

Appendix R

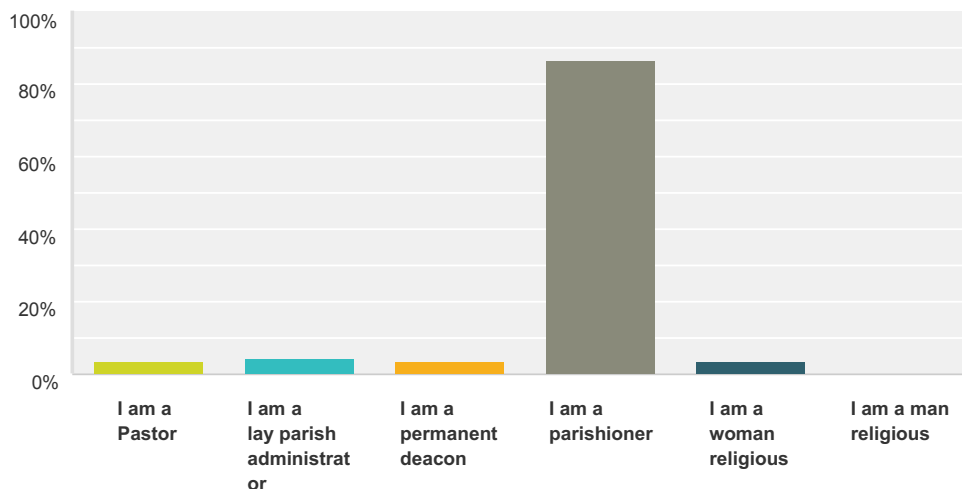
## **Complete Survey Results**

(results containing personal information not included)

Rev. Maciej Mankowski, D.Min. - Dissertation Research

### Q2 Please, mark one answer/category that pertains to you at the present time:

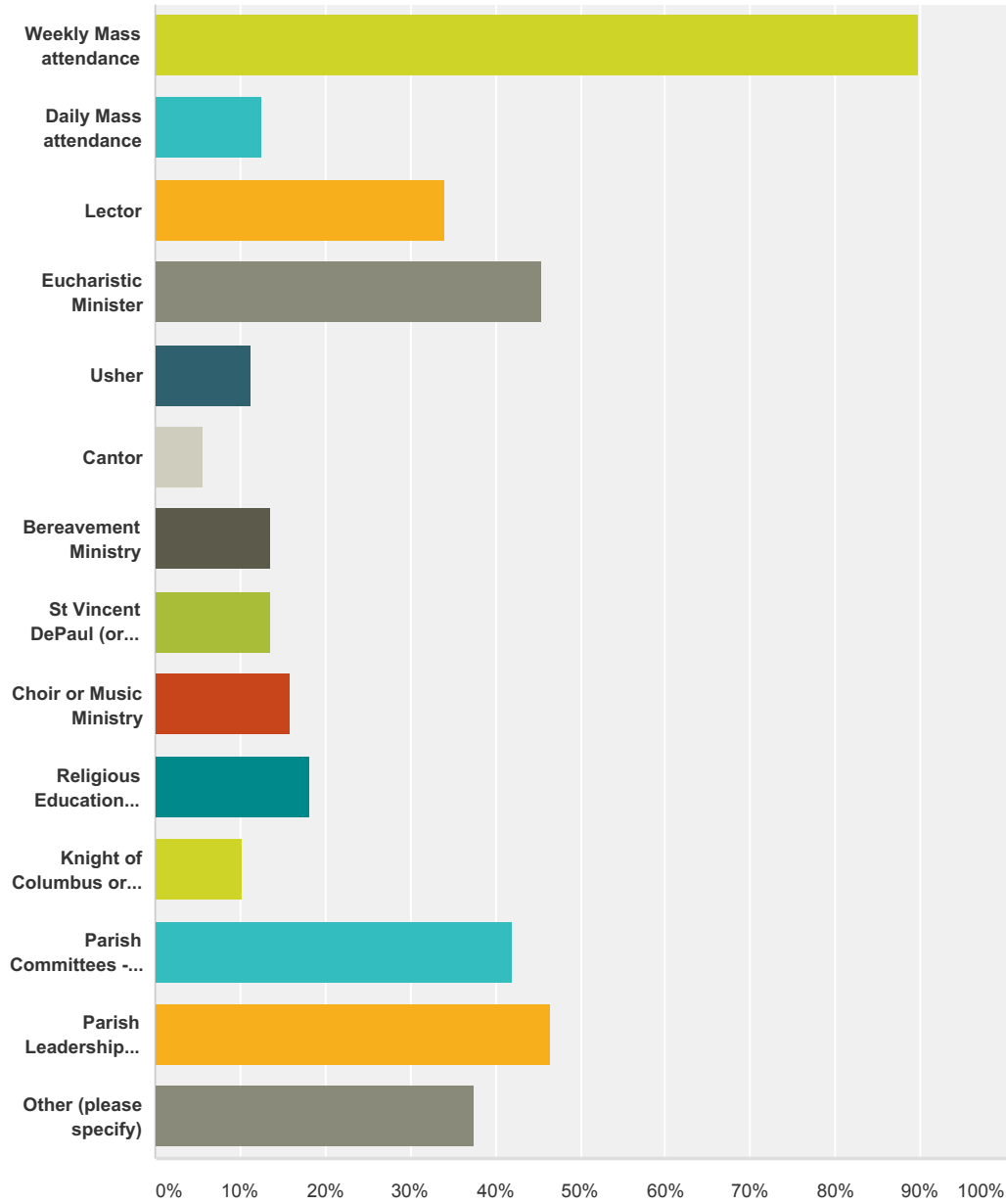
Answered: 88 Skipped: 0



Answer Choices	Responses	Count
I am a Pastor	3.41%	3
I am a lay parish administrator	4.55%	4
I am a permanent deacon	3.41%	3
I am a parishioner	86.36%	76
I am a woman religious	3.41%	3
I am a man religious	0.00%	0
<b>Total Respondents: 88</b>		

### Q3 I have been actively involved in my parish life in the following areas (check all that apply)

Answered: 88 Skipped: 0



Answer Choices	Responses
Weekly Mass attendance	89.77% 79
Daily Mass attendance	12.50% 11
Lector	34.09% 30
Eucharistic Minister	45.45% 40
Usher	11.36% 10

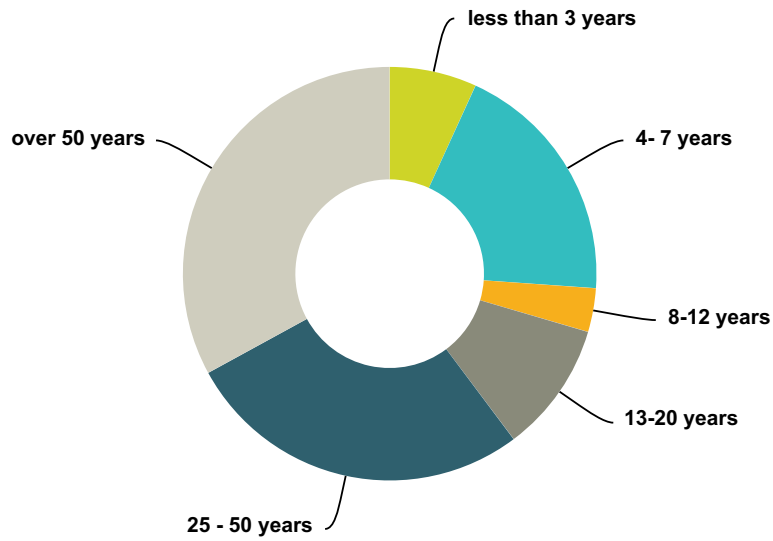
Cantor	5.68%	5
Bereavement Ministry	13.64%	12
St Vincent DePaul (or other service organization or ministry to poor)	13.64%	12
Choir or Music Ministry	15.91%	14
Religious Education program instructor (CCD or RCIA)	18.18%	16
Knight of Columbus or Catholic Woman's organizations	10.23%	9
Parish Committees - Liturgy, Social, Stewardship, etc.	42.05%	37
Parish Leadership group - Pastoral Council, Finance Council, etc.	46.59%	41
Other (please specify)	37.50%	33
<b>Total Respondents: 88</b>		

#	Other (please specify)	Date
1	volunteer secretary Pruner of roses & shrubs	8/17/2015 9:51 AM
2	Landscaping, fund raisers, Friday Kitchen, Easter Bread, Wedding Soup and spaghetti dinners.	8/17/2015 9:31 AM
3	Prison Ministry	8/14/2015 9:33 AM
4	President of Altar Rosary	8/11/2015 9:46 AM
5	Leader of Prayer	8/5/2015 9:06 AM
6	Parish Collection Counter, Pastoral Care Ministry, Greeter & Bulk Mailing.	8/3/2015 10:47 AM
7	Altar & Rosary Society	8/3/2015 10:34 AM
8	Taking the Eucharist to the sick and infirmed Funeral services at funeral home and cemetery	7/28/2015 9:43 AM
9	I worked in the kitchen and festival	7/28/2015 9:28 AM
10	counter weekly mass collection	7/28/2015 9:20 AM
11	PTO Officer when our school was open	7/22/2015 11:05 AM
12	Bulletin Editor	7/21/2015 9:43 AM
13	Food Pantry - Closed	7/21/2015 9:35 AM
14	Festivals	7/18/2015 8:43 AM
15	Altar and rosary officer	7/13/2015 1:05 PM
16	altar and rosary	7/11/2015 10:41 AM
17	donut girl - pick up donuts for monthly coffee/donut	7/11/2015 9:46 AM
18	Bingo for past 20 years	7/11/2015 9:19 AM
19	st Rose de Lima Cultural Society	7/10/2015 11:54 PM
20	officer in various parish organizations	7/9/2015 9:19 AM
21	Italian cultural society Altar and Rosary Infant Jesus of Prague	7/9/2015 9:00 AM
22	Altar and rosary	7/8/2015 1:16 PM
23	Organized culture and society of Slovak culture life and history at St. John Baptist Slovak church	7/8/2015 12:29 PM
24	Pastoral Care	7/7/2015 12:27 PM
25	Cultural Society	7/6/2015 3:19 PM
26	Bible Study	7/6/2015 11:43 AM
27	collection counter, inside environment, take photos for bulletin, mens club	7/1/2015 1:41 PM

