

Growing **Viable** Parishes

SELF-REFLECTION TOOL

Viable parishes have the financial, people, and property resources for their shared missionary vision, and can mobilise them effectively. They have sufficient income streams to grow their mission, providing and maintaining buildings to support the needs of their ministries. Their diverse sources of income allow the sustainable service of their local communities. They are open to sharing their spiritual, ministerial, and material resources with others for the building of God's kingdom.

This tool enables parishes to identify their strengths and areas for improvement in relation to financial sustainability, capable effective team and optimal use of property and infrastructure. The measures are sorted into these three areas: **minimum criteria for viability, sustainability characteristics and growth characteristics.**

This tool is used to encourage group conversation and to assist in planning.

	CURRENT STATUS	YES	NO
Minimum criteria for viability	We have a regular thanksgiving program		
	Our income from parishioners (thanksgiving, collections and donations) is sufficient to fund our parish priest, secretary and the general running costs of our parish including insurance, utilities, IT, church and office supplies		
	Our parish does not deplete capital assets to pay for our current expenses		
	We do not expect the Archdiocese to forgive our parish debts so we can meet our parochial expenses		
	We are meeting our financial obligations to the Archdiocese (ie Cathedracticum, Quota, Priests Retirement Fund, Land Acquisition Fund)		
	Minimum measures total		
	Please note: All parishes are required to meet the minimum criteria for viability. If you find you do not meet all these criteria, please contact the Archdiocesan office that can best support you.		/5
Sustainability characteristics	We have sufficient capital reserves for short and long-term capital needs		
	We have a Parish Finance Committee that assists in the development of a long-range fiscal plan (5 years plus) that demonstrates our ability to fund operational and capital needs across the parish		
	We have evidence of adherence to (and ongoing investment in) Archdiocesan policies and procedures that protect people and property (eg human resources, child safety, property risks)		
	Our parish office team members are competent and are capably fulfilling the requirements of their roles		
	We have recently undertaken an assessment of lay leadership and competency (including employee evaluation) and can sustain staff and volunteer related expenses (including investing in formation and professional development)		
Growth characteristics	We have stable, sufficient and diverse income streams to fulfil specific obligations or anticipated needs		
	We have a Parish Master Plan that builds out our long term strategy		
	We have a long-term cash flow estimate and lifecycle costing of minor and major works to all property assets		
	We have sufficient and appropriately located land, building and spaces that we can mobilise to support and grow our mission (directly or indirectly). Our assets are not lying fallow or being depleted.		
	Blessed with greater resources, we are exploring ways of assisting other parishes in financial need – a Common Purse		