



# WE ARE HIS **WITNESSES**

- *Undertaking the Journey of Pastoral Conversion*
- *in the Archdiocese of Newark*

## PARISH WORKBOOK

(Revised 09.2025)



ARCHDIOCESE  
of NEWARK

**God of Mercy,  
you call the Archdiocese of Newark to witness to our faith in Jesus Christ.  
As we undertake the journey of pastoral conversion,  
    endow us with your gifts of communion, courage and compassion.  
Help us to fulfill the mission of Jesus and his Church  
    through convincing outreach, vibrant parishes and effective ministries.  
Raise up selfless and energetic leaders to serve the Church with fidelity and zeal.  
May we, the Church of Newark in Bergen, Essex, Hudson, and Union Counties,  
    be sustained and strengthened by your grace.  
May we, the People of God, discern and follow the promptings of your Holy Spirit.  
May we, your holy people, dedicate our lives as firm disciples of Jesus Christ –  
    Son of God and Son of Mary – wherever we go.  
We ask this and all our prayers through Christ our Lord.  
Amen.**



# An Invitation to Pastoral Conversion

When I look at the Church in northern New Jersey, I see a vibrant and diverse Catholic community...I also see an archdiocese, empowered by the Holy Spirit, that is not afraid to confront its challenges and that adapts and grows, embracing new opportunities as the world around us changes.

If you asked me today what my vision is for the Church in northern New Jersey, I would make my own Pope Francis' words from *Evangelii Gaudium* (#25):

“I hope that all communities will devote the necessary effort to advancing along the path of a pastoral and missionary conversion which cannot leave things as they presently are.”

– **Cardinal Joseph W. Tobin**

*We Are His Witnesses: A Pastoral Letter to the Clergy, Religious, and Lay Faithful of the Archdiocese of Newark (2025), page 2*



# Why Do We Need “Pastoral Conversion?”

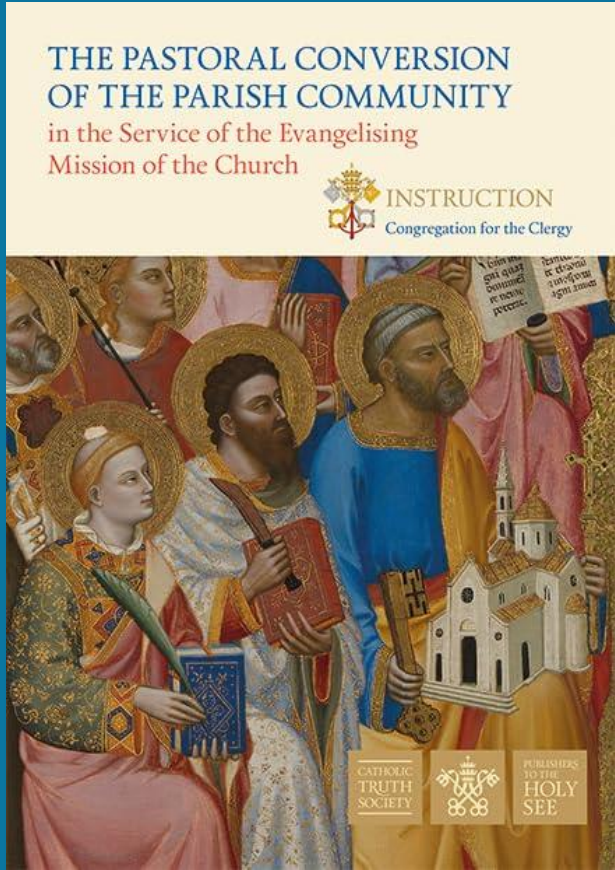
In North America, we have moved from a period of “**Christendom**” (*Christianity as the dominant cultural influence*) to a “**New Apostolic Age**” (*Christianity as merely one influence among others*).

What does this mean? Those who came to Church because it was the “conventional thing to do” aren’t any longer. Those with no religious conviction are keeping their distance. Those who come to Church because of ties to the past are not sustaining a discipleship needed to confront secular culture.

Responding to the “signs of the times” requires a renewed focus on evangelization and the Great Commission:

*Go, therefore, and make disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit, teaching them to observe all that I have commanded you. (Matthew 28:19–20)*





**In order for the journey of the Word to continue, the Christian community must make a determined missionary decision ‘capable of transforming everything, so that the Church’s customs, ways of doing things, times and schedules, language and structures can be suitably channeled for the evangelization of today’s world rather than for her self-preservation.’**

*The Pastoral Conversion of the Parish Community in the Service of the Evangelizing Mission of the Church (2020) #5*



# What is “Pastoral Conversion?”

Pastoral Conversion is a call to parish communities to evangelize and reform.

1. Digital culture and increased mobility have interrupted the territorial assumptions that parishes are based on (#8). The current parish model no longer adequately corresponds to the many expectations of the faithful (#16).
2. Parishes must “exude that spiritual dynamic of evangelization” or “run the risk of becoming self-referential and fossilized” (#17).
3. Priests, deacons, consecrated men and women, and the laity have the obligation to “cooperate in building up the singular body of Christ” (#28). The work of the parish is the responsibility of “the whole community” and all the baptized are “protagonists of evangelization” (#39). Each member of the community should be “responsible and directly involved in caring for the needs of the Church” (#40).

Summarized points drawn from *“The Pastoral Conversion of the Parish Community in the Service of the Evangelizing Mission of the Church (2020)”*



# What is “We Are His Witnesses”?

The “We Are His Witnesses” pastoral planning process seeks to support pastoral conversion in the parishes of the Archdiocese of Newark as a response to:

1. the needs and opportunities presented by the changing landscape of the Archdiocese,
2. the needs and opportunities discerned in the Synod on Synodality, Encuentro process, etc.,
3. the hopes and needs shared by clergy for a comprehensive vision and plan for the Archdiocese, and
4. the desire of Archdiocesan pastoral offices to support parishes in ongoing pastoral conversion and discipleship efforts.



# Essential Questions To Guide Us

- 1. Where are we today?** What are the opportunities and challenges we face in the changing landscape of northern New Jersey? How can we more effectively embrace the concept of synodality as a way of being Church? How can we develop and sustain a bold missionary outreach here in northern New Jersey?
- 2. Where is God calling us to go?** What new opportunities is the Holy Spirit opening for us as we proclaim the joy of the Gospel in the diverse neighborhoods of Bergen, Essex, Hudson, and Union counties? How can we respond to the growing desire for life-long faith formation and spiritual renewal? How do we develop and sustain a deeper sense of co-responsibility and collaboration among leadership here in our archdiocese?
- 3. How will we get there together?** What changes do we need to make in our pastoral ministries, systems, and structures to meet the demands of pastoral conversion and missionary discipleship, both now and in the years ahead? How can we better use the regional structures to encourage collaboration among parishes and promote the concepts of subsidiarity and solidarity? How do we engage in pastoral planning that truly is grounded in our mission?



# “We Are His Witnesses” Guiding Concepts

## OUR PLANNING OUTCOMES

- 1. Prayer:** *We will engage all individual Catholics to prayerfully consider what it means to be “His witnesses,” how to respond to the call to conversion and discipleship, and how to better journey together.*
- 2. Plan:** *We will articulate a plan for comprehensive Catholic presence across the Archdiocese built upon synodality, subsidiarity, and solidarity; integrating evangelization and outreach, pastoral care, and long-term sustainability.*
- 3. Support:** *We will develop Archdiocesan resources, support, and accompaniment for priests, deacons, and lay leaders to assist in the local envisioning and implementation process.*

## OUR ESSENTIAL QUESTIONS:

- Where are we today?
- Where is God calling us to go?
- How will we get there together?

## OUR PROCESS HALLMARKS:

- Synodal discernment
- Pastoral conversion
- Missionary discipleship
- Collaboration and co-responsibility



# Areas of Mission Focus

01.

## Evangelization and Outreach

How will we share the Gospel with all people in our area?

- Catholic presence
- Outreach to youth, young adults, and families
- Discipleship formation
- Social outreach and engagement
- Welcome and hospitality

02.

## Pastoral Care of the Faithful

How will we care for all Catholics in our parish communities?

- Vibrant liturgy
- Lifelong faith formation and Catholic education
- Well-formed pastoral ministers
- Ministry to youth, young adults, and families

03.

## Long-Term Sustainability

How will we provide support for parishes into the future?

