

Once a year in the fall, dedicate a Sunday as Bible Sunday whereby parishioners bring their bibles to the church to be blessed.

Have a yearly Bible retreat to enhance our spiritual life and to share the history of Blacks in the Bible.

Youth Mass/Activities:

Increase and encourage youth involvement in all aspects of the church, especially participation in the liturgy (mass). This would provide a succession plan – preparing future lectors, ushers and altar servers.

Youth Mass/Activities Assessment:

Increase this from once to twice a year. Ideally, the increase would be to four times a year.

Emphasis on Sacramental Development:

Prepare the community to receive the sacraments of Initiation (Baptism, First Communion and Confirmation) and the sacrament of Healing (Penance) to become full members of the catholic and parish community.

Emphasis on Sacramental Development Assessment:

Monitor new parishioners in order to invite them to formally become members and to register their children in the religious education program.

Retreats/Revivals:

Encourage parishioners to participate in these events so as to increase and intensify our spirituality, our personal relationship with God.

Retreats/Revivals Assessment:

Hold at least one retreat or revival a year.

Vacation Bible School:

Great opportunity to continue religious education and to keep our children focus on church related activities, as they continue to form their own community. Learning about religion, faith would take place in a more relaxed and enjoyable format.

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Vacation Bible School Assessment:

In the summer of 2023, have at least six children in attendance.

Pre-K Faith Formation:

Based on the need (the number of children), develop a special program and train dedicated teachers/volunteers.

Pre-K Faith Formation Assessment:

In the fall of 2022 or the spring of 2023, have at least four children in attendance.

Developing a Parish Prayer Life:

Help people to understand prayer and its benefits in (to) our lives and to strengthen our relationship with God.

Developing a Parish Prayer Life Assessment:

Have a weekly prayer service.

Pray the rosary before mass every Sunday in May, the month of Mary, then monthly thereafter.

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Focus Area: Ministries

Ministries are the heart and soul of this faith community. In working to enhance the ministries, the overall impact will be that the sacramental life, the Masses, special celebrations and health of the community will have a vibrance, joy and sense of caring that will make all those who enter our doors feel welcomed and valued. This will lead to increased attendance, participation, and, ultimately increased giving. An annual Ministry Day will give ministers the opportunity to update their skill and knowledge in their ministerial area(s) as well as to invite new parishioners to become involved

Assessment:

Each of the ministry areas can be assessed with periodic surveys during the parish forums as well as post-service surveys for the wedding preparation and bereavement support ministries.

These assessments will be shared with the appropriate ministries to confirm their efficacy and inform areas for further growth and enhancement. Numbers of those participating with Wellness initiatives will be kept and are expected to be steady if not growing.

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Focus Area: Social Activities

IC/SB hosts several social activities throughout the year to celebrate the church and its' members, as well as social hours and outside gatherings for parishioners and visitors to have time to meet and share with each other. These activities and gatherings help to establish a community commitment of believers brought together through our basic Roman Catholic beliefs as well as our love for our neighbors.

Continuation of the current activities will strengthen the bond we have with each other and allow all to reacquaint ourselves with our fellow parishioners as well as those who may visit throughout the year.

Current activities include:

- Coffee hour after Sunday Mass
- Parish picnic
- Mother's Day activities
- Father's Day activities
- Corn Hill festival.

Potential additional activities may include:

- Small group gatherings for prayer/religious topic discussion
- Formation of welcoming parties for those seeking to return to the church (i.e., Catholics Come Home), or those searching for a home parish

Assessment:

For the first year of the pastoral plan, reestablishment of our activities will be important, as we seek a return to "normalcy." Members of the parish council/selected parishioners should be assigned to assess participation and extend welcomes to those who may be visiting. Monitoring of attendance will establish a baseline for continued assessment of growth of the activities.

At the start of each successive year, the council should determine two additional activities to be conducted (i.e., monthly prayer groups, religious discussion groups, book clubs), with invites extended to both parishioners and non-parishioners encouraging participation. Attendance at these additional activities should be monitored with evaluation of impact of having individuals join the parish.

Goal: after the first year of establishing stability, the activities for each of the following years should focus on having at least five individuals per year join the parish.