28	Pre-marriage ministry (sponsor couple)	6/27/2015 3:40 PM
29	Men's Club	6/27/2015 2:53 PM
30	Altar Server	6/26/2015 2:30 PM
31	Altar server, Sacristan, Environment	6/26/2015 12:15 PM
32	Please Note: I served on all of the above over the course of my 40 years as a parishioner of Christ Our King. I am presently not active in any parish organizations as a combined parish.	6/24/2015 11:39 AM
33	Ladies guild	6/23/2015 3:20 PM

### Q4 How long have you been a member of this parish?

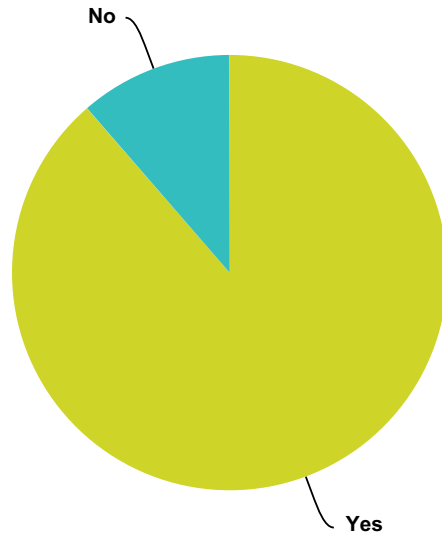
Answered: 88 Skipped: 0



Answer Choices	Responses	
less than 3 years	6.82%	6
4- 7 years	19.32%	17
8-12 years	3.41%	3
13-20 years	10.23%	9
25 - 50 years	27.27%	24
over 50 years	32.95%	29
<b>Total</b>		<b>88</b>

### Q5 Were you a member of the parish when the process to close/collaborate or merge began?

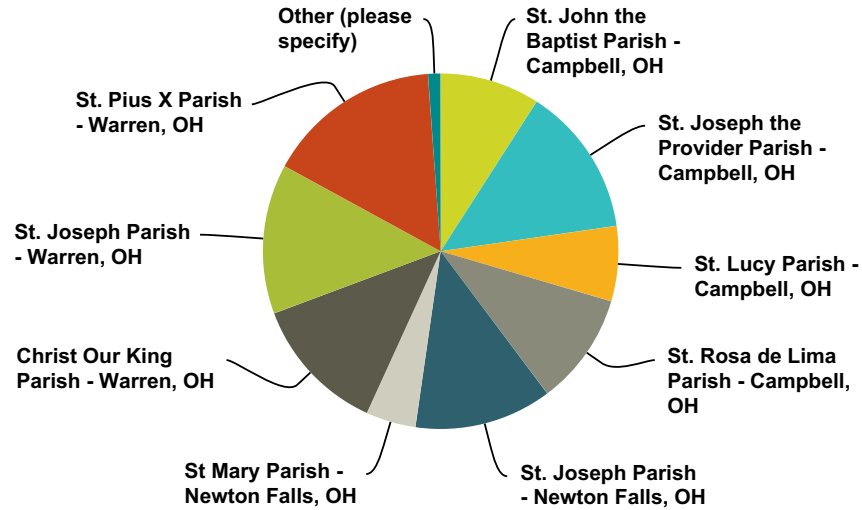
Answered: 88 Skipped: 0



Answer Choices	Responses
Yes	88.64% 78
No	11.36% 10
<b>Total</b>	<b>88</b>

### Q6 At the time the closing/collaboration or merger began, I belonged to the following parish:

Answered: 88 Skipped: 0



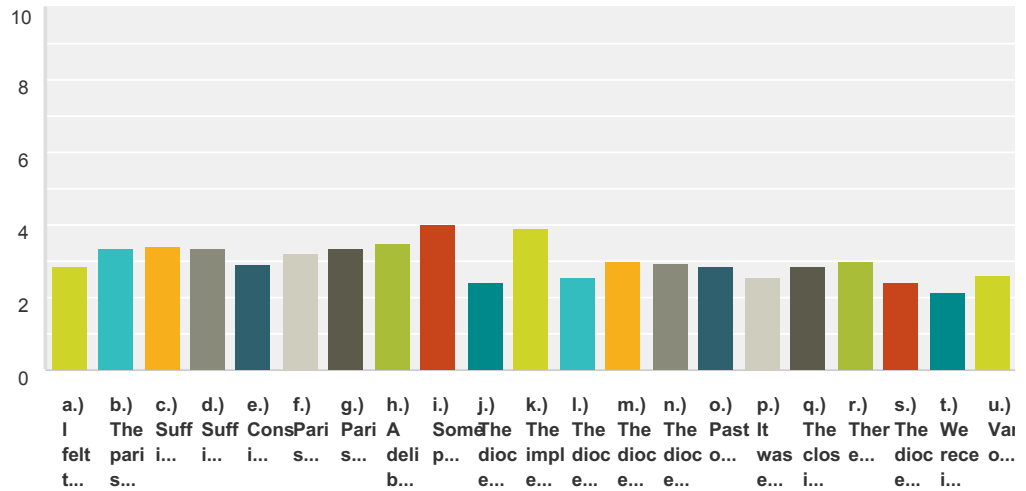
Answer Choices	Responses
St. John the Baptist Parish - Campbell, OH	9.09% 8
St. Joseph the Provider Parish - Campbell, OH	13.64% 12
St. Lucy Parish - Campbell, OH	6.82% 6
St. Rosa de Lima Parish - Campbell, OH	10.23% 9
St. Joseph Parish - Newton Falls, OH	12.50% 11
St Mary Parish - Newton Falls, OH	4.55% 4
Christ Our King Parish - Warren, OH	12.50% 11
St. Joseph Parish - Warren, OH	13.64% 12
St. Pius X Parish - Warren, OH	15.91% 14
Other (please specify)	1.14% 1
<b>Total</b>	<b>88</b>

#	Other (please specify)	Date
1	Parochial Vicar of all the Campbell parishes	8/16/2015 7:58 AM



### Q7 Please evaluate the following statements based on your experiences with the closing/collaboration or merger process in your parish.

Answered: 88 Skipped: 0



	Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree	Total	Weighted Average
a.) I felt that the Diocese of Youngstown offered sufficient information and support to our parish before the process began.	22.73% 20	20.45% 18	13.64% 12	37.50% 33	5.68% 5	88	2.83
b.) The parishioners were well informed regarding the reasons or need for the closing/collaboration or merger to occur.	14.77% 13	14.77% 13	11.36% 10	40.91% 36	18.18% 16	88	3.33
c.) Sufficient information was provided by the pastor and parish leadership team regarding the parish financial standing.	12.50% 11	14.77% 13	12.50% 11	43.18% 38	17.05% 15	88	3.38
d.) Sufficient information was provided by the pastor and parish leadership team regarding the financial impact of the closing/collaboration or merger.	11.36% 10	14.77% 13	14.77% 13	44.32% 39	14.77% 13	88	3.36
e.) Consideration was given as to the impact this would have on our parish community before the process began.	20.45% 18	20.45% 18	18.18% 16	29.55% 26	11.36% 10	88	2.91
f.) Parish organizations and ministries were given opportunities to provide input into the process from the beginning.	10.23% 9	22.73% 20	18.18% 16	34.09% 30	14.77% 13	88	3.20
g.) Parishioners were given sufficient time to understand the different stages of the process of closing/collaboration or merger.	10.23% 9	15.91% 14	17.05% 15	40.91% 36	15.91% 14	88	3.36
h.) A deliberate attempt was made to allow individual parishioners to ask questions and give input.	7.95% 7	12.50% 11	18.18% 16	43.18% 38	18.18% 16	88	3.51
i.) Some parishioners felt that the decision was already made and our input was not really considered.	4.55% 4	4.55% 4	14.77% 13	39.77% 35	36.36% 32	88	3.99
j.) The diocese maintained a supportive presence in our parish throughout the process from beginning to end.	21.59% 19	38.64% 34	20.45% 18	14.77% 13	4.55% 4	88	2.42
k.) The implementation of the process was difficult for all parishioners.	5.68% 5	12.50% 11	6.82% 6	34.09% 30	40.91% 36	88	3.92

l.) The diocese was in constant communication with the pastor and parishioners to provide support and information throughout the implementation of the process.	20.45% 18	26.14% 23	35.23% 31	14.77% 13	3.41% 3	88	2.55
m.) The diocese gave careful consideration regarding the pastors ability to manage this process.	15.91% 14	14.77% 13	35.23% 31	23.86% 21	10.23% 9	88	2.98
n.) The diocese gave careful consideration regarding the health and well being of pastors involved in this process.	12.50% 11	10.23% 9	52.27% 46	20.45% 18	4.55% 4	88	2.94
o.) Pastors were provided with training and access to consultants to assist with the process of closing/collaboration or merger.	10.23% 9	7.95% 7	70.45% 62	11.36% 10	0.00% 0	88	2.83
p.) It was evident that the diocese provided a clear sense of direction and manageable timeline for the implementation of this process.	22.73% 20	26.14% 23	29.55% 26	18.18% 16	3.41% 3	88	2.53
q.) The closing/collaboration or merger process has been successful in our parish.	25.00% 22	19.32% 17	11.36% 10	34.09% 30	10.23% 9	88	2.85
r.) There are many positive outcomes and results from the efforts that were made in this process.	14.77% 13	18.18% 16	27.27% 24	30.68% 27	9.09% 8	88	3.01
s.) The diocese has assessed the impact the process has had on our parish community.	27.27% 24	17.05% 15	47.73% 42	6.82% 6	1.14% 1	88	2.38
t.) We receive timely communications from the Diocese on how our new parish community is progressing.	34.09% 30	25.00% 22	30.68% 27	10.23% 9	0.00% 0	88	2.17
u.) Various opportunities were provided to allow parishioners to grieve and mourn their loss.	22.73% 20	22.73% 20	31.82% 28	15.91% 14	6.82% 6	88	2.61