- Invested and engaged lay leaders
- Resources to support and sustain evangelization and pastoral care
- Resources to maintain physical structures and Catholic presence
- Supportive context for evangelization and growth



# “We Are His Witnesses” Planning Timeline

## PRAYER, DISCERNMENT, and PLANNING



## ENVISIONING and IMPLEMENTATION



# “We Are His Witnesses” Participants



- As Archbishop, Cardinal Tobin makes any and all decisions.
- His leadership is supported by the groups in orange.
- Groups in blue provide ongoing input and feedback.
- Groups in yellow support the various phases and tasks of the process.



# About this Workbook

The workbook should be used as an *internal* resource to help pastors and other parish leaders reflect on the current strengths and opportunities for future growth of ministry and evangelization in each planning area. Workbook data was submitted by each parish to the Archdiocese. The was reviewed and corrected by parish leaders in the summer of 2025.

## CONFIDENTIALITY STATEMENT:

The information being provided to you is shared in the context of your participation in the pastoral conversion plan of *We Are His Witnesses*. **It is intended solely for that purpose and is considered confidential.**

This material may not be shared—whether in hard copy, digital form, verbally or by any other means —with any other individual or entity without the express written permission of the Archdiocese.



# Glossary of Terms

**Archbishop** An archbishop oversees the ministerial and administrative life of the archdiocese, which is made up of local communities (parishes) of the faithful.

**Archdiocese** The parishes that an archbishop shepherds. The Archdiocese of Newark comprises 212 parishes in four counties in northern New Jersey, Bergen, Essex, Hudson and Union, and serves approximately 1.3 million Catholics.

**Areas of Mission Focus** The three prioritized targets for pastoral planning discussions and decisions: 1. Evangelization and Outreach, 2. Pastoral Care of the Faithful, and 3. Long-Term Sustainability

**Canon Law** Canon law refers to the body of law that governs the internal life and operations of the church.

**Church** A worship site or sacred site dedicated for divine worship for the benefit of the faithful; “church” refers to a building, whereas “parish” refers to a community.

**Deanery** A grouping of parishes within the archdiocese organized by geography and led by a dean (usually a pastor appointed by the archbishop). Deaneries aim to promote pastoral care through collaborative efforts, providing support and resources to parishes within their boundaries. The Archdiocese of Newark includes 27 deaneries.

**Disciple Maker Index (DMI)** A survey tool used to assess parish strengths, opportunities, and areas of growth; it is used to help parishes identify strategies during the implementation phase.

**Evangelization** The proclamation of the Gospel message to invite others to the faith.

**Key Parish Leader (KPL)** Collaborating with the pastor, PPOC, and councils of the parish, KPLs serve as the primary ambassadors of the We Are His Witnesses planning initiative to their fellow parishioners as well as the primary ambassadors of the parish to the Archdiocesan Planning Commission; this is accomplished by providing discussion, feedback, and input during planning consultations.

**Merged** Two or more parishes that have been united in such a way that a new parish is established from them. The new, merged parish has one pastoral council, one finance council, one pastoral vision, one staff, and one set of finances.

**Missionary Discipleship** A continuous process of growing in faith, deepening one’s relationship with God, and striving to live according to the teachings of Jesus Christ that results in both personal transformation and outreach to actively share the Gospel with others.

**Models** One or more viable options for future parish relationships or structures that help meet the Areas of Mission Focus; used to generate discussion, feedback, and input from priests, parish leaders, and parishioners.

**Parish** A community of the faithful within the archdiocese whose pastoral care has been entrusted to a pastor; a community of people who worship together in a particular place (territory).

**Parish Point of Contact (PPOC)** Collaborating with the pastor, the PPOC serves as the main conduit of information and coordination of logistics for the We Are His Witnesses planning initiative to their parish community.



# Glossary of Terms (cont.)

**Parish Workbook** A collection of information about the parish, including demographics, sacramental trends, finances, ministries, community profile, history, and more; used to assist discussions and discernment related to pastoral conversion.

**Parochial Vicar** Formally called an associate pastor. A priest who serves as a co-worker with the pastor and ministers to parishioners under the authority of the pastor.

**Pastor** A priest entrusted with the pastoral care and leadership under the authority of the archbishop; responsible for administering the sacraments, instructing the congregation in the doctrine of the Church, and providing other ministerial services to the people of the parish.

**Pastoral Care** Refers to the caring work of the Church; the comprehensive support offered to individuals, especially those in need; it includes spiritual and religious needs, accompaniment, sacramental support, and support that addresses specific needs, such as those of youth, married couples, migrants, the sick, etc.

**Pastoral Conversion** The call to parishes to renew and transform structures and practices for the evangelization of today's world

**Pastoral Planning** A process of discernment to understand the local church's mission, respond to changing times, and foster a vibrant faith community.

**Pastorate** One or more parishes entrusted to the pastoral care of a pastor

**Planning Area** A geographic region within the Archdiocese; established only to help present and discuss possible parish models.

**Relegation** A church building that will no longer be used for worship and will transfer ownership or be sold by a parish. The process is governed by canon law and requires a decree from the archbishop.

**Solidarity** The affirmation that all people are God's children, connected as sisters and brothers; it emphasizes our interdependence, where we need each other to live in peace and harmony. It is key to living God's love by helping others and creating a united, compassionate world.

**Subsidiarity** The principle that decisions should be made at the most local level possible, ensuring everyone has a voice and can contribute; it empowers individuals and communities to participate in decisions that affect them.

**Synodality** The act of engaging in authentic dialogue within and beyond the Church, fostering a united, inclusive, and missionary community.





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of NEWARK



# Territory for Evangelization

- The Archdiocese of Newark encompasses the territory of four counties in northern New Jersey: Bergen, Essex, Hudson, and Union.
- The general population of this region is approximately 3.1 million people.
- There are currently 212 canonical parishes within the boundaries of the Archdiocese.
- The Catholic population of this region is approximately 1.37 million people.
- The Catholic population comprises approximately 44% of the general population.



# Our Current Reality

1. The general population of the four counties in the Archdiocese is projected to grow, along with opportunities for evangelization. [**see page #18**]
2. While Mass attendance and the number of individuals receiving Sacraments are rebounding since the COVID-19 pandemic, the overall trend is still down (below 2019 levels). [**see pages #19-20**]
3. Parishes are decreasing in size, based on participation and Mass attendance. [**see page #21**]
4. Given current age distribution and ordination trends, the number of priests available to serve as parish pastors will decrease significantly over the next 20 years. [**see pages #22-23**]



# General Population Trend and Forecast



- The total population and number of households within the territory of the Archdiocese is expected to grow by 3% or more.
- This growth is expected in each of the four counties.
- This is increase in general population, meaning an increase in both the Catholic and non-Catholic population.

# Mass Attendance by County



	Since 2019	Since 2013	Since 1998
Bergen	-15%	-24%	-45%
Essex	-17%	-28%	-42%
Hudson	-26%	-27%	-47%
Union	-15%	-19%	-40%
RCAN*	-18%	-24%	-44%

\* NOTE: "RCAN" stands for the "Roman Catholic Archdiocese of Newark"

**Data is self-reported annually by each parish.**

# Sacramental Trends



	Since 2019	Since 2013	Since 2008
Baptisms	-12%	-24%	-35%
First Communions	-14%	-18%	-32%
Confirmations	-14%	-13%	-26%
Marriages	-22%	-25%	-50%
Funerals	-20%	-24%	-36%

*Data is self-reported annually by each parish.*



# Number of Parishes By Mass Attendance

# of Parishes



- Average Mass attendance per parish was 936 in 2013. It fell to 707 in 2024, a 24% decrease.
- 4 parish had an average attendance of under 200 people in 2013. This rose to 12 parishes in 2024.
- 12 parishes had more than 2,000 attendees per weekend in 2013. This fell to only 7 parishes in 2024.

# Active RCAN Priests by Age Group



- There were 381 priests of the Archdiocese of Newark in active ministry in 2024.
- In 20 years, the priests currently aged 50 and over will be retired from active ministry.
- 254 of all active priests were over the age of 50 (66% of the total).
- 127 of all active priests were under the age of 50 (34% of the total).

# Projected Number of RCAN Priests



- The projection models the number of priests given an average of 1 to 4 ordinations per year.
- The projection assumes a usual retirement age of 70 with some priests remaining until 75.
- The number of priests available to serve as pastor in 2024 was 205. This is expected to decrease to between 104 and 131 by 2044, depending on the number of ordinations.