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Focus Area: Social Justice Activities

The intent is to move the parish to a higher level via parishioners availing themselves of specific additional outlets for living their faith – the gospel message of loving God and thy neighbor – and their calling.

Assessment:

At least three parishioners undertaking “activism” on behalf of the IC/SB parish for each of three agreed upon initiatives, in addition to Eastern Service Workers and St. Joseph's House of Hospitality. This would make the parish more of an active participant in promoting societal changes.

Examples of activism are:

- Leading forums in order to increase the individual and collective awareness of the current social justice issues taking place within the diocese
- Collecting and distributing tangible goods
- Conducting letter writing campaigns
- “Taking to the streets”.

Formal partnerships could be forged with existing-focused social justice organizations or IC/SB could take its own separate action.

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Focus Area: Succession Planning

IC/SB is experiencing changes and challenges to its' overall current structure of formation and governance, with the aging of clergy, as well as parishioners who currently chair the committees/ministries of the parish. The church has also been experiencing declining attendance over the past several years (visitors have attended Mass and other church functions but have not remained or joined the parish). To ensure a viable future for the parish, a plan for succession for clergy, as well as parishioners currently serving in leadership roles will need to be established. Focus should be on expanding opportunities for others to lead and bring ideas and concepts that will allow for a newer look at sharing ideas and concepts, while remaining true to the mission of the parish.

Expected impact: By expanding access to committee leadership and participation, more parishioners will be able to participate in church structure and function, while learning from the current leadership on church history and the development of how each ministry and event.

Each committee/ministry should be a separate entity, responding directly to the parish council. Parishioners should be limited to chair of one committee (though they may participate in a preset number of other committees), to encourage others to come forth and be part of the overall process. Chair positions of each committee should rotate on a predetermined basis (i.e., like parish council limits), and solicitation of new members conducted annually. Each committee/ministry should be reviewed and assessed bi-annually for effectiveness as well as opportunities to expand its' reach to parishioners and guests. New concepts/ideas should be embraced and considered for implementation to gauge effectiveness for reaching others.

Assessment:

By opening new opportunities for new members, more parishioners become involved, and the succession planning allows for a transition of experience, education, and knowledge base to be continued. Over the course of the next five years, committees/ministries should enable a minimum of an additional 15 parishioners to fully participate in the process.

Clergy succession: meetings should be held with diocesan representatives to discuss the current status of priests in the diocese, and the plan for IC/SB going forward as priests retire or are transferred. The discussions may also focus upon the potential for outreach to other dioceses/denominations/seminaries inquiring about availability of priests.

With the assistance of the diocese, IC/SB will be able to plan for the future of the parish and its' clerical staffing.

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Focus Area: Youth Activities

Strengthen our youth program so as to keep youth involved in, and increase their connection to the church. These activities would also provide a more relaxed and enjoyable atmosphere to faith formation.

Youth Sunday Mass Assessment:

Increase this from once to twice a year, in the Fall and Spring. Ideally, the increase would be to four times a year.

Vacation Bible School:

Great opportunity to continue religious education and to keep our children focus on church related activities, as they continue to form their own community. Learning about religion, faith would take place in a more relaxed and enjoyable format.

Vacation Bible School Assessment:

In the summer of 2023, have at least six children in attendance.

Altar Servers:

Prepare a group of responsible youth who understand the commitment required for this crucial ministry. An experienced server could be part of the training process for new servers.

Altar Servers Assessment:

In the fall of 2022 or the spring of 2023, train two new servers.

Children Liturgy of the Word:

Reinstate this activity, especially for the very young, pre-K – 1st grade. The liturgy would be appropriate to the age level.

Children Liturgy of the Word Assessment:

Start in the fall of 2022. At least one dedicated volunteer would be needed at that time.

Young Adult Bible Study/Youth Bibles:

Hold weekly Bible study so as to bring young adults back to the church.