#	Comments for "a.) I felt that the Diocese of Youngstown offered sufficient information and support to our parish before the process began."	Date
1	We joined as the Parishes of St Joseph and St Pius X were merging. Father H was still saying Mass at both churches. We started attending at St Joseph.	8/17/2015 9:49 AM
2	Many parishioners are unable to speak with diocesan administrators (bishops and the like). The diocese doesn't communicate particularly well with parishioners.	8/17/2015 9:30 AM
3	The parishioners in Campbell were active in the reconfiguration process. The question of worship sites (which and how many) went through much debate. The final Plan gave no resolution to that question.	8/16/2015 9:54 AM
4	Before the merge, our parish of Santa Rosa De Lima was the only Hispanic parish in the Diocese for more than 50 years. Our congregation was growing in numbers.	8/14/2015 9:36 AM
5	Fr. Nick S did a good job informing parishioners at all three parishes about the upcoming merger.	8/12/2015 10:27 AM
6	The diocese lays all works of a merger/collaboration on the priest. This is a very stressful and hard task for 1 person to take on.	8/12/2015 10:25 AM
7	Our Council head (Mr. T) presented the reasons why Christ Our King was being considered to close at Mass one Sunday, but being on Church Council at Christ Our King, we met with monsignor from Youngstown who gave us, a select group more info than regular parishioners.	8/11/2015 10:08 AM
8	This process has been going on so long, for so many years I forget how it all started.	8/10/2015 4:22 PM
9	The information provided about the upcoming mergers and closures was sufficient, however, there was no support given to the parishes how to go about the merging or the closing process. There was no road map of assistance.	8/8/2015 5:46 PM
10	As I recall the diocese sent a representative to give us the ground work of what was to happen.	8/5/2015 9:12 AM
11	The hard decisions appeared to have been made.	8/4/2015 10:07 AM
12	They said it was going to happen and that was it.	7/28/2015 9:45 AM
13	I think they could have provided more leadership in this area.	7/25/2015 10:02 PM
14	More info and support could have - should have - been provided	7/24/2015 11:05 AM
15	St Lucy and St Rosa had already come together and were under the impression that we would complete our merger and keep our building and priest. We entered the process openly wanting to help others who were beginning what we had done. We were devastated to find out that we weren't the example but rather part of the process.	7/23/2015 9:30 AM

16	Information - yes Support - no	7/22/2015 11:32 AM
17	The three churches had pros and cons and the members, priests and diocese knew all before process took place.	7/21/2015 9:52 AM
18	I believe the Diocese could have served itself better by holding several individual sessions with the 4 churches. Additionally, Taking ownership that the decision ultimately lies on the Bishop and not the Pastor as we were told (or at least it should--many know who where the buck stops). That's too much pressure for Pastor to make such a decision and expected to mentor, console and start a refresh of a new parish after those who are losing their building--which many had vested their own blood, sweat and tears. Having been a member of Sta. Rosa De Lima for over 50 years we were acclimated to moving (4x). It's what made the transition easier for me personally because I came to understand it was about my Catholic Faith and Family which is Universal and not a facility-building.	7/18/2015 10:31 AM
19	We were aware of upcoming merger due to smaller congregations and short supply of priests.	7/11/2015 9:54 AM
20	Were made aware that St Pius might be sold to Summit Academy and that Christ Our King would be sold.	7/11/2015 9:41 AM
21	I felt that the only parishes that mattered were St Joseph, St Johns and St Lucy. St. Rosa was of no matter since they figured we would go along with whatever decision was made.	7/11/2015 12:08 AM
22	Had one meeting with Bishop his concern was money owed to the diocese	7/10/2015 11:43 PM
23	It should have been known that this would be and extremely difficult merger and more participation by the diocese should have been had.	7/10/2015 11:31 PM
24	Information was limited. Didn't feel any support from the Diocese.	7/9/2015 10:05 AM
25	Lack of consistency, we were told you can continue to function as you were then before you know it they would change things again.. Very frustrating.	7/9/2015 9:22 AM
26	two or three only	7/9/2015 9:17 AM
27	We got mixed and different info than came about	7/9/2015 9:08 AM
28	This process from the beginning was not thought out or investigated properly by the YO diocese	7/8/2015 12:39 PM
29	I remember most information being word of mouth and gossip - not facts disclosed by meetings or mail.	7/7/2015 1:07 PM
30	We were only notified 11 months before the changeover that we were merging to St. Joseph Parish.	7/7/2015 12:49 PM
31	I was a parish representative to the diocesan meetings held to discuss the coming merger process	7/7/2015 12:38 PM
32	A lot of information was given but I don't think this info was taken into consideration when the final decision was made.	7/6/2015 12:27 PM
33	Bishop M came to our parish once only.	7/6/2015 11:49 AM
34	Meetings were held those interested go information and asked questions, but many thought that we wee going to be 4 separate but equal parishes that were sharing 2 priests.	7/5/2015 9:40 AM
35	I don't remember their attendance or any letters from them.	7/1/2015 1:45 PM
36	There were minimal meetings at each church for the general population. The "core" groups initially met multiple times but the information presented was not necessarily forwarded to church members.	6/29/2015 3:50 PM
37	Fr S gave a presentation approximately 5 years ago at St Joseph the Provider for all the Campbell churches detailing what would happen in a merger.	6/26/2015 2:46 PM
38	Assemblies, meetings, articles in the Exponent	6/26/2015 11:06 AM
39	The Diocese of Youngstown put the responsibility of this merger on the pastor. We did not receive any notification from the Diocese prior to the merger process.	6/24/2015 12:01 PM
40	We where not really informed and with it being an ethnic city we have been divided ever since this all started.	6/22/2015 3:57 PM
#	<b>Comments for "b.) The parishioners were well informed regarding the reasons or need for the closing/collaboration or merger to occur."</b>	<b>Date</b>
1	We did hear many discussions and pulpit announcements as the 2 final parishes were being united. I believe Christ Our king had already closed.	8/17/2015 9:49 AM
2	We had 3 meetings about moving forward to have the churches come together as one.	8/17/2015 9:33 AM
3	The financial and physical strains were all present for many years. Our priest wrote an explanatory letter also.	8/17/2015 9:30 AM
4	I believe the intention/need to merge was established and accepted. So long as a preferred worship site remained open (different for each person), the parishioners were committed to the merger. In other words, the communication was clear, but the acceptance was not.	8/16/2015 9:54 AM

5	The feelings and or concerns for our parishioners, to continue.	8/14/2015 9:36 AM
6	Three parishes were unable to support three separate churches financially. Three parishes were in debt to banks and to the Diocese of Youngstown.	8/12/2015 10:27 AM
7	Anytime a merger/collaboration has been done Father Matthew has been very upfront with the reasons this needs done.	8/12/2015 10:25 AM
8	We were a parish made up of older people with only 125-150 families at most. We had a hard time with payments to diocese. We finally paid our \$100,000 debt, by renting our school to Summit Academy. Fathers W then H published weekly Sunday donations to inform our Members of our financial shortfalls with collections.	8/11/2015 10:08 AM
9	Everything has been very vague	8/10/2015 4:22 PM
10	The reasons: financial burden on small parishes, the shortage of priests and the changes in the demographics of the Catholic population in the DOY were spelled out very clearly.	8/8/2015 5:46 PM
11	I believe we all received a letter at home plus bulletin announcements.	8/5/2015 9:12 AM
12	As I remember a letter was read to us at mass from the diocese regarding the merger.	8/5/2015 9:07 AM
13	No analysis done as to if and why merger should occur St Johns was a thriving parish spiritually, aiding to the poor globally educationally and socially sound. Merger done with no analysis! of parish situation	7/28/2015 9:45 AM
14	In our case it was obvious.	7/28/2015 9:09 AM
15	I think that most people knew of the financial shortages and the shortage of priests, so that they should have understood the need.	7/25/2015 10:02 PM
16	Not all parishioners were aware of the financial problem at each church.	7/23/2015 9:54 AM
17	We were told 2 bldgs - 2 priests and under the understanding that we were completing the merger blw Sta Rosa/St Lucy. We had no idea all 4 Campbell parishes were merging.	7/23/2015 9:30 AM
18	People were well aware of the reasons for the collaboration - however at St. John's we were a parish that had no debt and yet we were told to merge with 2 parishes that did have debt. This situation caused anger and distrust - as it turns our our parish is now one that Fr. C wants to close. How right is that? Does our diocese care - not at all!	7/22/2015 11:32 AM
19	With an older population and slow growth in our town, it was evident that churches needed to close.	7/21/2015 9:52 AM
20	I believe it could have been better. We transitioned to two new priest and soon after, one was reassigned to another church. I believe this only increased the anxiety with the merger.	7/18/2015 10:31 AM
21	Yes, smaller parish families	7/11/2015 9:54 AM
22	The parishioners were quite aware of lack of attendance and lower offerings; so it wasn't too much of a surprise.	7/11/2015 9:41 AM
23	The reason that was given was financial and decreasing members. Yet the larget building and most expensive to upkeep was chosen.	7/11/2015 12:08 AM
24	Came to mass one sunday and he said our parish at St Lucy will be closed.	7/10/2015 11:43 PM
25	Not only by the diocese but also by the members of the parish committee.	7/10/2015 11:31 PM
26	at at first more came later	7/10/2015 3:41 PM
27	Father S from the diocese held a town hall meeting for all 3 parishes affected. He gave us a roadmap about what issues could come up during the merger process including potential conflicts. He did an excellent job.	7/10/2015 3:29 PM
28	Should have, we were deep in debt and our building sold	7/10/2015 3:20 PM
29	Some parishioners don't read the bulletins or pay attention to what is said in the announcements.	7/9/2015 11:05 AM
30	The 3 reasons given were not justified	7/9/2015 9:22 AM
31	I ws against the merger We were doing well before the merger	7/9/2015 9:17 AM
32	The reasons were changed from lack of priests, financial and others	7/9/2015 9:08 AM
33	Like I said we at St John the Baptis were self sustaining with 0 money investments paid our assessments to the diocese. There was no need for us to merger	7/8/2015 12:39 PM
34	I felt the merger should have been done years before it happened	7/7/2015 2:38 PM