# OUR PLANNING AREA

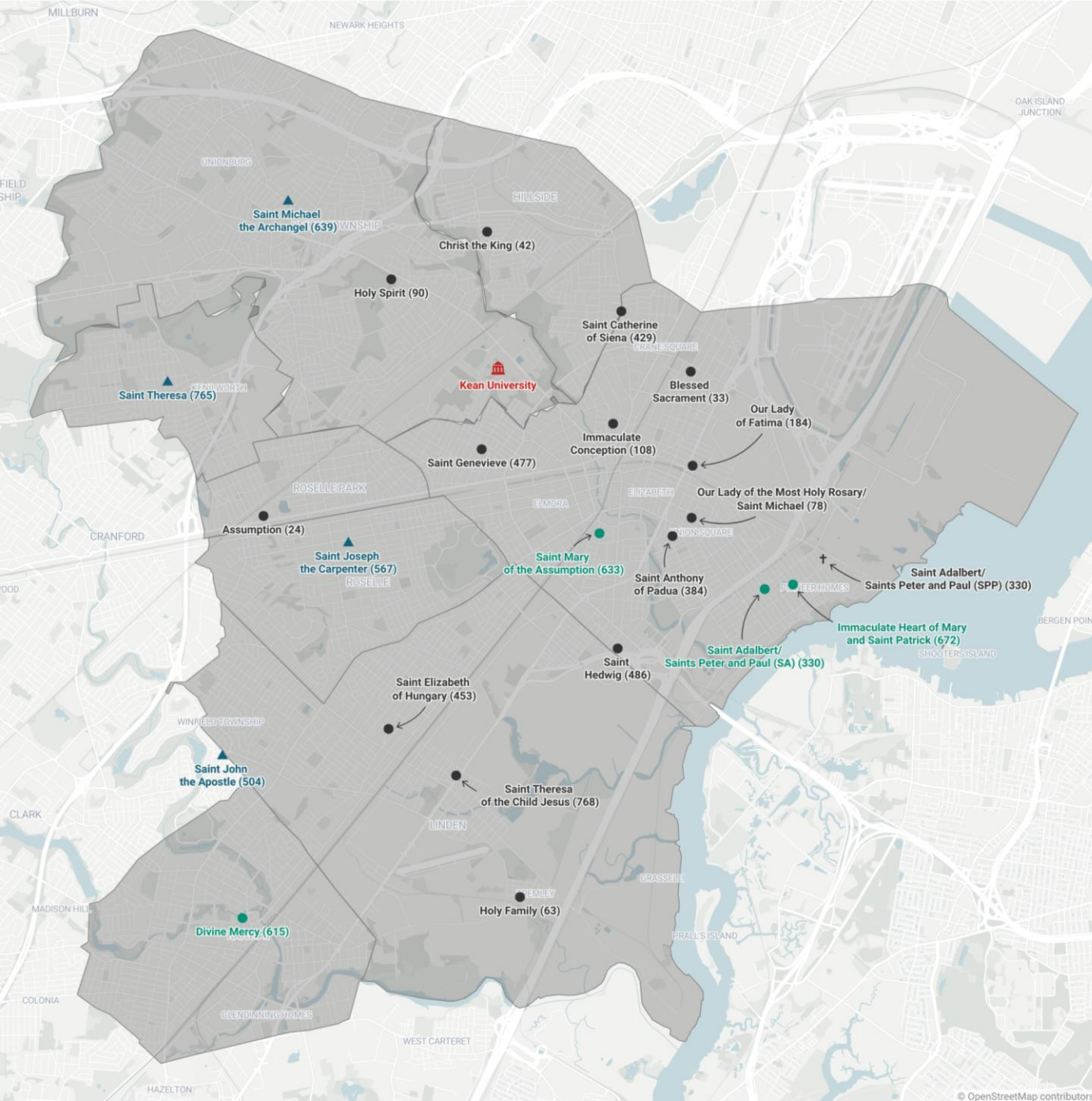
## Eastern Union County



# Eastern Union

About our planning area:

- The planning area is the eastern area of Union county as shown in the map on the prior page.
- The planning area includes 22 parishes, 4 elementary schools and no high schools.
- There are currently 39 priests assigned to the planning area.
- Parishes are generally within 1 mile of a nearby parish, with some Elizabeth parishes being within city blocks of each other.



# Planning Area Population Trends

Area Name	2000	2010	2020	Estimated	Change in %		
	Census	Census	Census	2023	23 vs 20	23 vs 10	23 vs 00
Elizabeth city	120,568	124,969	137,298	135,829	-1.1%	8.7%	12.7%
Hillside township	21,747	21,404	22,456	21,991	-2.1%	2.7%	1.1%
Kenilworth borough	7,675	7,914	8,427	8,259	-2.0%	4.4%	7.6%
Linden city	39,394	40,499	43,738	43,950	0.5%	8.5%	11.6%
Rahway city	26,500	27,346	29,556	29,813	0.9%	9.0%	12.5%
Roselle borough	21,274	21,085	22,695	22,342	-1.6%	6.0%	5.0%
Roselle Park borough	13,281	13,297	13,967	13,932	-0.3%	4.8%	4.9%
Union township	54,405	56,642	59,728	60,676	1.6%	7.1%	11.5%
<b>Total Planning Area</b>	<b>304,844</b>	<b>313,156</b>	<b>337,865</b>	<b>336,792</b>	<b>-0.3%</b>	<b>7.5%</b>	<b>10.5%</b>

- The planning area has grown 10.5% since 2000, with the bulk of that growth coming from 2010 to 2020. Since 2020 the population has been stable.
- The largest municipalities are Elizabeth and Union township.
- All municipalities are growing.

Source: United States Census

# Planning Area Demographics

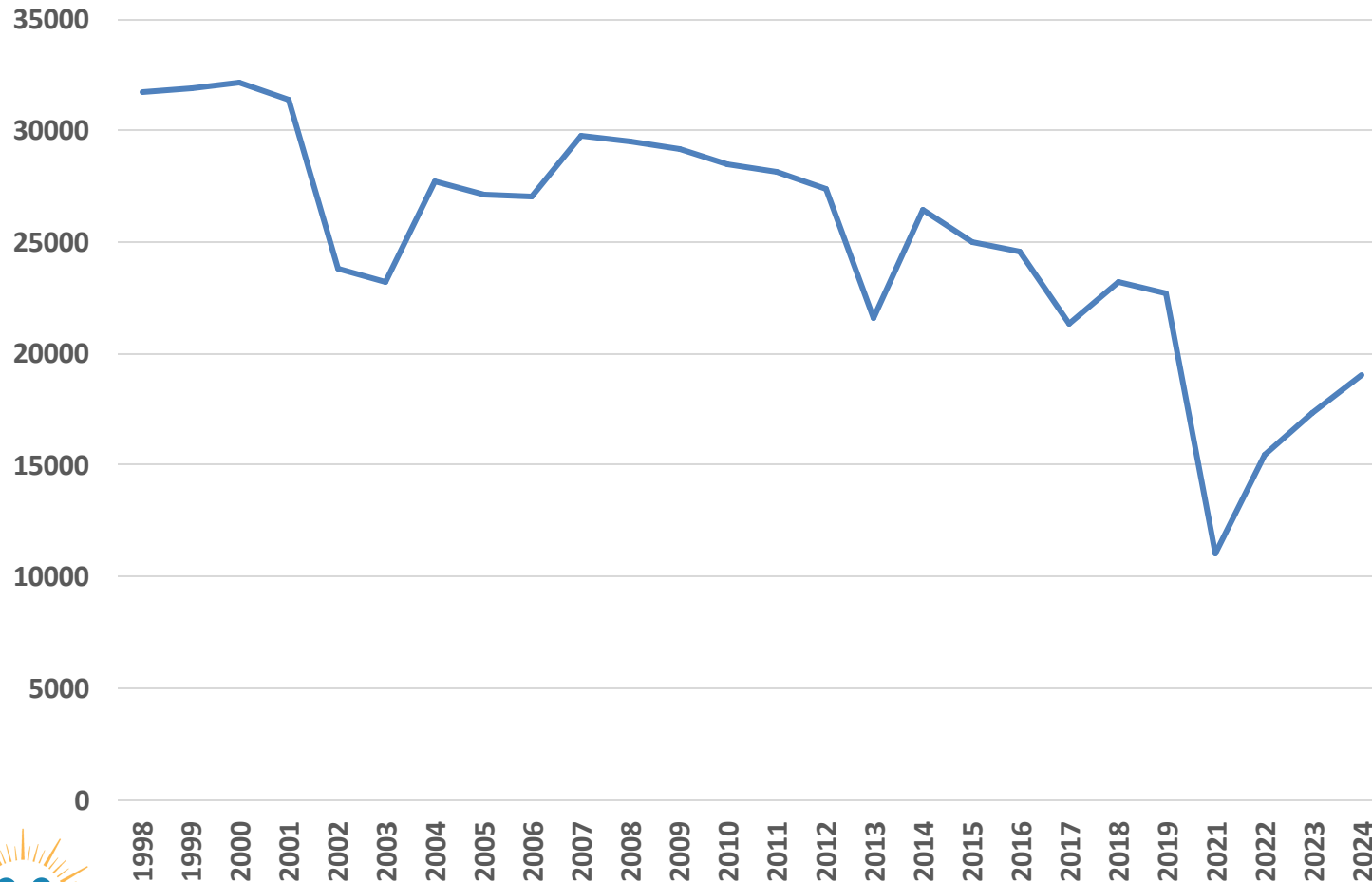
Planining Area Demographics	Population	Ethnic Composition					(\$ 000) Median HH Inc
		White	Hispanic	Black	Asian	Other	
Elizabeth city	135,829	12.4%	66.5%	14.5%	2.4%	4.2%	71.7
Hillside township	21,991	77.2%	9.0%	1.0%	8.0%	4.8%	160.2
Kenilworth borough	8,259	58.6%	28.2%	6.1%	0.7%	6.4%	127.6
Linden city	43,950	29.8%	36.5%	26.8%	3.8%	3.1%	92.0
Rahway city	29,813	26.9%	28.9%	30.4%	7.1%	6.7%	91.8
Roselle borough	22,342	13.5%	37.0%	44.1%	1.1%	4.3%	83.8
Roselle Park borough	13,932	35.6%	37.4%	9.3%	14.0%	3.7%	105.5
Union township	60,676	61.9%	8.9%	19.4%	7.7%	2.1%	108.2