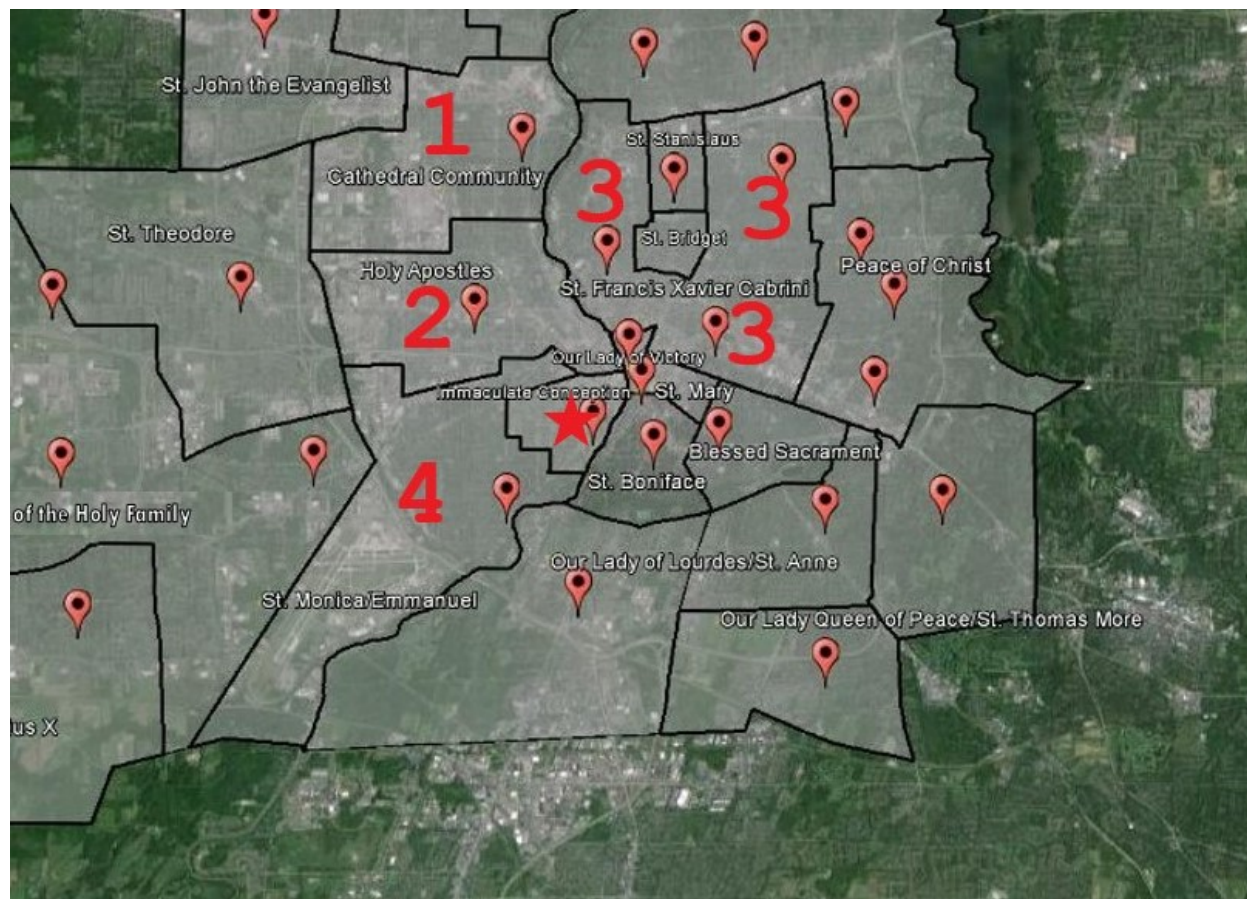
Young Adult Bible Study/Youth Bibles Assessment:

Start in the fall of 2022. A person has already volunteered to help organize this activity.

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Conclusion

Immaculate Conception/St. Bridget's Parish is an important part of the Diocese of Rochester. As a predominantly Black Catholic church, it fills a much-needed niche for a specific population of devoted Catholics, much like Emmanuel Church of the Deaf does for the hearing-impaired community, St. Francis Xavier Cabrini does for the Latino community, St. Stanislaus does for the Polish community, the Parish of the Holy Family does for the Vietnamese community, and St. Thomas the Apostle Church of St. Kateri Tekakwitha Parish does for the Latin Mass community. IC/SB is able to build a bridge between its parishioners and the congregations of Black churches throughout the area to collaborate on projects that are of benefit to the entire community.