35	as above - mostly gossip	7/7/2015 1:07 PM
36	We were NOT well informed.	7/7/2015 12:49 PM
37	We were told it was because of the shortage of priests and the decline in church membership. There were seven churches in the city of warren.	7/7/2015 12:38 PM
38	Yes the long and short of it being lack of priests, which Rome says isn't a good reason to close churches.. St. John's was self sufficient with a part time priest, spiritually growing, why the need for a merger.	7/6/2015 12:27 PM
39	Information was forthcoming	7/6/2015 11:49 AM
40	Merger took a lot of surprise because they thought the process would take years not within a year.	7/5/2015 9:40 AM
41	INformation was not shared by them, but common sense showed future of area which meant down sizing.	7/1/2015 1:45 PM
42	Main reason given was a shortage of priests - for an extended period of time, there was a Mass at each building with only one priest in residence. Many parishioners felt that it made no difference whether there was one building or three / Mass times could always be adjusted to accommodate schedules. Additional reason was debt - we now have more debt than we had before because people are so upset that they do not support collections and/or activities.	6/29/2015 3:50 PM
43	No one informed us as to actual numbers of parishioners in each parish (St Joseph, St. John, St. Lucy, Sta, Rosa) or any financial details of each parish at the time.	6/26/2015 2:46 PM
44	See above ( Assemblies, meetings, articles in the Exponent)	6/26/2015 11:06 AM
45	The parishioners of Christ Our King had been expecting a closure for many years. The parish census had dropped substantially, we understood the reasons and need for the closure.	6/24/2015 12:01 PM
46	Yes, we know that we cannot support all 3 parishes but it hasn't seem to register to most people how really bad it is. They just want their church to stay open.	6/22/2015 3:57 PM
<b>#</b>	<b>Comments for "c.) Sufficient information was provided by the pastor and parish leadership team regarding the parish financial standing."</b>	<b>Date</b>
1	Financials were shared in bulletin and discussed at pulpit.	8/17/2015 9:49 AM
2	Many in-depth analysis were provided	8/17/2015 9:30 AM
3	The financial reports were made according to diocesan standards. The pastor provided letters of explanation with the reports and statements of financial status of each parish. It seems that lacunae still existed, especially concerning whatever details the parishioners wanted.	8/16/2015 9:54 AM
4	Parishioners received about 36 different bulletin columns and bulletin inserts with all aspects pertaining to the parishes conditions.	8/12/2015 10:27 AM
5	We tried wholeheartedly to school our members about the financial impact and the closing. (God bless our members who scarified and pledged extra to fix the roof and replace the boiler). They accepted for the most part, the closing of Christ Our King and merger with other parish or parishes. We had little choice. We offered little resistance--we knew we could not survive as one parish. Our property needed much repair.	8/11/2015 10:08 AM
6	Very Vague	8/10/2015 4:22 PM
7	Many bulletin inserts, letters and town hall meetings helped to share the information regarding this process	8/8/2015 5:46 PM
8	Yes, there was a graph describing the financial status , Pro's & Cons	8/5/2015 9:12 AM
9	I belonged to parish council and it was hair-raising at the meetings for many meetings.	8/5/2015 9:07 AM
10	Finances never presented on paper at parish council meetings some elements discussed but never presented clearly to analyze	7/28/2015 9:45 AM
11	The pastor and finance committee provided financial information and were available answer questions.	7/28/2015 9:09 AM
12	Parishioners were not informed as they should have been. Meetings were held without info.	7/24/2015 11:05 AM
13	There was plenty of information after we were forced to merge & I was on council - can't recall how much was available before the merge.	7/23/2015 9:30 AM
14	Financial reports that were shared with parishioners were very vague. There was no itemization of income or expenses. Many had questions but no answers were given - led to much suspicion as to what is the truth and what is not.	7/22/2015 11:32 AM
15	The financial statements were provided to the members of the parish.	7/21/2015 9:52 AM

16	More coverage and in the bulletin and weekly indicators would've been more visible--picture paints a thousand words. More one-on-one coverage per church on expenses vs. revenue/collections. It was incorporated later in the process. The earlier the better--Though even if you do provide the necessary information and coverage, you will still have an uphill battle!	7/18/2015 10:31 AM
17	Too much money went into remodeling and also to very large amounts of past debts.	7/11/2015 9:41 AM
18	The amount of money received and the total spent was given, but no specifics as to where it was spent.	7/11/2015 12:08 AM
19	He had several meeting at finance committee to inform us never did	7/10/2015 11:43 PM
20	Besides written information, members of the leadership team spoke at a mass and on at least three parish meetings.	7/10/2015 11:31 PM
21	Fr H was very good - we could go and ask what we wanted (anytime)	7/10/2015 3:41 PM
22	This was the pastor decision only	7/9/2015 9:17 AM
23	All the churches involved were not having financial lproblems, no info about finances	7/9/2015 9:08 AM
24	Nothing was discussed to us.	7/8/2015 12:39 PM
25	We understood that we could no longer support our parish and we were in debt.	7/7/2015 12:38 PM
26	The information concerning finance was not detailed, questions were not answered.	7/6/2015 12:27 PM
27	Father W was wonderful as was Father H	7/6/2015 11:49 AM
28	Yes and any debt was cleared up before the merger	7/5/2015 9:40 AM
29	NO precise information was available, just hearsay.	7/1/2015 1:45 PM
30	As a member of Pastoral Council. I had access to more information than others. I have repeatedly been asked the following - if at the time of merger, Diocesan assessments were "erased" as we became a new parish, how can we be close to \$150000 in debt now?	6/29/2015 3:50 PM
31	Same as above (No one informed us as to actual numbers of parishioners in each parish (St Joseph, St. John, St. Lucy, Sta, Rosa) or any financial details of each parish at the time.)	6/26/2015 2:46 PM
32	Financial reports have been inserted in bulletin	6/26/2015 12:21 PM
33	Yearly financial reports, reports at council meetings	6/26/2015 11:06 AM
34	The pastor did an excellent job in keeping the parishioners informed in every step of this process.	6/24/2015 12:01 PM
35	Yes, we have been told over and over as to how much debt we are in.	6/22/2015 3:57 PM
<b>#</b>	<b>Comments for "d.) Sufficient information was provided by the pastor and parish leadership team regarding the financial impact of the closing/collaboration or merger."</b>	<b>Date</b>
1	Christ our King was well aware in advance of the merger that their financial standing was in trouble. The other two parishes seemed to be in denial.	8/17/2015 9:52 AM
2	I believe there were full disclosures.	8/17/2015 9:49 AM
3	Explain all financial aspects to the parishioners	8/17/2015 9:33 AM
4	There was no explanation of what would happen if we didn't merge. To myself and (hopefully) many others this was painfully obvious.	8/17/2015 9:30 AM
5	The financial impacts (good and bad) are impossible to predict. But, certainly, the effects, good and bad, were discussed often.	8/16/2015 9:54 AM
6	Parishioners received all the information regarding closing and merger pros and cons.	8/12/2015 10:27 AM
7	Agree, but only with parish council and finance committee etc. Our priest kept us abreast of what was coming possible, but parish as a whole did not know all until it was decided by the Bishop. They were informed and accepted with regret.	8/11/2015 10:08 AM
8	very vague	8/10/2015 4:22 PM
9	We knew where we stood financially and what had to be done to improve the situation	8/8/2015 5:46 PM
10	How we could or would as one parish community.	8/5/2015 9:12 AM
11	People thought the merger was years down the road but it happened quickly when one priest was transferred to another parish.	8/3/2015 11:04 AM

12	St John the Baptist before merger was financially in the black with all diocesan assessments paid shortly after merger the new parish in bankruptcy	7/28/2015 9:45 AM
13	Finances were always talked about	7/24/2015 11:05 AM
14	Specific numbers were not given.	7/23/2015 9:54 AM
15	There seemed to be no concern about the financial impact of the collaboration - when asked about it one of the members of the financial committee responded with "what will be will be"! Total disregard for what this collaboration would cause with the financial contributions of the parishioners. The result is a decrease in the weekly contributions - not to mention there are not the fund raisers occurring that are needed to help support the parish.	7/22/2015 11:32 AM
16	I was on parish council during this time.	7/21/2015 9:40 AM
17	My own personal opinion was that --some of those who were vested in their individual churches did not do a sufficient job of illustrating the mission and true financial picture. Though as difficult as it may be, the true role of Finance must separate personal and be neutral in the decision process. This quite evident after the announcement was made. Prior to the announcement their was a verbal consensus with finance committee to support the Pastors decision-- afterwards, it looked like a heated United Nations meeting on border issues between Israel and Lebanon. Kudos to Father C who did a great job of listening and allowing those finance members to vent....	7/18/2015 10:31 AM
18	We were told that one church with combined resources may be able to 'stay afloat'.	7/11/2015 9:41 AM
19	They kept saying it was financial, yet again the largest building, one needing repairs and with the highest utilities was chosen.	7/11/2015 12:08 AM
20	Enough information was provided, It just wasn't heard by some members of the four former parishes.	7/10/2015 11:31 PM
21	He and Joe S kept us informed	7/10/2015 3:41 PM
22	We received information but many didn't realize what a debt we had.	7/9/2015 11:05 AM
23	Information was freely shared by some, but not by all.	7/9/2015 10:05 AM
24	Financial information did not agree to the closing of any parish	7/9/2015 9:17 AM
25	Pastor and leaders had no clue as to financial impact	7/9/2015 9:08 AM
26	We had no problems so the financial situation of other parishes in our was not our problem	7/8/2015 12:39 PM
27	We understood it would help relieve our debt.	7/7/2015 12:38 PM
28	It seems as if this wasn't given a lot of thought. Again questions went unanswered. Did they take into consideration that keep the targets most expensive campus to operate while planning to close the mor coste effective bldg is a good decision.	7/6/2015 12:27 PM
29	We are still trying but a lot of people want to keep all buildings open when we as a parich can afford it.	7/5/2015 9:40 AM
30	Finances were hearsay, not specific.	7/1/2015 1:45 PM
31	Many do not see the benefit of merger as it has resulted in less attendance, less support (monetarily as well as support of activities. This is coupled with the same or higher expenses.	6/29/2015 3:50 PM
32	Due to the complexity of the financial issues, including uncertainty of asset sales (timing & price), needed renovations, parishioner participation after merger, school lease, etc; the financial impact of the overall merger was questionable even for those of us involved in the decision making process.	6/27/2015 3:21 PM
33	Fr. R, the Pastor at the time, made it clear that all the churches were in financial difficulty	6/26/2015 2:46 PM
34	Don't know Parish council members would be able to answer better	6/26/2015 12:21 PM
35	See above (Yearly financial reports, reports at council meetings)	6/26/2015 11:06 AM
36	We need to close 2 of the churches in order to survive. They have put it off so long now that it just gets harder and harder to do.	6/22/2015 3:57 PM
<b>#</b>	<b>Comments for "e.) Consideration was given as to the impact this would have on our parish community before the process began."</b>	<b>Date</b>
1	I don't think anyone could predict what the impact would be since churches had not been closed in this area before.	8/17/2015 9:52 AM
2	We were not there when it began.	8/17/2015 9:49 AM
3	Rational parishioners capable of logical reasoning saw this coming.	8/17/2015 9:30 AM