- The planning area has a mix of communities with four having median household incomes above the New Jersey state average of \$100,000 and four below the average.
- Ethnically the area is diverse, and population mix varies significantly by community.

Source: United States Census

# Planning Area Mass Attendance Trend

## Mass Attendance (October count)



- Mass Attendance has declined 42% since 1998, slightly less than the average archdiocesan decline of 43%
- Between 1998 and 2019 attendance declined 28%
- From 2019 (Pre-COVID) to 2024 attendance declined an additional 19%

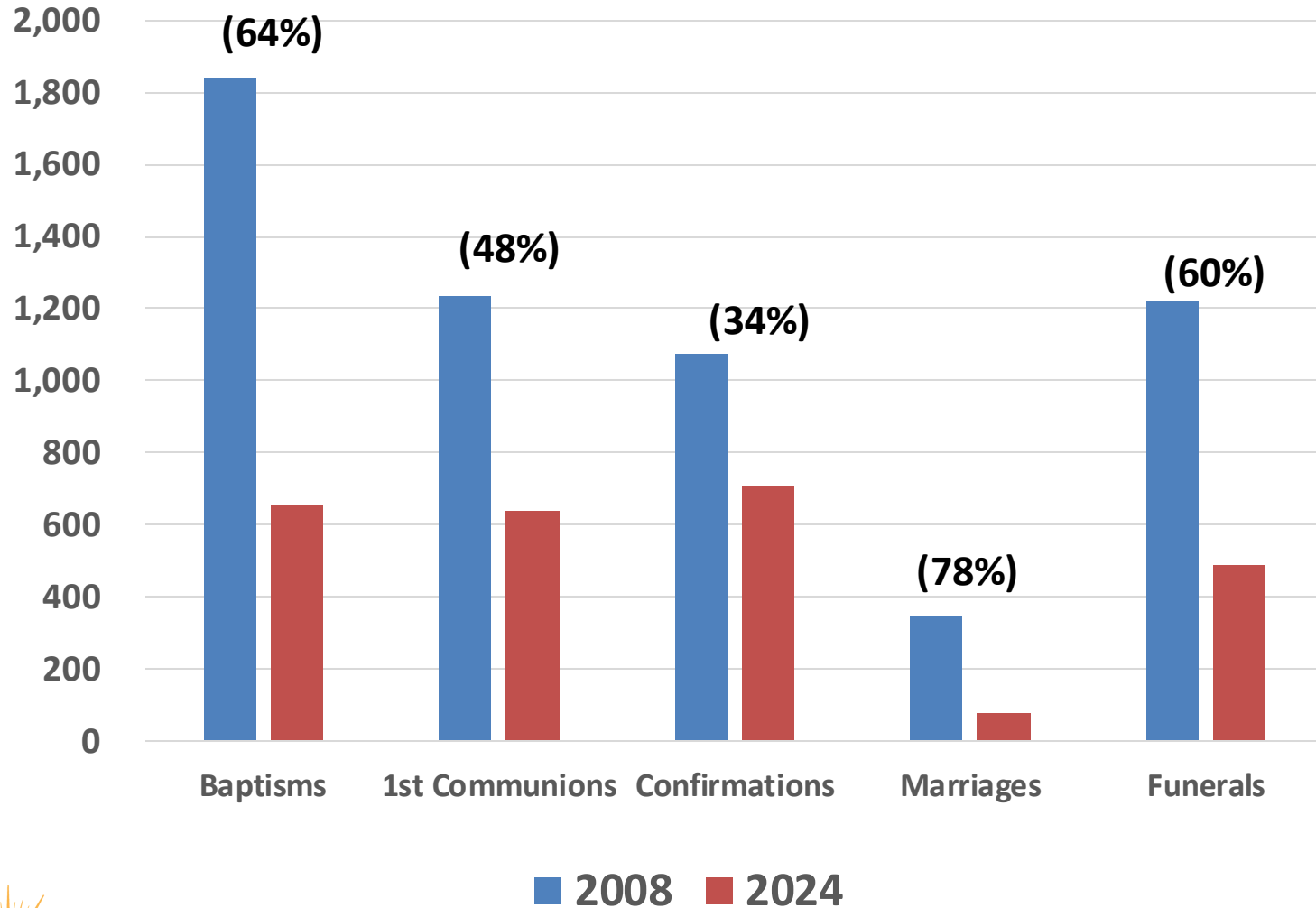
NOTE: No Mass attendance count was taken in 2020.

# Planning Area Mass Attendance Trend

PARISH NAME	TOWN	1998	2009	2019	2022	2023	2024	2019 vs 1998	2024 vs 2019	2024 vs 1998	# of Masses	Seating Capacity	% Capacity Utilized
Blessed Sacrament	Elizabeth	1,095	1,258	1,339	850	997	1,007	22%	-25%	-8%	5	1,000	20%
Holy Rosary/St. Michael	Elizabeth	1,258	1,203	1,011	1,085	1,085	1,049	-20%	4%	-17%	6	450	39%
Immaculate Conception	Elizabeth	1,136	1,842	1,763	1,261	1,665	1,768	55%	0%	56%	5	450	79%
Our Lady of Fatima	Elizabeth	2,359	2,980	1,764	1,010	1,094	1,048	-25%	-41%	-56%	5	350	60%
St. Adalbert & SS.Peter & Paul	Elizabeth	905	753	694	253	314	234	-23%	-66%	-74%	5	500	9%
St. Anthony of Padua	Elizabeth	1,304	1,149	1,258	974	938	1,146	-4%	-9%	-12%	5	500	46%
St. Genevieve	Elizabeth	1,587	1,085	958	563	544	560	-40%	-42%	-65%	5	590	19%
St. Hedwig	Elizabeth	1,000	710	401	449	449	350	-60%	-13%	-65%	4	700	13%
St. Mary of the Assumption	Elizabeth	1,553	1,243	2,004	1,306	1,961	2,662	29%	33%	71%	5	750	71%
Immaculate Heart/St. Patrick	Elizabeth	1,299	901	1,009	694	780	n/a	-22%	n/a	n/a	4	1,000	n/a
Christ the King	Hillside	768	610	411	335	353	369	-46%	-10%	-52%	5	150	49%
St. Catherine of Siena	Hillside	637	1,394	1,105	777	934	928	73%	-16%	46%	6	500	31%
St. Theresa	Kenilworth	2,246	2,310	734	377	381	769	-67%	5%	-66%	6	1,200	11%
Holy Family	Linden	251	248	217	80	86	100	-14%	-54%	-60%	3	250	13%
St. Elizabeth of Hungary	Linden	1,469	1,032	572	483	551	571	-61%	0%	-61%	5	1,000	11%
St. John the Apostle	Linden	2,471	2,025	1,293	773	878	1,023	-48%	-21%	-59%	4	500	51%
St. Theresa of the Child Jesus	Linden	2,079	1,739	1,264	864	852	851	-39%	-33%	-59%	6	425	33%
Divine Mercy (includes 603)	Rahway	1,636	1,472	745	538	643	802	-54%	8%	-51%	5	n/a	n/a
St. Joseph the Carpenter	Roselle	1,313	633	741	958	910	855	-44%	15%	-35%	5	600	29%
Assumption	Roselle Park	1,344	855	787	510	508	542	-41%	-31%	-60%	4	600	23%
Holy Spirit	Union	1,896	1,528	1,001	503	572	624	-47%	-38%	-67%	4	540	29%
St. Michael the Archangel	Union	2,235	2,309	1,706	911	911	1,153	-24%	-32%	-48%	5	500	46%
Total Planning Area		31,841	29,279	22,777	15,554	17,406	18,411	-28%	-19%	-42%	107		

- Three parishes have experienced significant attendance increases. Most others have had significant declines.
- Percent of church capacity utilized given 2024 attendance and the number of Masses celebrated varies significantly. 13 parishes use 40% or less of capacity while 3 use 60% or more of capacity.