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IC/SB has the potential to grow and attract new members. The parish currently shares staff with Holy Apostles Church (2), St. Francis Xavier Cabrini Parish (3), St. Monica's Church/Emmanuel Church of the Deaf (4), and The Cathedral Community (1).

On several occasions, IC/SB has also partnered with other parishes to address sacramental and ministerial responsibilities. Most of these opportunities have been with St. Monica's Church though. IC/SB has a longstanding relationship with St. Monica's.

Based on the ministerial needs of the parish, over the next five years this pastoral plan emphasizes parish membership growth and increased stewardship. The focus is on recognizing gifts within the faith

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community and inviting new people into ministries. The parish leadership plans to create lay leadership development opportunities and encourage discernment into lay ecclesial ministry, religious life, and Holy Orders. This plan will not only engage parishioners more fully in the life and mission of our faith community but also help the parish grow in members.

The biggest challenge at IC/SB is ensuring that the parish leadership is aligned with the previously expressed parish mission statement. It is essential that the pastoral leadership is open to diversity and the Black experience in America from slavery through the civil rights era to Black Lives Matter in order to help the parish grow as a faith community. A strong pastoral team that includes trained and informed lay leaders will build upon the strengths of the faith community, improve weaknesses, and feed the spiritual souls of parishioners.

Moving forward, the faith community of IC/SB hopes to expand collaboration efforts with the Diocese, the naturally affiliated parishes, and other faith communities in order to continue to live out the parish mission. The faith community hopes for a dedicated person who will coordinate all parish activities, foster community between members, support the various ministry groups, and improve communications. This position is essential to achieving the goals of IC/SB in an effective way.

At IC/SB, we know from the depths of our souls that we will keep moving forward because:

*We've come this far by faith, leaning on the Lord:
Trusting in His Holy Word, He's never failed us yet.
Oh, oh oh oh, oh oh oh ----- we can't turn around,
We've come this far by faith!!¹*

¹ Composer: Albert A. Goodson (1956)

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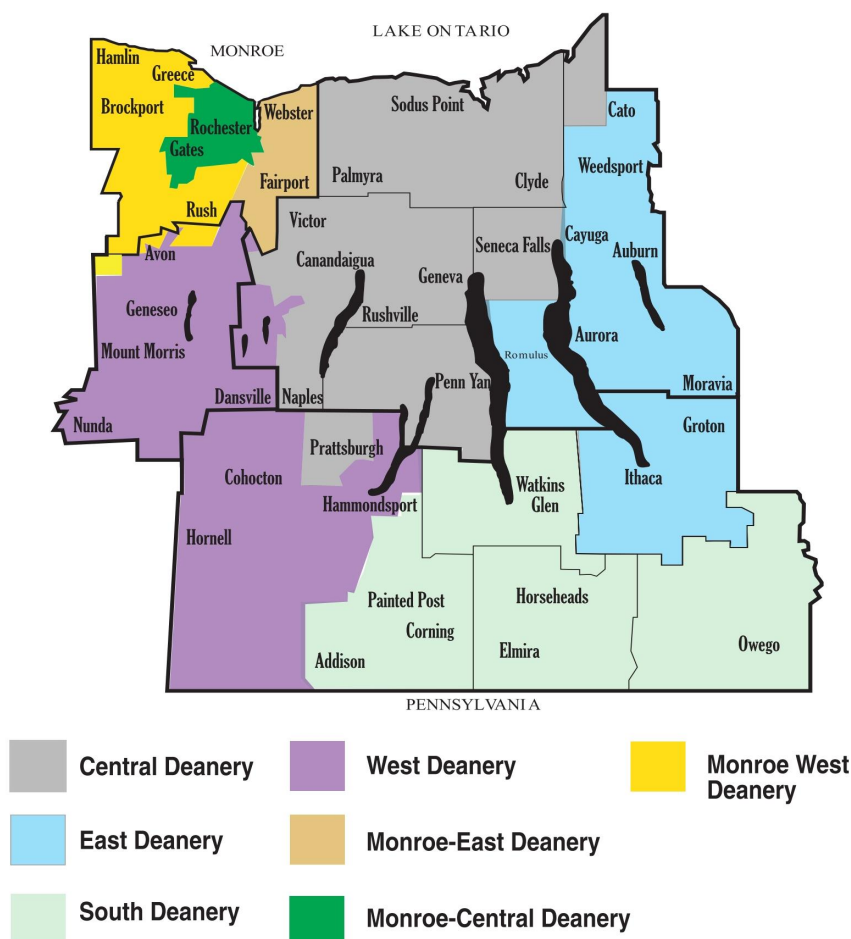
Appendix A. Demographic Trends