4	Merging ethnic parishes of different ethnicities (and two languages) is a monumental task. The practical need for merger had to take priority to other considerations. And, the ultimate impact of merger is intimately united to worship sites, which was undetermined.	8/16/2015 9:54 AM
5	Parishioners received needed information as well as "a town hall" meeting time to talk about the merger.	8/12/2015 10:27 AM
6	We were to merge with Sts. Cyril and Methodius Church and met with their council etc. to plan. When the final decision came down to merge with St. Pius and St. Joseph, it was a shocker.	8/11/2015 10:08 AM
7	The Campbell parishes have never got along. I own a Funeral Home in the city and it is a hundred times worse because of the merger.	8/10/2015 4:22 PM
8	The people knew how necessary the merger was and what it entailed	8/8/2015 5:46 PM
9	A very positive impact for all of us.	8/5/2015 9:12 AM
10	Two groups (parishes) dislike each other and that trust hasn't returned. People considered themselves as members of their former parish not the new one.	8/3/2015 11:04 AM
11	Not that I am aware of	7/28/2015 9:45 AM
12	The loss of the only Hispanic parish in the diocese was huge! We have lost many parishioners. We were growing and still working on our relationship with St. Lucy - mass was gorgeous with Fr. D saying it in English, Spanish, Italian - combined masses were "SRO" we were happy and parishioners	7/23/2015 9:30 AM
13	Diocese doesn't care about the impact - decision was made to carry out the plan back in 2002 when Bishop Tobin sent Fr. S to Campbell. Fr. S began telling people that St. Joseph's would be the main church in Campbell and the other two would be closed. Needless to say these comments created an uproar - and did the Diocese care - absolutely not!	7/22/2015 11:32 AM
14	I didn't not realize how the combining would impact the three churches. I did not realize the emotional connection so many people had.	7/21/2015 9:52 AM
15	You can't come together when one faction wants it all their way.	7/21/2015 9:40 AM
16	I believe an effort was made to do so. Unfortunately, you had 4 ethnic established and rooted cultures to contend with--that was a difficult task in itself. Sad to say, some of the dialog in meetings were racially motivated "you people and ethnicity called out" . I personally was at the end of some of these comments but held strong to my Faith and provided the rebuttal of forgiveness and Faith. Community Prayer for discernment might be a prerequisite.	7/18/2015 10:31 AM
17	It seemed as if the diocese had an agenda and it didn't care how feelings would be hurt.	7/11/2015 9:41 AM
18	No consideration was given to the community of St Rosa de Lima. They were already merged with another parish and told that it was their final move.	7/11/2015 12:08 AM
19	Again, given but not necessarily heeded or prayed on by sure.	7/10/2015 11:31 PM
20	We are a community of ethnic churches with beautiful buildings and many traditions. But we were not given the same considerations as other parishes, even when other options were presented.	7/9/2015 10:05 AM
21	Pastor and leaders had no clue as to financial impact	7/9/2015 9:08 AM
22	This whole process was not thought out. It was done very poorly. Why would you close a self sustaining parish?	7/8/2015 12:39 PM
23	We were only notified 11 months before the changeover that we were merging to St. Joseph Parish.	7/7/2015 12:49 PM
24	We were aware that closing two of the churches was necessary.	7/7/2015 12:38 PM
25	Since the impact has been devastating to a large part of the community, I can't think much consideration was given. And what will be done with closed church bldgs in a declining community. Will closed buildings cause blight in neighborhoods?	7/6/2015 12:27 PM
26	Very difficult for our older parishioners	7/6/2015 11:49 AM
27	The diocese did not know that 2 parishes hated each other and it assume because of location it would work out and it has not because a lot of people have left the parish.	7/5/2015 9:40 AM
28	It took a while before a transitional group was even agreed to as #3 was moved from another formulary to ours at the previous groups wishes.	7/1/2015 1:45 PM
29	I don't think many considered the negative impact the merger would have. There is a lot of dissension, anger, disappointment, hard feelings, etc. Information was presented that these things might occur but little was done then, (nor has it been sufficiently addressed now).	6/29/2015 3:50 PM
30	It was stated that after a merger, all funds would be combined	6/26/2015 2:46 PM



31	We knew not everyone would be happy with the final decisions and that it would take a lot of work and prayers	6/26/2015 11:06 AM
32	Don't know if this is true. I don't really believe they understood how each parish was going to take the news.	6/22/2015 3:57 PM
<b>#</b>	<b>Comments for "f.) Parish organizations and ministries were given opportunities to provide input into the process from the beginning."</b>	<b>Date</b>
1	We were not there when it began.	8/17/2015 9:49 AM
2	All organizations had meetings	8/17/2015 9:33 AM
3	Feedback from each and every organization wasn't presented, though I don't think it has to be.	8/17/2015 9:30 AM
4	Through surveys, and parish assemblies, and regular meetings, and representatives, and availability for individual meetings, opportunity for input was ample.	8/16/2015 9:54 AM
5	All parish organization were given the opportunity to speak and voice their worries and questions.	8/12/2015 10:27 AM
6	We attended meetings at St. Rose in Girard to discuss the differences of closing, collaboration or merger, but the Bishop decided without ever talking with each parish.	8/11/2015 10:08 AM
7	Organizations and ministries were given opportunities to provide input, however most of the parishioners feel their responses were unheard.	8/10/2015 4:22 PM
8	The combined parish councils from St. Mary and St. Joseph worked together in collaboration and they agreed unanimously that the merger was the only logical choice for survival. All ministers and parishioners have been informed about the upcoming merger.	8/8/2015 5:46 PM
9	We had regular meetings regarding the merger.	8/5/2015 9:12 AM
10	Anyone was given the opportunity to address parish council	8/5/2015 9:07 AM
11	Input not asked for	7/28/2015 9:45 AM
12	I don't recall specific meetings with the parish organizations.	7/25/2015 10:02 PM
13	I can't recall being informed or listened to.	7/24/2015 11:05 AM
14	I am not aware of any input given by organizations or ministries.	7/23/2015 9:54 AM
15	After all was already decided - we had meetings before hand but even our priest was under the impression that we'd finish our merge with St. Lucy.	7/23/2015 9:30 AM
16	They could have been given opportunities but the anger was so strong that most people didn't care.	7/22/2015 11:32 AM
17	I am not sure.	7/21/2015 9:52 AM
18	This was done.	7/18/2015 10:31 AM
19	"Town Hall" meeting gave the parishioners a chance to voice opinions and to ask questions.	7/11/2015 9:41 AM
20	Yes they were, but their input was disregarded	7/11/2015 12:08 AM
21	Never met seperate organizations	7/10/2015 11:43 PM
22	Plus any and all parishioners	7/10/2015 11:31 PM
23	Pastor only! He did not want input also he has no experience merger also was to big!	7/9/2015 9:17 AM
24	None whatsoever	7/9/2015 9:08 AM
25	I was president of our cultural society Never was I asked for a meeting or any input on anything.	7/8/2015 12:39 PM
26	I didn't belong to many of the organizations so I wasn't aware of the input from it	7/7/2015 2:38 PM
27	We had no knowledge until 11 mos before closing	7/7/2015 12:49 PM
28	The parish council and ministries were given opportunity to discuss the situation.	7/7/2015 12:38 PM
29	But was our input taken into consideration!! Were questions truthfully answered?	7/6/2015 12:27 PM
30	Comparisons of groups and acheivements was not allowed so as not to embarass the other.	7/1/2015 1:45 PM
31	At that time, I had limited involvement other than Lector, Eucharistic Minister and Liturgy Committee member. I recall little, if any, discussion with those groups.	6/29/2015 3:50 PM
32	A parish assembly was held on 1-26-13 which I attended. All parishioners were invited and many attended. This was the beginning of trying to work together.	6/26/2015 2:46 PM