# Planning Area Mass Sacramental Trends



- Sacramental trends are declining in excess of Archdiocesan averages. Marriages, in particular, have had a major decline.
- Baptisms exceed Funerals by 1.3 to 1, in line with the Archdiocesan average of 1.5 Baptisms to 1 Funeral.
- There are 3,904 children in religious education in the planning area in the 2023-24 school year.
- Total registered parishioners are approximately 29,600 and there are approximately 18,600 registered families in 2024.

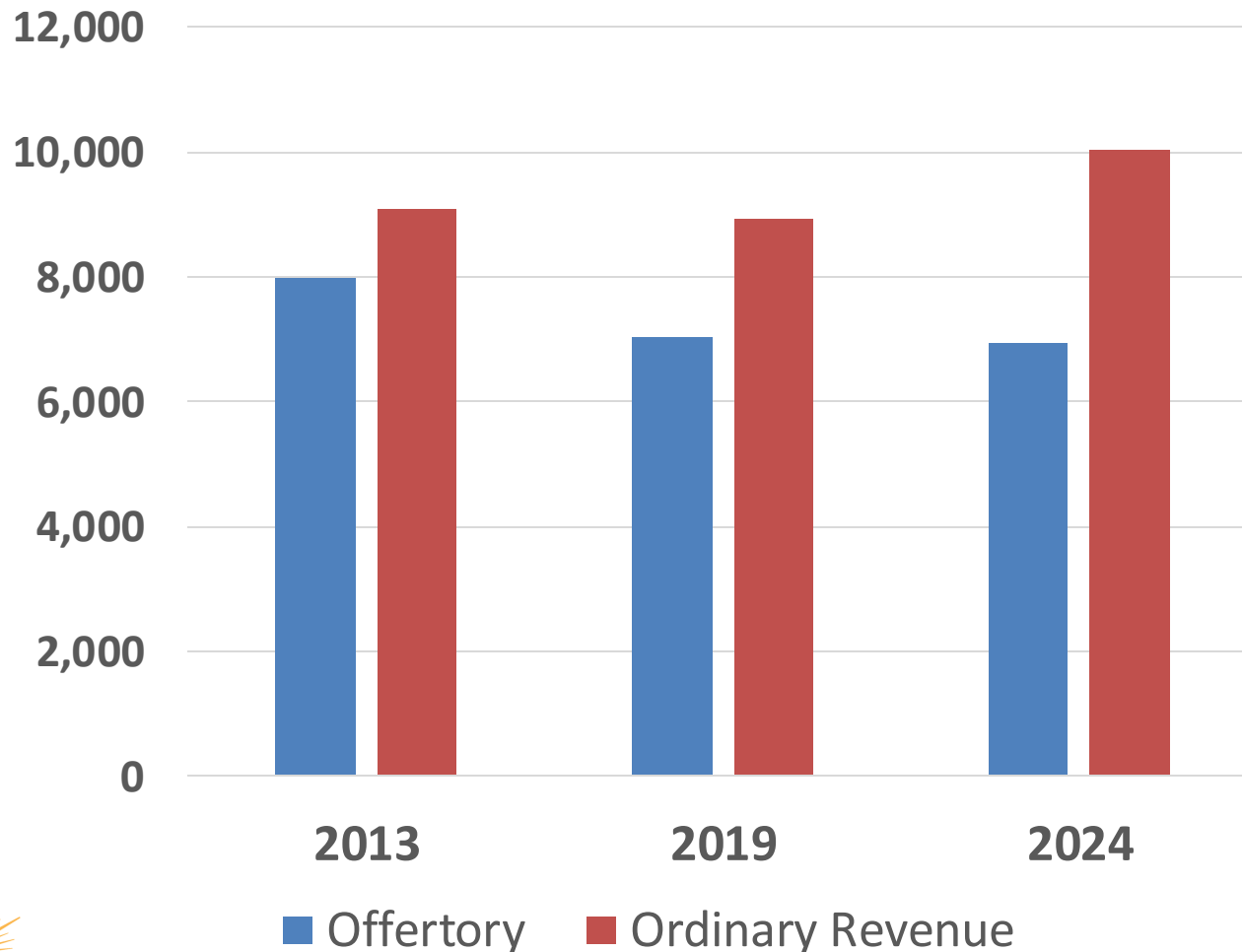
# Planning Area Mass Sacramental Trends

PARISH NAME	TOWN	BAPTISMS					FIRST COMMUNIONS					CONFIRMATIONS				
		2008	2013	2019	2023	2024	2008	2013	2019	2023	2024	2008	2013	2019	2023	2024
Blessed Sacrament	Elizabeth	67	34	47	23	23	78	88	67	65	80	27	20	34	33	25
Holy Rosary/St. Michael	Elizabeth	108	97	84	62	42	43	107	63	46	1	17	-	58	50	59
Immaculate Conception	Elizabeth	73	49	119	93	118	45	46	52	65	92	26	33	89	75	89
Our Lady of Fatima	Elizabeth	202	-	147	168	-	91	-	73	62	-	117	-	47	54	77
St. Adalbert & SS.Peter & Paul	Elizabeth	36	12	4	9	2	11	6	8	4	-	4	-	10	10	-
St. Anthony of Padua	Elizabeth	239	154	157	47	68	115	103	116	61	53	64	63	93	51	55
St. Genevieve	Elizabeth	39	87	92	23	-	44	42	36	18	-	36	35	26	21	-
St. Hedwig	Elizabeth	23	17	10	-	8	10	6	4	-	-	8	9	2	-	55
St. Mary of the Assumption	Elizabeth	155	100	23	29	-	73	46	67	41	-	61	15	21	29	-
Immaculate Heart/St. Patrick	Elizabeth	29	28	-	28	29	27	72	34	28	56	40	37	12	55	49
Christ the King	Hillside	33	11	20	8	11	25	14	10	6	16	9	-	-	9	2
St. Catherine of Siena	Hillside	130	61	46	37	-	35	52	68	63	-	30	55	34	21	-
St. Theresa	Kenilworth	150	159	-	51	35	112	131	-	35	82	101	92	-	73	65
Holy Family	Linden	9	6	-	1	-	4	9	-	2	-	6	5	-	5	-
St. Elizabeth of Hungary	Linden	61	55	22	53	39	30	34	26	24	21	42	32	15	7	16
St. John the Apostle	Linden	135	120	75	69	65	125	136	155	82	90	124	137	95	72	85
St. Theresa of the Child Jesus	Linden	59	64	30	34	22	64	50	51	24	1	60	45	49	67	-
Divine Mercy	Rahway	108	-	69	-	-	47	-	52	-	-	74	-	26	-	-
St. Joseph the Carpenter	Roselle	13	75	91	59	57	38	63	71	49	36	17	45	55	52	53
Assumption	Roselle Park	30	37	19	12	11	41	35	25	12	20	48	27	22	24	-
Holy Spirit	Union	54	36	35	20	39	96	72	50	33	24	80	73	38	30	29
St. Michael the Archangel	Union	90	73	44	33	86	79	93	81	99	66	85	68	65	41	51
<b>Total Planning Area</b>		<b>1,843</b>	<b>1,275</b>	<b>1,134</b>	<b>859</b>	<b>655</b>	<b>1,233</b>	<b>1,205</b>	<b>1,109</b>	<b>819</b>	<b>638</b>	<b>1,076</b>	<b>791</b>	<b>791</b>	<b>779</b>	<b>710</b>