Diocesan General Population

CATHOLIC DIRECTORY - DIOCESE OF ROCHESTER, N.Y.

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Parish Listing by Deanery



The Diocese of Rochester is divided into seven deaneries which completely overlay twelve New York State counties. Three of the deaneries overlay Monroe County. According to the 2022 diocesan directory there are 88 parishes.

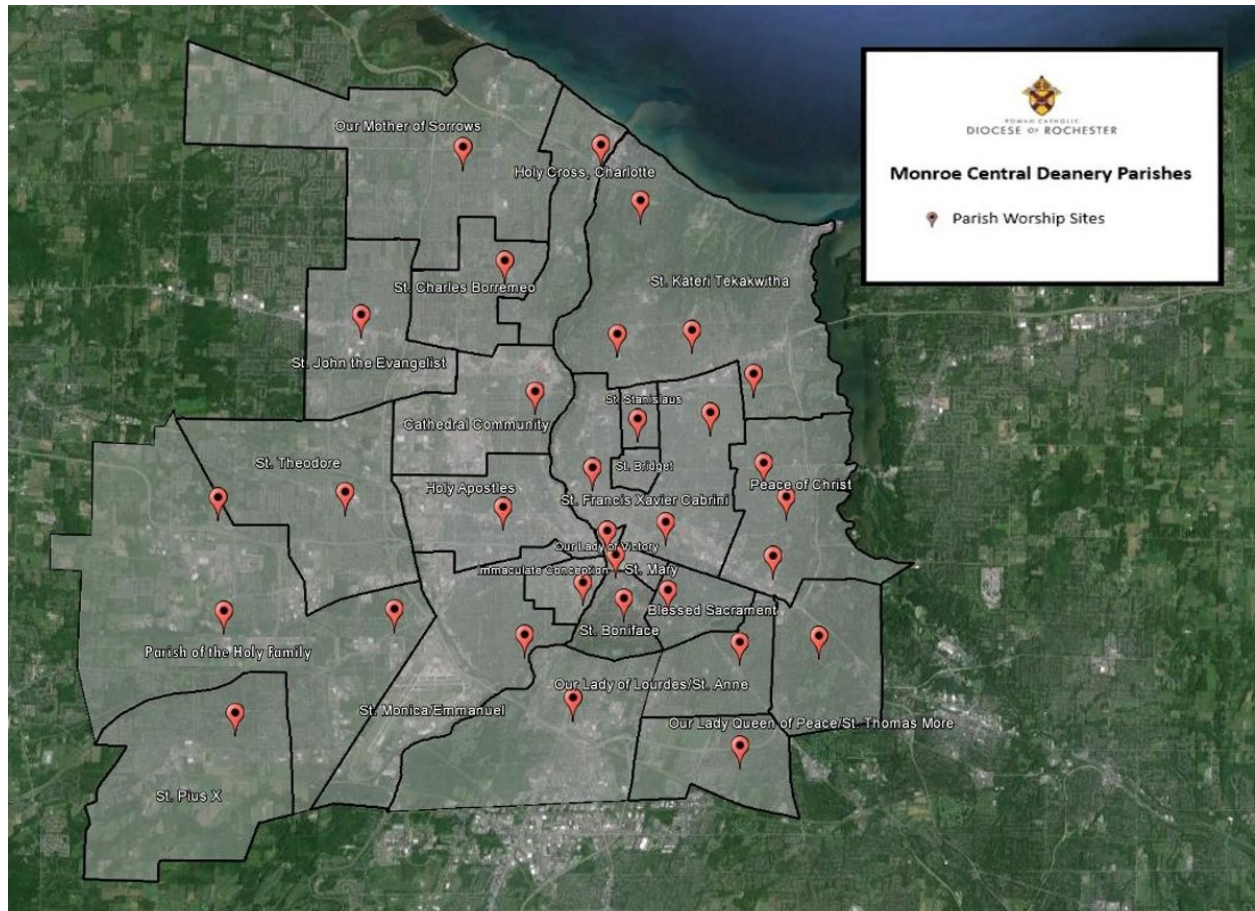
The diocesan population has increased by 2.4% since 2010 and is projected to increase by 4.7% between 2022 and 2027. (For comparison, the U. S. population is projected to increase by 3.2% during those five years.) Catholic is the religious preference for 37.2% of the people.