33	Parish assemblies were held. Parishioners could always give their concerns to a parish council member to address at the meeting.	6/26/2015 12:21 PM
34	Many meetings were held for open discussion and input and to obtain information	6/26/2015 11:06 AM
35	Don't remember them asking for our opinion	6/22/2015 3:57 PM
#	<b>Comments for "g.) Parishioners were given sufficient time to understand the different stages of the process of closing/collaboration or merger."</b>	<b>Date</b>
1	Father kept us informed once the decision was made to sell and close the St Pius property.	8/17/2015 9:49 AM
2	This has been a very long process	8/17/2015 9:30 AM
3	The merger in Campbell did not take place until 2 years after the promulgation of the reconfiguration plan. I was only there for the last 9 months, which there was much attention given to merger--with the notable exception of worship sites.	8/16/2015 9:54 AM
4	Our merger took a "two-step" approach by closing one church at the time, with a consideration and study to see which one of the three churches was the best option for the new parish.	8/12/2015 10:27 AM
5	I don't ever remember any true question and answer meeting with parishioners. Like I said before the info was delivered by Mr. T and some asked a few questions after Mass.	8/11/2015 10:08 AM
6	It has taken way too much time and parishioners are very disgusted.	8/10/2015 4:22 PM
7	In Newton Falls they talked about the merger for the last 30 years. As St. Mary's parishioners were dying out it was obvious that the merger was the inevitable resolution.	8/8/2015 5:46 PM
8	I felt as though this was a slow thoughtout process, where all things were considered.	8/5/2015 9:12 AM
9	Mass was held every Saturday at St. Mary's and 3/4 th of the people were from St. Joes. I believe we went there for 2 years or more.	8/5/2015 9:07 AM
10	No, it happened so fast, but continued until they announced that buildings were going to be closed, now it's a bigger split.	8/3/2015 11:04 AM
11	Learned about these stages as they and after they happened	7/28/2015 9:45 AM
12	I think we had too much time. With the obvious condition of our parish, members began drifting away to other parishes causing additional stress on parishioners and finances. I understand that the Diocese wanted to follow an organized process. However it had a negative effect on morale to see the slow demise of what was a thriving parish.	7/28/2015 9:09 AM
13	We had a parish planning committee but little was done prior to the process or communicated to most parishioners.	7/25/2015 10:02 PM
14	More than enough time has been allowed for understanding this process. It's past time to complete the process.	7/23/2015 9:54 AM
15	Again, we were under the impression we'd complete our merger with St. Lucy. We had no idea we'd merge with all of Campbell.	7/23/2015 9:30 AM
16	same as above (anger was so strong that most people didn't care.)	7/22/2015 11:32 AM
17	The parish was given a time line as to how the combining would happen.	7/21/2015 9:52 AM
18	Once again a better job could've been done....more frequent meetings	7/18/2015 10:31 AM
19	The bulletin gave updates weekly.	7/11/2015 9:54 AM
20	In fact, we were given too much time as the process seemed to take too long.	7/11/2015 9:41 AM
21	We were given time, but the different stages of the process were not explained.	7/11/2015 12:08 AM
22	Far too much time. Three years plus have passed and the process is still not complete. This is where the diocese could have done more.	7/10/2015 11:31 PM
23	Our building sold quicker than expected	7/10/2015 3:20 PM
24	We did not know who or when until after it was done	7/9/2015 9:08 AM
25	Not until it was all said and done.	7/8/2015 12:39 PM
26	I don't know	7/7/2015 12:38 PM
27	What was said would be a slow process, went into affect very quickly. What we were told & what happened were two different things.	7/6/2015 12:27 PM
28	Yes but it happened a lot faster than people imagined.	7/5/2015 9:40 AM

29	There was sufficient time given - however, because of the anger and hard feelings, many felt that it would make no difference / the decisions had already been made.	6/29/2015 3:50 PM
30	At the time of the first assembly, it was thought that a merger would take place soon.	6/26/2015 2:46 PM
31	See above (Many meetings were held for open discussion and input and to obtain information)	6/26/2015 11:06 AM
32	It took so long and then they just said which church would stay open.	6/22/2015 3:57 PM
<b>#</b>	<b>Comments for "h.) A deliberate attempt was made to allow individual parishioners to ask questions and give input."</b>	<b>Date</b>
1	There were town hall meetings that were well attended.	8/17/2015 9:52 AM
2	I remember some form of open meetings being announced. We did not participate.	8/17/2015 9:49 AM
3	Though there has been a couple semi-open forums, many parishioners feel like they need to have a one-on-one conversation and cannot do so.	8/17/2015 9:30 AM
4	Yes, especially through parish assemblies.	8/16/2015 9:54 AM
5	All parishioners were invited to take a "survey" which addressed all possible questions and problems and issues.	8/12/2015 10:27 AM
6	I can't speak for all, but can say some parishioners felt as stated below.	8/11/2015 10:08 AM
7	There were many parish assemblies held, however, there was never anything done.	8/10/2015 4:22 PM
8	During open meetings and through the parish council members, parishioners had a chance to voice their opinion	8/8/2015 5:46 PM
9	At the meetings especially designated for any parishioners thoughts and ideas.	8/5/2015 9:12 AM
10	It was always an invitation to express their opinion, but most of the opinions were done outside meetings.	8/5/2015 9:07 AM
11	Periodic reports on the process were given at Mass and parishioners were encouraged to express their thoughts.	7/28/2015 9:09 AM
12	We did have town hall meetings and a parish survey.	7/25/2015 10:02 PM
13	One meeting in particular was filled with negativity, insults, etc. Hard feelings from St. Pius and St. Joseph Parishioners	7/24/2015 11:05 AM
14	As the process went on.... yes... only after all the major decisions were made...and our only choices were to leave or make it work.	7/23/2015 9:30 AM
15	Questions were asked by parishioners - BUT answers that were given were very vague. The meetings we attended left us with more questions and very little answers. Obviously the diocese has a plan and they are going to carry it out regardless of how the parishioners feel.	7/22/2015 11:32 AM
16	I would hope there was a questions and answer session. I knew churches had to close and I was fine with the end result.	7/21/2015 9:52 AM
17	No attempt was made to have parishioners have a say so.	7/21/2015 9:40 AM
18	I agree--but maybe more sessions could've allowed more to vent and lessen the blow?? Conducting a SWOT analysis with the individual churches a members might have shown a better picture.	7/18/2015 10:31 AM
19	Yes... a meeting at St Pius was held for all 3 churches. Got rather heated	7/11/2015 9:54 AM
20	We had meetings and questionnaires to ask questions.	7/11/2015 9:41 AM
21	Agree, but input was not really considered.	7/11/2015 12:08 AM
22	Three meetings were held for parishioners where they were encouraged to participate and give input.	7/10/2015 11:31 PM
23	at times	7/10/2015 3:41 PM
24	We had meetings but I don't think people were free to explain their comments.	7/9/2015 11:05 AM
25	Meetings were held. Didn't seem to matter.	7/9/2015 10:05 AM
26	Input was disregarded	7/9/2015 9:08 AM
27	Yes it was done to BLANK ears. "it is what it is" that was told to my 88 year old mother when she called our pastor.	7/8/2015 12:39 PM
28	Meetings were held to allow parishioners to ask questions	7/7/2015 12:38 PM
29	To some extent, but was our input taken into consideration? Many times when questions were asked we received no answer.	7/6/2015 12:27 PM
30	Town hall meetings were held. As is typical, only the very very few people spoke.	7/1/2015 1:45 PM

31	We had two Parish Assemblies - the first was better attended than the second. Again, I know from comments made to me that many felt that it was a waste of time because the decision(s) had already been made.	6/29/2015 3:50 PM
32	This was a difficult task as the number of parishioners and locations make it hard for everyone to come together at once. Also Parish Council and Merger team members lacked experience and training in how to communicate with individuals parishioners over the new and difficult subjects at hand.	6/27/2015 3:21 PM
33	Fr. R., at the time, witnessed the passion that everyone had to keep "THEIR" church open.	6/26/2015 2:46 PM
34	See above (Many meetings were held for open discussion and input and to obtain information)	6/26/2015 11:06 AM
35	There were several "town hall" meetings by the pastor which gave the parishioners an opportunity to voice their opinions.	6/24/2015 12:01 PM
36	Yes, we did have meetings where you could give your opinion but they all ended in everyone being upset about their individual churches.	6/22/2015 3:57 PM
<b>#</b>	<b>Comments for "i.) Some parishioners felt that the decision was already made and our input was not really considered."</b>	<b>Date</b>
1	That definitely was the feeling of the people I was in contact with.	8/17/2015 9:52 AM
2	I really cannot answer this as a witness to any of these type of feelings. There seemed to be a lot of whispering and after Mass aisle discussions at St Joseph church building.	8/17/2015 9:49 AM
3	People comments where - 'The Diocese has completed their survey and know that they made up the decisions.'	8/17/2015 9:33 AM
4	Though this is the case, these same parishioners are rarely satisfied with anything at all	8/17/2015 9:30 AM
5	Some did not take seriously the communication that their input was/is important.	8/16/2015 9:54 AM
6	There were some parishioners from one church that felt that the decision was made before they were asked for an input, so it was to their surprise that "their" church stayed opened even though they thought that "their" church will be closed and sold next.	8/12/2015 10:27 AM
7	Some people will never be happy and don't want to look at the big picture.	8/12/2015 10:25 AM
8	I feel the only true input that was given was when a committee went to Youngstown and met with Monsignor to give input on selection of St. Joseph Church as our new parish church site.	8/11/2015 10:08 AM
9	A lot of the parishioners feel this way. I do not know if there is a process you must follow, however, I do feel it's been going on way to long.	8/10/2015 4:22 PM
10	There were probably some who felt this way but the majority knew that their opinion and input was very important	8/8/2015 5:46 PM
11	They are the ones who complain and do nothing about it. There were St Mary's members who would not attend and make up their own decisions with the facts.	8/5/2015 9:12 AM
12	The decision made did not use sound economics - as to buildings complex chosen which is the most expensive to operate - so many feel the decision made was made early in this process. Responsive friends involved with the Sacred Heart - Immaculate Conception merge - on the committee to make the decision said they were bypassed.	7/28/2015 9:45 AM
13	This was true for our parish and possibly others. I don't know that anyone expected to have an influence in keeping our parish open. We did hope to have some influence in where we went after closing. As it turned out we did not get our expected assignment.	7/28/2015 9:09 AM
14	I think that a majority of the parishioners felt this way. For many of those who were from St. Joseph or Christ Our King, the expectation was that we would be going to St. Pius. I feel that the offer to purchase the St. Pius X property was pretty much a factor in the final decision. Admittedly, it was a hard thing to pass up, given the debt of the three parishes.	7/25/2015 10:02 PM
15	Yes - Definitely	7/24/2015 11:05 AM
16	Many parishioners felt that way.	7/24/2015 10:50 AM
17	I was a member of the committee meeting with all the parishes in our district. Recommendation and decisions were made. Most did not move forward.	7/23/2015 9:54 AM
18	No doubt about this. this was the same story when our school closed in the 80's and it is even more true now. They make you feel you have input when the reality is the decision is made and will stand - no changes.	7/22/2015 11:32 AM
19	The older parishioners felt that decision was made. Many from the closed and open parish did not or did not pay attention to information provided.	7/21/2015 9:52 AM