# Planning Area Mass Sacramental Trends

PARISH NAME	TOWN	MARRIAGES					FUNERALS					RELIGIOUS EDUCATION				
		2008	2013	2019	2023	2024	2008	2013	2019	2023	2024	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Blessed Sacrament	Elizabeth	7	5	11	7	7	25	16	42	32	30	-	87	119	-	147
Holy Rosary/St. Michael	Elizabeth	18	16	6	3	7	63	40	19	15	23	223	-	118	179	202
Immaculate Conception	Elizabeth	6	4	5	10	3	13	8	4	17	14	105	123	305	310	315
Our Lady of Fatima	Elizabeth	59	-	28	20	-	30	-	51	41	-	477	389	413	392	398
St. Adalbert & SS.Peter & Paul	Elizabeth	12	7	6	6	2	41	40	28	11	15	13	8	20	14	7
St. Anthony of Padua	Elizabeth	20	15	4	7	9	107	79	54	31	24	492	237	201	-	261
St. Genevieve	Elizabeth	17	15	8	8	-	61	42	37	39	-	-	150	-	102	136
St. Hedwig	Elizabeth	9	4	3	-	-	31	26	14	-	17	-	-	29	32	25
St. Mary of the Assumption	Elizabeth	28	15	6	8	-	70	41	31	30	-	-	116	150	175	190
Immaculate Heart/St. Patrick	Elizabeth	6	8	1	2	2	9	5	-	4	5	99	166	185	117	123
Christ the King	Hillside	3	5	1	1	-	45	24	13	11	6	-	43	-	-	52
St. Catherine of Siena	Hillside	15	11	14	2	-	14	16	12	10	-	-	155	-	198	210
St. Theresa	Kenilworth	26	25	-	2	7	133	189	-	40	37	580	-	-	384	405
Holy Family	Linden	2	1	-	1	-	9	6	-	1	-	14	10	-	11	7
St. Elizabeth of Hungary	Linden	20	5	7	9	7	75	54	28	42	46	78	-	49	78	87
St. John the Apostle	Linden	21	11	8	3	7	131	135	98	104	59	-	422	409	306	300
St. Theresa of the Child Jesus	Linden	18	8	11	7	6	51	40	34	40	30	-	300	296	290	256
Divine Mercy	Rahway	11	-	9	-	-	64	-	25	-	-	-	88	91	118	123
St. Joseph the Carpenter	Roselle	6	6	11	10	5	37	35	29	26	29	-	94	-	-	-
Assumption	Roselle Park	6	11	8	6	2	46	51	41	35	42	178	156	132	128	100
Holy Spirit	Union	22	10	4	6	6	85	59	45	41	64	-	-	-	210	210
St. Michael the Archangel	Union	17	14	11	2	8	80	65	72	49	47	246	200	250	272	350
<b>Total Planning Area</b>		<b>349</b>	<b>196</b>	<b>162</b>	<b>120</b>	<b>78</b>	<b>1,220</b>	<b>971</b>	<b>677</b>	<b>619</b>	<b>488</b>	<b>2,505</b>	<b>2,744</b>	<b>2,767</b>	<b>3,316</b>	<b>3,904</b>

# Planning Area Ordinary Revenue



- Offertory has declined 13% in the past 10 years, twice the archdiocese average decline of 7%. Total Ordinary Revenue has increased 15% with the majority of that increase due to a few parishes and not broad based.
- Offertory as a % of Total Ordinary Revenues is 69% vs the Archdiocese average of 75%.
- There are differences among individual parishes.
  - Eight parishes, primarily in Elizabeth have seen offertory increases over the past 10 years.
  - Ten parishes have had an offertory decline of over 20% over the past 10 years.

# Planning Area Elementary Schools

Parish	St. John the Apostle Parish		
School	SAINT JOHN THE APOSTLE SCHOOL		
Town	CLARK		
Enrollment Capacity	700		
	Pre-K	K-8	8
Oct. 2015	48	391	439
Oct. 2020	28	344	372
Oct. 2021	41	325	366
Oct. 2022	42	283	325
Oct. 2023	47	293	340
Oct. 2024	50	286	336

Parish	St. Theresa Parish		
School	SAINT THERESA SCHOOL		
Town	KENILWORTH		
Enrollment Capacity	504		
	Pre-K	K-8	8
Oct. 2015	66	184	250
Oct. 2020	50	169	219
Oct. 2021	59	181	240
Oct. 2022	62	185	247
Oct. 2023	63	183	246
Oct. 2024	64	186	250

Parish	St. Joseph the Carpenter Parish		
School	SAINT JOSEPH THE CARPENTER SCHOOL		
Town	ROSELLE		
Enrollment Capacity	616		
	Pre-K	K-8	8
Oct. 2015	63	229	292
Oct. 2020	15	165	180
Oct. 2021	38	176	214
Oct. 2022	38	166	204
Oct. 2023	46	159	205
Oct. 2024	42	169	211

Parish	St. Michael Parish, Union		
School	ST. MICHAEL SCHOOL		
Town	UNION		
Enrollment Capacity	532		
	Pre-K	K-8	8
Oct. 2015	33	340	373
Oct. 2020	11	343	354
Oct. 2021	33	320	353
Oct. 2022	27	330	357
Oct. 2023	35	329	364
Oct. 2024	25	314	339



WE ARE HIS  
**WITNESSES**

Holy Spirit Parish,  
Union, NJ

# About Our Parish



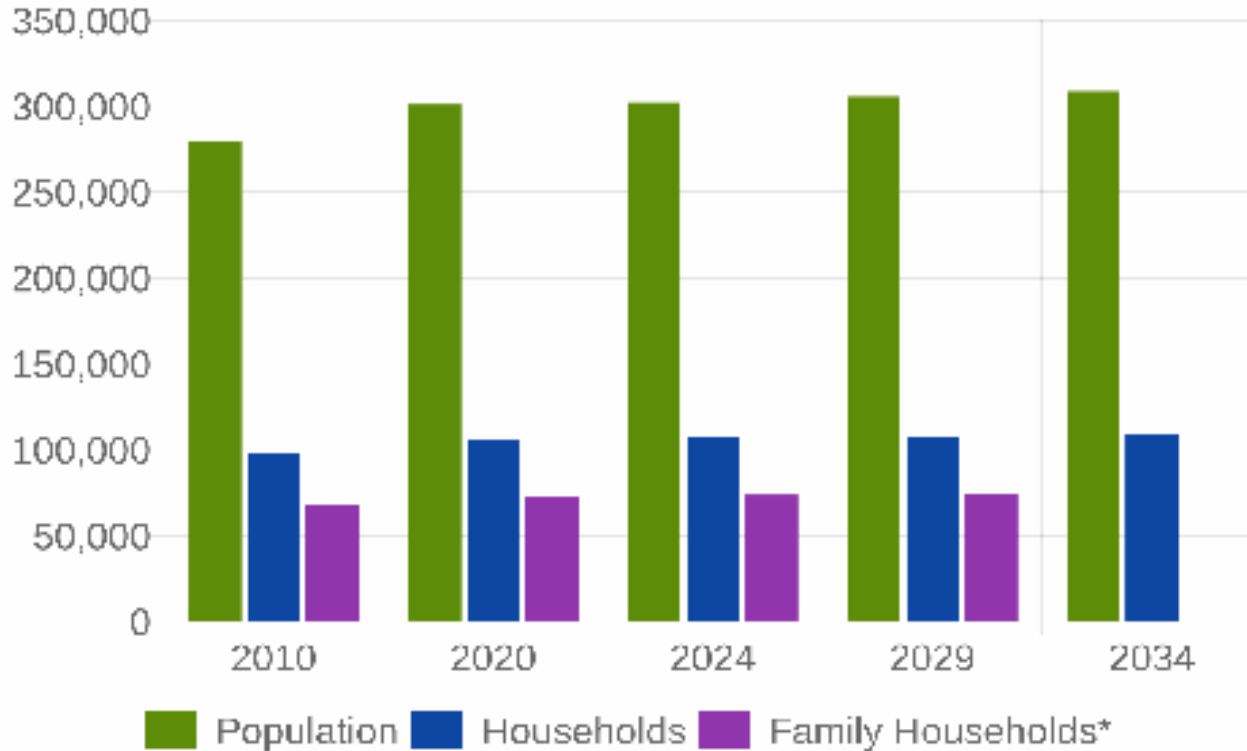
- The parish was established in 1963 and is located in Union, NJ.
- There are over 1176 registered families.
- The church has a seating capacity of 540. With 2024 Mass attendance of 624 and 4 Masses on a weekend, average Mass attendance as a percentage of capacity is 28%.