The diocesan median age is 42.1. The largest age group in terms of numbers is *Survivors* (born 1961 to 1981) which comprised 25.8% of the diocesan population. The second largest is *Millennials* (born 1982 to 2001) at 25.5%.

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Appendix A. Demographic Trends, continued

Monroe Central Deanery General Population



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Office of Pastoral Resources and Planning***

According to the 2022 diocesan directory, there are 25 parishes in the Monroe Central deanery, 15 of which are within the city of Rochester.

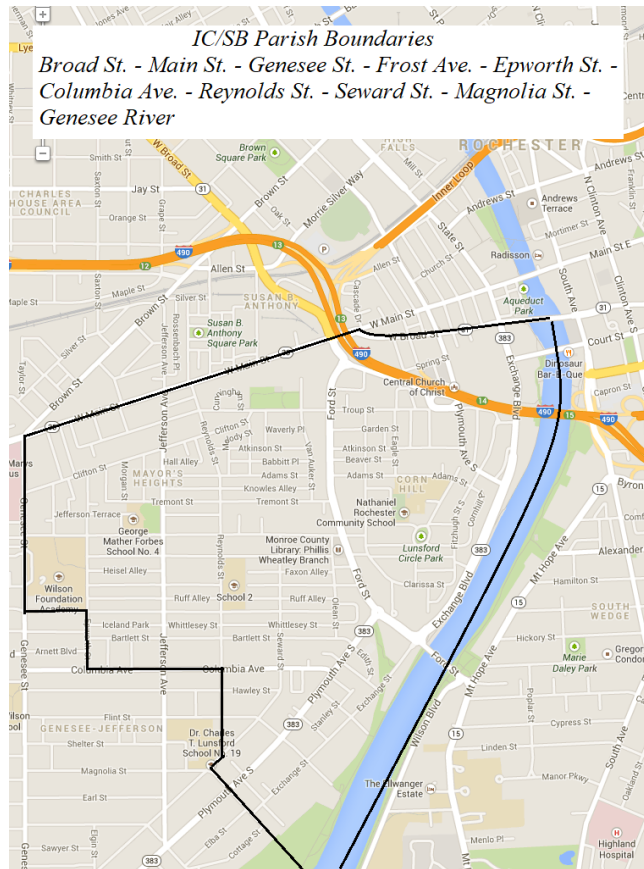
The population within the deanery boundaries has increased by 1.7% since 2010 and is projected to increase by 5.3% between 2022 and 2027. Catholic is the religious preference for 37.7% of the people.

Here the median age is 39.6. The largest age group in terms of numbers is *Millennials* (born 1982 to 2001) who comprised 27.6% of the deanery. The next largest is *Generation Z* (born 2002 and later) at 25.6%.

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Appendix A. Demographic Trends, continued

General Population within the Geographic Boundaries of IC/SB



The population within the boundaries of IC/SB has increased by 1.3% since 2010 and is projected to increase by 3.9% between 2022 and 2027. Catholic is the religious preference for 34.7% of the people.

The median age is 31.9, the largest age group in terms of numbers is *Millennials* (born 1982 to 2001) who comprised 33.0% of the population, and the second largest group is *Generation Z* (born 2002 and later) at 30.9%.