20	I truly believe that most parishioner believed this to be true. Thus my previous comment on who should make the decision. Thus it takes the onus of the pastor.	7/18/2015 10:31 AM
21	People voiced their opinions at St. Pius meeting with all 3 churches	7/11/2015 9:54 AM
22	The diocese already knew what they were going to do. They made fools of us by pretending our input mattered.	7/11/2015 9:41 AM
23	True	7/11/2015 12:08 AM
24	That is always the case.	7/10/2015 11:31 PM
25	We were told we would vote on a name, but never had the opportunity to vote, though I would have voted for the name we have.	7/9/2015 11:05 AM
26	They were the majority	7/9/2015 10:50 AM
27	no comment	7/9/2015 9:08 AM
28	Absolutely	7/8/2015 12:39 PM
29	I believe some of the parishioners from St. Mary's church felt that way.	7/7/2015 2:38 PM
30	Yes, some parishioners felt that they had little to say about the outcome. It was inevitable that we merge and close churches.	7/7/2015 12:38 PM
31	Yes we heard this from numerous parishioners. "It doesn't matter what we say the Diocese already made their decision".	7/6/2015 12:27 PM
32	Most parishioners knew it was a done deal.	7/6/2015 11:49 AM
33	Yes thats why we have lost parishes	7/5/2015 9:40 AM
34	These were comments expressed to me on multiple occasions.	6/29/2015 3:50 PM
35	The financial situation of the parishes dictated which direction the decision would go.	6/27/2015 3:57 PM
36	Those of us who actually participate in Christ The Good Shepherd parish understand that our input was and is considered. Unfortunately, those who have been and continue to be difficult are adamantly opposed to our diocese.	6/26/2015 2:46 PM
37	Many felt the Diocese already had a plan for the final outcome ant the meetings were a waste of time	6/26/2015 11:06 AM
38	I know personally, I knew our parish would close. I knew that we really didn't have a choice.	6/24/2015 12:01 PM
39	Really not sure on this	6/22/2015 3:57 PM
<b>#</b>	<b>Comments for "j.) The diocese maintained a supportive presence in our parish throughout the process from beginning to end."</b>	<b>Date</b>
1	I don't remember much diocese involvement when we joined the parish.	8/17/2015 9:49 AM
2	There was little to no diocesan guidance at all.	8/17/2015 9:30 AM
3	The diocese was supportive, especially being available when called upon. However, they were not too soliciting about offering support.	8/16/2015 9:54 AM
4	I felt that the diocese supported me in most of the merger process problems, but not the problems that were directly questioning my ability and integrity. It seemed as I always had to explain myself and proof myself to be not guilty of whatever I was accused of.	8/12/2015 10:27 AM
5	The Diocese is never involved or present - They leave it to the parish priest.	8/12/2015 10:25 AM
6	It was very difficult for St. Pius and St. Joseph parishioners to accept these changes, Christ Our King offered no resistance. It was/is a very difficult transition for some and Fr. H was the recipient of verbal abuse. He handles it well.	8/11/2015 10:08 AM
7	It was hard to get any questions answered.	8/10/2015 4:22 PM
8	The diocese did absolutely nothing to help with the process of merging St. Mary and St. Joseph Parishes.	8/8/2015 5:46 PM
9	the Bishop came to a general meeting to talk with the parishioners but people left with a lot more questions and not enough answers.	8/3/2015 11:04 AM
10	Father S came one time to talk.	8/3/2015 10:37 AM
11	I remember 2 meetings - one with Fr S at St. Johns in which he stated that what was being done in Campbell at the time (rotating mass at all 3 church sites) was the way to do it. (ironic statement) 2nd meeting with Bishop M-late in the process after merger in effect	7/28/2015 9:45 AM

12	Our parish priest retired early in the process. The Diocese sent us a priest who we were all familiar with which was helpful. Later we were assigned a new priest who no one knew. Since he was to be our pastor at the merged parish, it made the change easier. He was a familiar face in a new environment.	7/28/2015 9:09 AM
13	Fr. S was at one or two of the town hall meetings and met with the Parish Council, but that was only a handful of contacts over an approximate two-year period I don't know who the diocese could have supplied to assist in this. There aren't many people that specialize in this area to my knowledge.	7/25/2015 10:02 PM
14	They tried	7/24/2015 11:05 AM
15	Diocese remained distant.	7/23/2015 9:54 AM
16	Presence, yes....supportive...they tried.	7/23/2015 9:30 AM
17	Diocese does not care about what happens in Campbell - sad to say but since Fr. C decision to keep St. Joe's as the main church and close St. Lucy and St. John's a divide has been created in this town that was never here before. He had an opportunity to make a decision that would have had a positive major impact on this town instead he listened to a certain group of people and has now torn this town apart. Sadly for us it had to be our Catholic church that caused this divide in our town.	7/22/2015 11:32 AM
18	I believe the need to be more visible to the community--especially since you were contending with 4 ethnic cultures and churches being affected. Representation from the Diocese in Pastoral and Finance committee meetings such be considered in the future. This way the community knows the Diocese was engaged throughout the process and they were part of the solution not problem.	7/18/2015 10:31 AM
19	The put the burden on our pastor and didn't seem to get involved.	7/11/2015 9:41 AM
20	One meeting is supportive	7/10/2015 11:43 PM
21	Not really, but li couldn't tell you what they might have done other than mandate,	7/10/2015 11:31 PM
22	at times	7/10/2015 3:41 PM
23	Yes, even the Bishop stopped by for coffee and donuts.	7/10/2015 3:29 PM
24	I don't believe the diocese really cared what we thought	7/9/2015 11:05 AM
25	Father S was the only representative of th Diocese I am aware of that worked with us. He tried and he was fair.	7/9/2015 10:05 AM
26	no comment	7/9/2015 9:08 AM
27	Like I said absolutely not.	7/8/2015 12:39 PM
28	A representative from the diocese met with us for a couple meetings at the beginning to explain what was happening but that was it.	7/7/2015 12:38 PM
29	Yes Father S was there through the process but things we heard was not that the decision was.	7/6/2015 12:27 PM
30	Again, Bishop M nowhere to be found	7/6/2015 11:49 AM
31	I do not remember this happening.	7/1/2015 1:45 PM
32	VERY limited diocesan presence was observed.	6/29/2015 3:50 PM
33	We lacked goals and communications from the diocese and their expectations of our merger, due in part to our mergers complexities and part from the hostilities between the merging parishes.	6/27/2015 3:21 PM
34	It would have been nice to have someone here in Campbell on a regular basis - not necessarily the Bishop. Maybe Fr. S, Msgr. Z, Msgr S.	6/26/2015 2:46 PM
35	Fr. S attended a number of our meetings as did Bishop M. They answered all questions an took a lot of "heat" from a number of people. There were both kind and considerate throughout.	6/26/2015 11:06 AM
36	The Diocese of Youngstown was absent during this process. I felt that they were good at issuing the orders but expected the pastor to take put the plan in action and deal with the fallout from "their" decision.	6/24/2015 12:01 PM
37	Seems to us that they didn't care about our small town.	6/22/2015 3:57 PM
<b>#</b>	<b>Comments for "k.) The implementation of the process was difficult for all parishioners."</b>	<b>Date</b>
1	not for "all"	8/17/2015 9:51 AM
2	There were many that fought the process and did/continue to do their best to try to force issues. Many have left the parish and others have joined (me and my family).	8/17/2015 9:49 AM
3	The vast majority of parishioners realize the inevitable nature of this.	8/17/2015 9:30 AM

4	The change involved in this merger is foundational. These are extremely difficult changes. Some have come to accept more quickly than others. And, some cannot begin to accept until the question of worship sites is resolved.	8/16/2015 9:54 AM
5	Closing churches is not easy, so it was very painful for all involved. I was surprised though to learn, that there was a minority of parishioners from the church that remained opened to be the most upset and unhappy, because even though "their" church remained opened, they had to share it with the other two communities.	8/12/2015 10:27 AM
6	The diocese sent monsignor to meet with parish council members of all three churches on several occasions. The Bishop came once to my recollection	8/11/2015 10:08 AM
7	Absolutely--no one wants their parish to close.	8/10/2015 4:22 PM
8	The implementation was not as much difficult as it was challenging to get used to a new reality of two parishes being merged into one	8/8/2015 5:46 PM
9	If the process was difficult, it was only for the St. Mary parishioners who loved the building more that the betterment of the Parish community. The implementation was smooth and painless.	8/5/2015 9:12 AM
10	Of course for both churches. I will say that some of St Mary's people became lay ministers at St. Joes	8/5/2015 9:07 AM
11	It put groups of people against each other.	8/3/2015 11:04 AM
12	For 2 of the churches	7/28/2015 9:45 AM
13	In my opinion, the process was too long thus makig it difficult for some people	7/28/2015 9:28 AM
14	It's like losing a family member. You know the end is coming but that doesn't make it any easier.	7/28/2015 9:09 AM
15	Certainly, it was stressful for EVERYONE in the parish including staff.	7/25/2015 10:02 PM
16	Very difficult. Arguing, bickering, bashing!	7/24/2015 11:05 AM
17	Longtime friends are not friends any longer.	7/23/2015 9:54 AM
18	Even though I personally agreed with the decision to merge, it was difficult watching and listening to members talk about being abandoned by the Diocese and Pastor and wanting to move to another church community. It's difficult for your voice to be heard as a defender when your in the minority and most importantly contending with the 1st generation members. Thus the decline in our communities--with many of the 2nd generations families have moved to suburbs or have moved abroad. I come from a family of 10 siblings and 50% of them live outside the area.	7/18/2015 10:31 AM
19	Some but certainly not all.	7/11/2015 9:59 AM
20	Not for me. Some were angry and left the church.	7/11/2015 9:54 AM
21	The different parishes had their way of doing things and didn't want to compromise. For example: St. Joseph parishioners were, and still are, resentful.	7/11/2015 9:41 AM
22	St Mary parishioners were more distraught over the merging simply because it was their church being closed.	7/11/2015 9:23 AM
23	No one wants to see his or her church closed and sold, no matter how rational that may be.	7/10/2015 11:31 PM
24	Difficult for some but not for all.	7/10/2015 3:29 PM
25	Too much partiality	7/9/2015 10:50 AM
26	In our case just 3 out of 4 churches	7/9/2015 9:08 AM
27	The parishioners couldn't understand the reason for St John's to close because we were in good shape.	7/8/2015 12:39 PM
28	It helped to keep some items from St. Mary's church and put it in St Joseph's church as a symbol that we were united.	7/7/2015 2:38 PM
29	It was very difficult for everyone - those who were not happy moved to other parishes. Those who stayed tried to adjust and felt the parish community supporting one another was most important.	7/7/2015 12:38 PM
30	Yes because no matter what, 2 groups are losing their churches, their identity.	7/6/2015 12:27 PM
31	If the diocese decided which building to close before the merger it would have been easier instead of the parish deciding which one.	7/5/2015 9:40 AM
32	Most felt it unnecessary using common sense as their guidelines.	7/1/2015 1:45 PM
33	Implementation was and continues to be extremely difficult - the merger and possible closings have been heartbreaking. This, in my opinion, has torn the Campbell Catholic community apart.	6/29/2015 3:50 PM
34	The process was much more difficult for the parishioners of the church that was closing.	6/27/2015 3:57 PM
35	Because Campbell is so ethnic, some of the other churches refuse to accep a merger even today.	6/26/2015 2:46 PM