# Parish Demographics

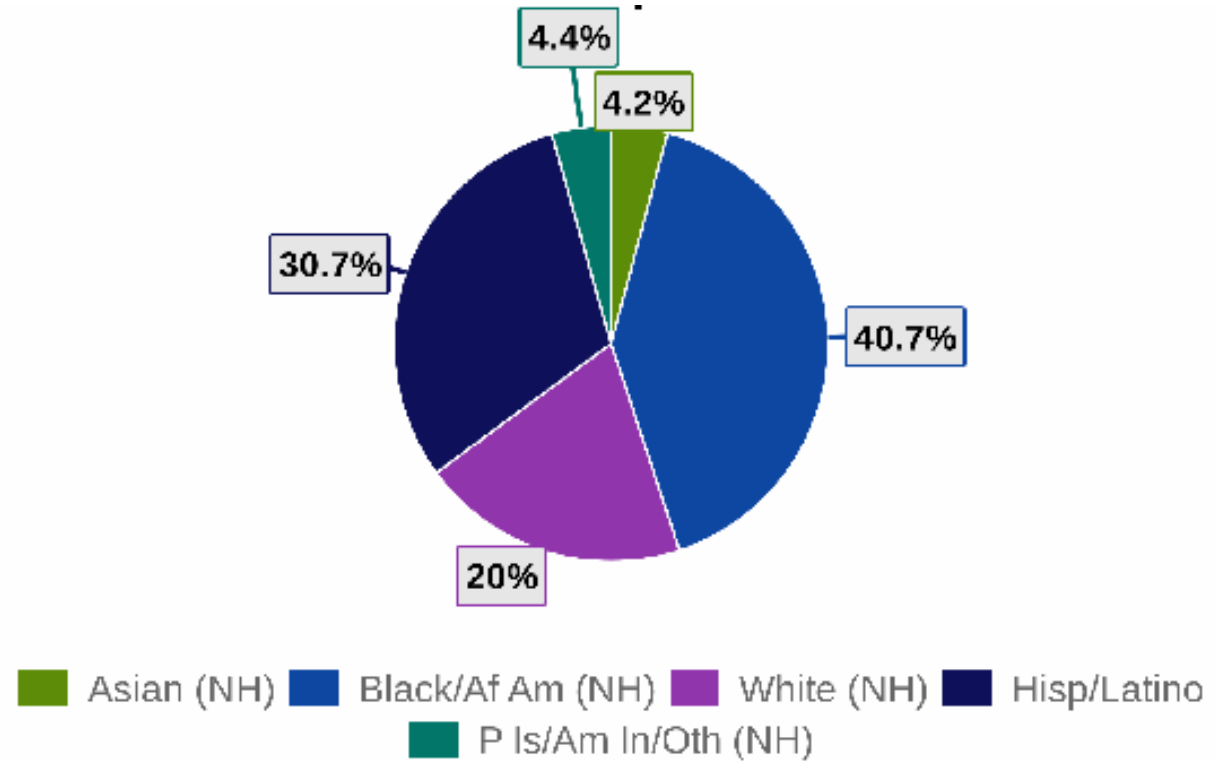
Data based on 3-mile radius from Church building



The general population of the area has increased 23,044 (8.24%) since 2010. It is projected to increase 6,417 (2.12%) over the next 10 years.



Ethnically, the area's largest population is Black/Af Am (NH) (40.8%), followed by Hisp/Latino (30.7%), and White (NH) (20.0%).

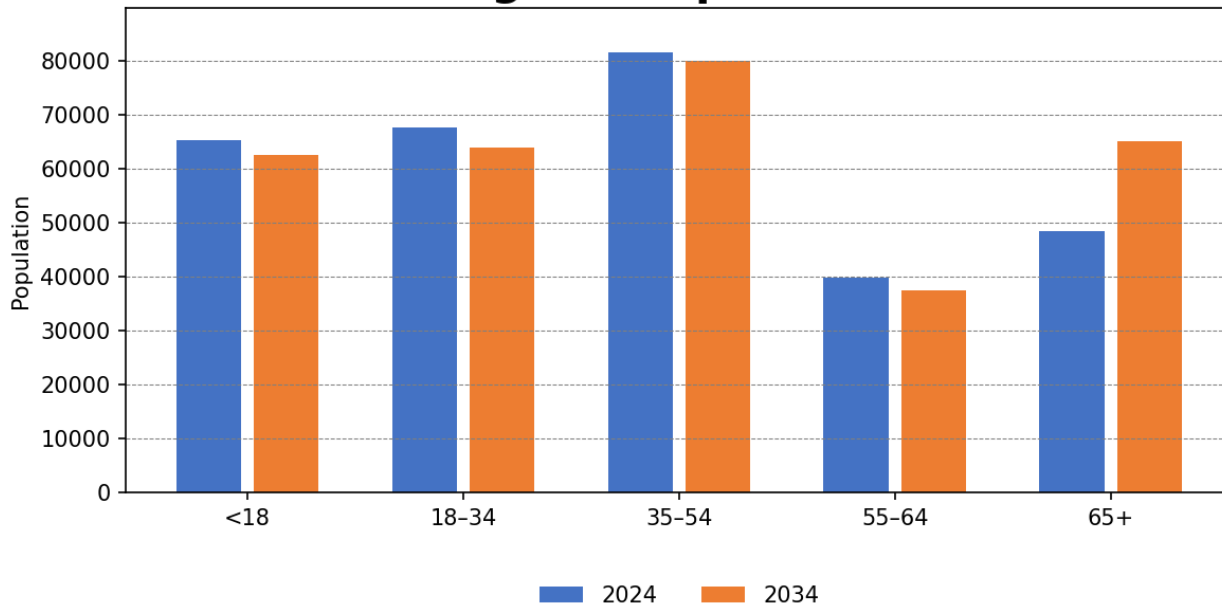


# Parish Demographics

Data based on 3-mile radius from Church building



### Age of Population

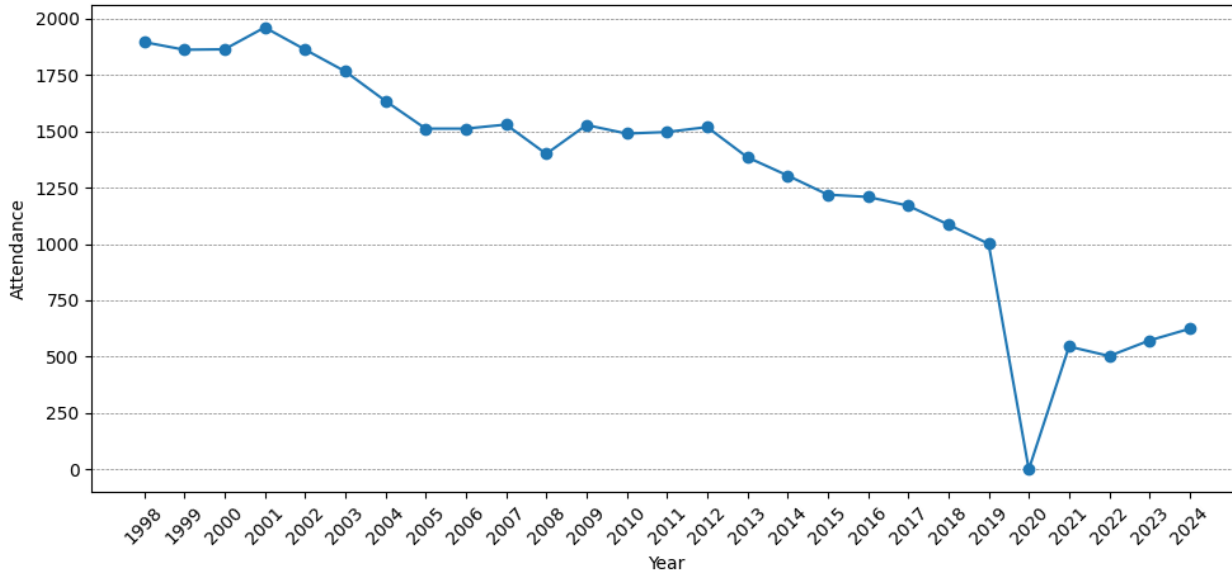


- The area’s population is projected to moderately age, with a 5.11% increase in the 65+ age group from 2024 to 2034. Simultaneously, there is a projected -0.75% decrease in the school-aged population (ages 5–17), indicating a decline in the number of children.
- The % of two-parent (married couple) households is projected to slightly decrease by 1.09%, from 61.7% in 2024 to 60.6% in 2029.
- The estimated current-year average household income is \$107,481. The average household income is projected to grow by 11.65% to \$120,000.
- In 2024, 28.4% of the population in the study area hold a bachelor’s or graduate degree, compared to 42.3% statewide. This suggests a less educated population, which may influence community engagement, expectations, and economic behavior.