Within the parish boundaries there are an estimated 27 other churches/houses of worship. The following six are located in the Corn Hill area:

End Time Deliverance Miracle Ministry, 144 Edinburgh Street

First Church of God, 334 Clarissa Street

Greater Bethlehem Temple Church, 40 Favor Street

Memorial AME Zion Church, 549 Clarissa Street

Mt. Olivet Baptist Church, 141 Adams Street

The Redeemed Christian Church of God Victory Center/Rochester Youth for Christ, 1 Favor Street

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And within the parish boundaries there are six schools and a Head Start center. In Corn Hill there is the Dr. Alice Holloway Young School of Excellence (sometimes referred to as School No. 3) at 85 Adams Street. It admits students for grades 7 and 8.

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Appendix A. Demographic Trends, continued

Family Structures for Households with Children (Ages 0 – 18)

| 2022 Updates | IC/SB | MC Deanery | Diocese | National |
|---|-------|------------|---------|----------|
| Married Couple Family | 18.2% | 47.1% | 62.0% | 65.6% |
| Other Family – Female Head of Household | 72.5% | 43.4% | 28.0% | 25.1% |
| Other Family – Male Head of Household | 8.5% | 8.3% | 8.9% | 8.4% |
| Non-Family | 0.8% | 0.9% | 1.2% | 1.0% |

Racial/Ethnic Diversity

| 2022 Updates | IC/SB | MC Deanery | Diocese | National |
|------------------|-------|------------|---------|----------|
| African-American | 64.1% | 23.6% | 8.8% | 12.5% |
| White | 17.9% | 54.6% | 78.4% | 58.8% |
| Hispanics | 10.5% | 14.6% | 7.0% | 19.3% |
| Asian | 3.3% | 3.8% | 3.0% | 5.9% |
| Other | 4.1% | 3.4% | 2.6% | 3.6% |

Income

| 2022 Updates | IC/SB | MC Deanery | Diocese | National* |
|-------------------------|----------|------------|----------|-----------|
| Median Household Income | \$35,278 | \$59,420 | \$70,863 | \$64,994 |
| Per Capita | \$21,660 | \$32,666 | \$36,933 | \$35,384 |

* National Income Source: American Community Survey (ACS) DP03-2020 Table, 5-Year Estimates

Faith Involvement, Religious Preference, Contributions

| 2022 Household Estimates | IC/SB | MC Deanery | Diocese | National |
|---|-------|------------|---------|----------|
| Strongly Involved in Their Faith | 35.1% | 29.6% | 29.6% | 35.4% |
| Somewhat Involved in Their Faith | 32.1% | 32.7% | 32.9% | 29.9% |
| Catholic Religious Preference | 34.7% | 37.7% | 37.2% | 23.7% |
| Likely to Contribute More Than \$1,000 Per Year to Churches and Religious Organizations | 12.5% | 16.3% | 17.6% | 17.4% |

Note: Except where noted, the above data were gleaned from *Ministry Area Profile* reports produced by the PerceptGroup and provided by Shannon Kilbridge.

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Appendix A. Demographic Trends, continued

IC/SB Sacramental Trends

| | 2017 | 2018 | 2019 | 2020 | 2021 |
|-----------------|------|------|------|------|------|
| Households | 155 | 129 | 134 | 136 | 135 |
| Attendance | 104 | 103 | 85 | 43 | 63 |
| Masses | 1 | 1 | 1 | 1 | 1 |
| Faith Formation | 18 | 17 | 10 | 6 | 9 |
| Baptisms | 1 | 8 | 2 | 2 | 4 |
| First Communion | 4 | 1 | 0 | 0 | 1 |
| Confirmation | 1 | 0 | 0 | 0 | 1 |
| Weddings | 3 | 2 | 0 | 1 | 1 |
| Funerals | 2 | 1 | 2 | 1 | 0 |

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Appendix B. Parish Leadership