# Parish Sacramental Trends



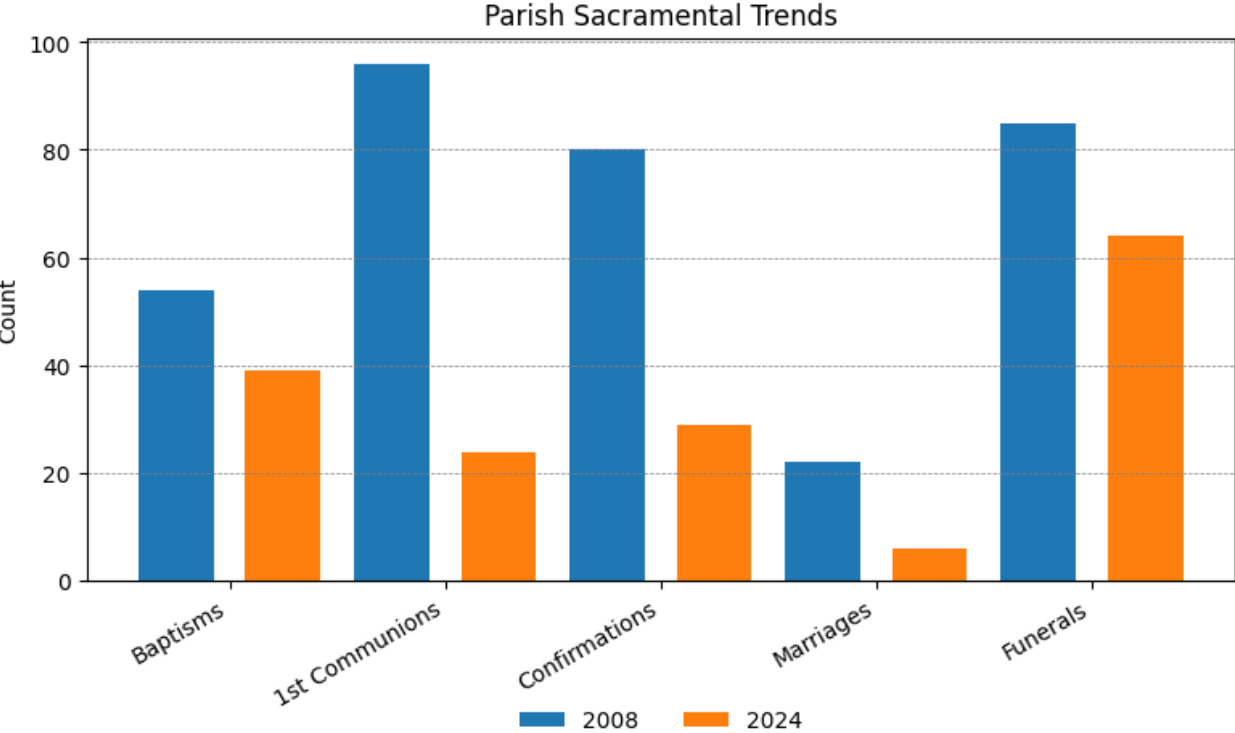
Mass Attendance per October Count



- Between 1998 and 2024, attendance decreased by 67%.
- From 2019 (Pre-COVID) to 2024, attendance decreased an additional 37%.
- Data for your parish is shown in the planning area section of the workbook.

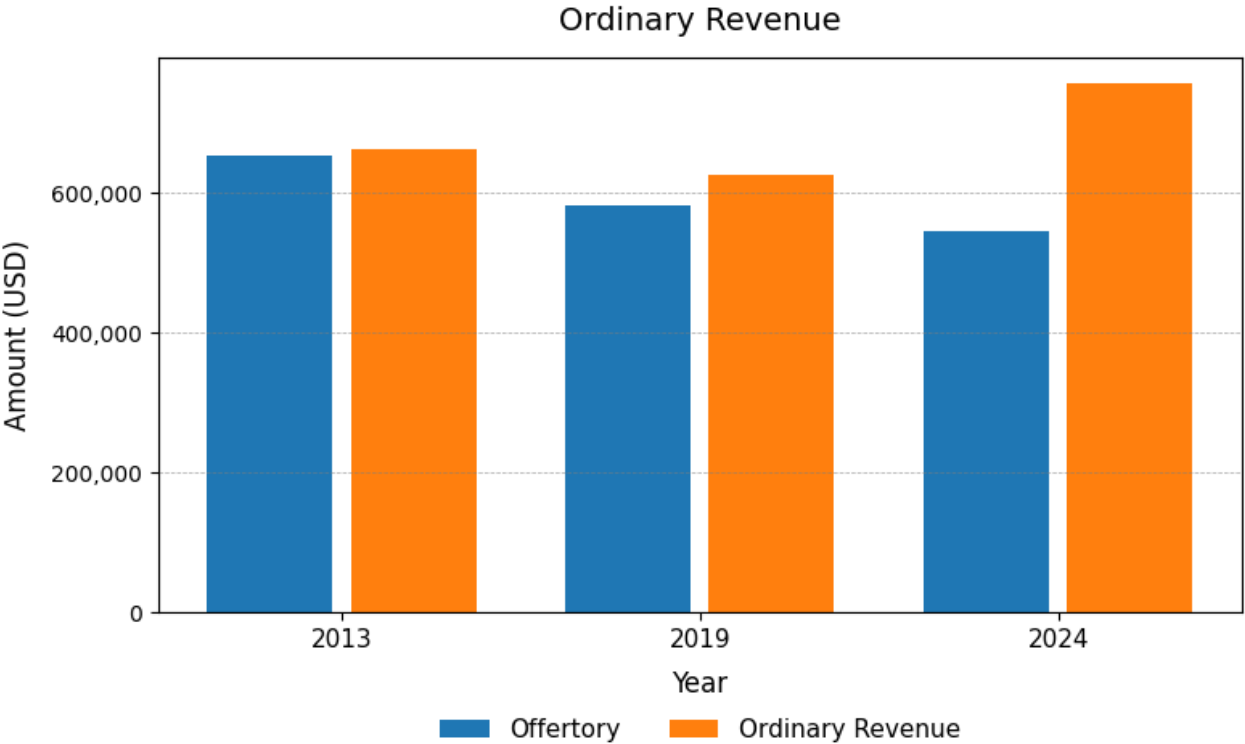
*Please Note: Zeros represent that no data was reported in those years.*

# Parish Sacramental Trends



- Baptisms decreased from 54 in 2008 to 39 in 2024 — a 28% decrease.
- 1st Communions fell from 96 in 2008 to 24 in 2024 — a 75% decrease.
- Confirmations decreased from 80 in 2008 to 29 in 2024 — a 64% decrease, while marriages declined from 22 in 2008 to 6 in 2024.
- Funerals decreased from 85 in 2008 to 64 in 2024 — a 25% decrease.

# Parish Sacramental Trends



- From 2013 to 2024, offertory collections decreased by 16% while Ordinary Revenue rose by 14%.
- From 2019 to 2024, offertory declined moderately (6%), from \$581,359 to \$545,161.
- Ordinary Revenue, rose by 21% over the same period (from \$625,236 to \$757,116).

# Financial Summary



## Holy Spirit, Union

	2022	2023	2024
<b>Total Ordinary Revenue</b>	604,522	708,970	757,116
<b>Additional Revenue</b>	26,352	37,422	96,447
<b>Non-Operating Revenue</b>	114,520	168,618	137,877
<b>Total Revenue</b>	745,393	915,010	991,440
<b>Total Expenses</b>	909,731	909,763	893,719
<b>Change in Net Assets</b>	(164,337)	5,247	97,721
<b>Net Capital Projects</b>	(182,168)	(429,270)	(38,600)
<b>Total Change in Net Assets</b>	(346,505)	(424,023)	59,121

- Holy Spirit has experienced mixed financial results over the past 3 years, with gains decreasing most recently.
- Ordinary Revenue has increased, making up about 81%–76% of total revenue annually.
- Total revenue increased from \$745K (2022) to \$991K (2024).