Parish Staff as of September 1, 2021

Father Robert Bradler, *Temporary Assisting Priest*

Father Ray Fleming, *Pastor*

Myrtle Fontenette, *RCIA Coordinator and Religious Education Coordinator*

Tracy Jordan, *Parish Secretary*

Harry Pierre-Philippe, *Religious Education Coordinator*

Deacon Richard Rall

Mark Shevlin, *Business Manager*

Carolyn Wynne, *Finance Director*

Parish Lay Trustees

George Fontenette, Patricia Nguti

Finance Council Chair

William Castle

Pastoral Council Chair

Vincent Stroud

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Appendix C. Pastoral Planning Team

| | |
|-----------------------------------|---|
| Parish Council Members | Fr. Ray Fleming, <i>Pastor</i> |
| | George Fontenette |
| | Myrtle Fontenette |
| | Joanne Gordon |
| | Ramona Moore |
| | Kevin O'Hagan |
| | Keith Parris |
| | Harry Pierre-Philippe |
| | Deacon Richard Rall |
| | Vincent Stroud, <i>Pastoral Council Chair</i> |
| Corn Hill Consultant | Joanie Fraver |
| Diocesan Contact | Shannon Kilbridge, <i>Associate Director, Department of Pastoral Services</i> |
| Fr. Charles Hall Historian | Isabella Walters |

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Appendix D. Notes from Town Hall Meetings

Meeting 1. Sunday, March 13, 2022

Key sections of the 2017 pastoral plan were reviewed so parishioners would be reminded of its layout and content. Twelve people were in the audience.

Meeting 2. Sunday, March 20, 2022

Parishioners offered suggestions of what should be included in the new plan. Twenty-nine people provided verbal or written input. The church audience consisted of twenty-seven people – twenty-three adults and four adolescents.

Meeting 3. Sunday, March 27, 2022

The previously submitted suggestions, which now had been grouped into eight categories, were reviewed with the parishioners. Though some of the wording may have been changed from the original input, the concept/ideas were included in their entirety. There were nineteen people in the audience. It was agreed to have the final version of the plan available as of June 2022.

CATEGORY: BLACK CATHOLIC/CULTURAL HERITAGE

- Caribbean Mass
- Revival
- Black Catholic History Month
- Black History Month/MLK celebration
- Juneteenth celebration
- National Black Catholic Congress
- Rochester Black Catholic Coalition
- Display (curtain) of Black History for all parishioners/guests
- Other cultural celebrations as appropriate/singing/dancing

CATEGORY: COMMUNICATION

- Outreach/Inreach
 - a. Internal; bulletin, directory, newsletter, participation from the pulpit
 - b. External; website, Facebook, streaming Mass/activities
 - c. Outreach to lapsed Catholics/non-Catholics
 - d. Celebrate special Masses for families/friends/guests
 - e. Outreach to local colleges/universities
 - f. Conducting parish forums on a regular basis
 - g. Welcome packets for visitors/guests

CATEGORY: LIFELONG FAITH FORMATION

- Bible study
- Youth Mass/activities
- Emphasis on Sacramental development
- Retreats
- Revivals
- Vacation Bible School
- Pre-K faith formation
- Developing a parish prayer life

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CATEGORY: MINISTRIES

- Choir/music
- Liturgical Dance
- Lectors
- Servers
- Hospitality/Greeters
- Bereavement
- Wedding Preparation
- Wellness

CATEGORY: SOCIAL ACTIVITIES

- Coffee Hour after Mass
- Parish Picnic
- Corn Hill Festival
- Fellowship Events
- Current Event Discussions

CATEGORY: SOCIAL JUSTICE ACTIVITIES

- Group gatherings/discussions on relevant/current topics
- Aligning/working with community partners
- Close affiliation(s) with neighborhood organizations (Catholic Charities, Corn Hill)
- Relevant (Homilies) reflection
- Eastern Service Workers
- St. Joseph House of Hospitality
- Community conversations on preventing violence/related concerns

CATEGORY: SUCCESSION PLANNING

- Inviting new parishioners to participate/lead ministries (activities)
- Growing church membership to attract interested individuals
- Planning for clergy succession

CATEGORY: YOUTH ACTIVITIES

- Sunday Youth Mass
- Youth Retreat(s)
- Vacation Bible School
- Altar Servers
- Children's Liturgy of the Word
- Youth choir
- Youth Liturgical Dance
- Young Adult Bible Study/provision of youth Bibles