36	Most agreed we need only 1 building for worship in Campbell but each parish wanted it to be their building. Very difficult and sad situation at this time.	6/26/2015 11:06 AM
37	The parishioners of Christ Our King were a tight knit community. Although just a few of us remained, most had been members since the Church opened. My family joined in 1972. Being a small parish on the poorer side of Warren, we shared each others joys and burdens. The people who were left, felt lost. The roles they had played in their small parish were taken away. They didn't know where they belonged in this new church environment.	6/24/2015 12:01 PM
38	Yes, the news was taken very hard by some of the parishioners and some have even left the church.	6/22/2015 3:57 PM
#	<b>Comments for "I.) The diocese was in constant communication with the pastor and parishioners to provide support and information throughout the implementation of the process."</b>	<b>Date</b>
1	I do not remeber much involvement as a parishoner- it seemed to fall squarely on Father H's shoulders to deal with the feelings. A VERY brave man. I pray that he got the support he needed.	8/17/2015 9:49 AM
2	No one from the diocese except Fr. S help to provide support.	8/17/2015 9:33 AM
3	Once again, the diocese was almost non-existent.	8/17/2015 9:30 AM
4	The diocese seemed more available than solicitous throughout the implementation.	8/16/2015 9:54 AM
5	The diocese was available as needed, but did not proactively participated in the process.	8/12/2015 10:27 AM
6	Again, It is left to the pastor.	8/12/2015 10:25 AM
7	The diocese may have given careful consideration to their choice for pastor. Thank goodness Fr. H was able to overcome much discourse, ending a young priest into a three church merger for his first parish was questionable. Fr. H was met with resistance at every angle, but he handled it. Does the church give medals for such duty, if so, Fr. H deserves one.	8/11/2015 10:08 AM
8	The diocese was invisible during the implementation of the merger and afterwars	8/8/2015 5:46 PM
9	I believe so. I believe there was a number to call the diocese office for questions.	8/5/2015 9:12 AM
10	I don't know, I really think it was more like the churches giving the information to the diocese.	8/5/2015 9:07 AM
11	Don't know about the pastor but strongly disagree with communicating with parishioners	7/28/2015 9:45 AM
12	If it was, I never knew about it. There were sporadic communications.	7/25/2015 10:02 PM
13	Again, I cannot repond for Pastor -- they tried.	7/24/2015 11:05 AM
14	Diocesan communication with parishioners was not visible.	7/23/2015 9:54 AM
15	Communication is a two way street and involves talking but more importantly LISTENING - we felt our needs and concerns were ignored/not given any importance.	7/23/2015 9:30 AM
16	I would hope.	7/21/2015 9:52 AM
17	Could've have been as previously stated	7/18/2015 10:31 AM
18	Weekly updates in bulletin	7/11/2015 9:54 AM
19	Things were kept 'secret' to most of the parishioners, but I'm sure some of the select few were kept in the loop.	7/11/2015 9:41 AM
20	Don't know anything about the Bishop and pastor.	7/10/2015 11:43 PM
21	I'm sure with the pastor. Some (those opposed) certainly communicated with the diocese.	7/10/2015 11:31 PM
22	Pastor only	7/9/2015 9:17 AM
23	info from diocese was not shared with us - if there was any.	7/9/2015 9:08 AM
24	I don't know what the diocese and the pastor had but we had nothing.	7/8/2015 12:39 PM
25	We did not receive much support or information from the diocese during the implementation of the process as far as I know.	7/7/2015 12:38 PM
26	Were they?	7/6/2015 3:23 PM
27	Were they?? Many of us did not feel the support was provided.	7/6/2015 12:27 PM
28	I cannot speak for pastor, but nothing to the parishioners that I remember.	7/1/2015 1:45 PM
29	I would assume that the diocese and pastor were and are in constant communication. The majority of parishioners feel that they have been left out of the equation and that there feelings / opinions / etc. do not matter.	6/29/2015 3:50 PM



30	Communication with the pastor was very good but communication with parishioners was lacking.	6/27/2015 3:21 PM
31	There is no way of knowing how the diocese assisted our pastor in these areas.	6/26/2015 2:46 PM
32	As far as I know, yes	6/26/2015 11:06 AM
33	As stated before, I feel the Diocese of Youngstown was absent during this closer and merger. They issued the orders and then left it to the Pastor to carry the merger out. From what I observed, they put a tremendous amount of responsibility on one person and then sat back and took the credit for parish reconfiguration "they" implemented.	6/24/2015 12:01 PM
34	Maybe the pastor but not the parishioners. We didn't know anything until the announcement was made.	6/22/2015 3:57 PM
#	<b>Comments for "m.) The diocese gave careful consideration regarding the pastors ability to manage this process."</b>	<b>Date</b>
1	I believe they would not have allowed him to stay if he was not able. But we do not know the inner workings.	8/17/2015 9:49 AM
2	First parish, first time Pastor had no clue.	8/17/2015 9:31 AM
3	Our pastor has done a slow yet rational job with the merging. Truly, he's done great	8/17/2015 9:30 AM
4	The assignments were made strategically.	8/16/2015 9:54 AM
5	I think I was appointed to merge these three parishes not because of diocese's believe that I could do that, but because no one else applied for the job.	8/12/2015 10:27 AM
6	No one from the diocese has ever asked me if I was willing or capable to bring the merger process to completion	8/8/2015 5:46 PM
7	DOY uses the strong young priests to be able to handle the changes with old narrow minded parishioners. Too bad for the pastor to carry the burden of the diocese.	8/5/2015 9:12 AM
8	Our pastor had no choice - it had to work.	8/5/2015 9:08 AM
9	It was hard work as the pastor along with parish councils from both churches	8/5/2015 9:07 AM
10	Many people question pastors wisdom - could of checked as to how other mergers are working out. Maybe he did - I don't know	7/28/2015 9:45 AM
11	Father C was a young priest in his first parish. He made a difficult decision. He made this decision intelligently and with compassion.	7/28/2015 9:28 AM
12	I think his energy and youthfulness was an important factor in accepting what the future would be for us.	7/28/2015 9:09 AM
13	The process would have been a challenge for anyone, let alone a young pastor.	7/25/2015 10:02 PM
14	He did handle the process and survived. His handling did impact parishioners who ultimately joined other parishes.	7/24/2015 11:05 AM
15	Unable to speak on this.	7/23/2015 9:54 AM
16	Fr. R did ok - made exeutive decisions - it was a tough job.	7/23/2015 9:30 AM
17	Doubt this - don't think priests were banging on the doors to come to Campbell because they knew how difficult it would be to merge 3 ethnic churches together. How the diocese expected a 34 year old new priest who never had being a pastor experience to do this is something we will never understand.	7/22/2015 11:32 AM
18	By bringing in a priest who did not grow up in the area and did not have ties to the three churches, that was a great decision.	7/21/2015 9:52 AM
19	Should have had a more experienced priest to deal with three parishes coming together.	7/21/2015 9:40 AM
20	I believe the Diocese missed on this merger. Initially there was a senior priest as discussed but was moved to another diocese due to I believe health issues to another priest. Once again kudos to Father C (he has my full support and respect) for doing an outstanding job as new priest but I believe this is where the Diocese should've been more visible in attending more of the meetings to support Fr. C.	7/18/2015 10:31 AM
21	Have no idea. Woudn't want to be in Fr. H's shoes.	7/11/2015 9:54 AM
22	The Bishop had confidence that our priest could do a good job.	7/11/2015 9:41 AM
23	I believe so, but then, while it may not be, \i think this was a more unique situation than most -- four ethnic parishes to one.	7/10/2015 11:31 PM
24	Fr. H was great!	7/10/2015 3:41 PM
25	To young with no experience	7/9/2015 9:17 AM
26	I doubt that	7/9/2015 9:08 AM

27	No	7/8/2015 12:39 PM
28	We were given a new pastor who was also a first time pastor	7/7/2015 12:38 PM
29	We were sent a pastor Fr. R and Associate Fr. C after 18 months Fr. R took another assignment. We felt that neither priest wanted this assignment. And this decision left to Fr. C who was just given a pastorship was not prepared or had the ability to make this decision.	7/6/2015 12:27 PM
30	Threw the priests to the wolves	7/6/2015 11:49 AM
31	Agree to a certain point having a young priest to handle old disagreements that has lingered for years.	7/5/2015 9:40 AM
32	No access to this information	6/29/2015 3:50 PM
33	as above (There is no way of knowing how the diocese assisted our pastor in these areas.)	6/26/2015 2:46 PM
34	I assume they did	6/26/2015 11:06 AM
35	Don 't know about this either.	6/22/2015 3:57 PM
<b>#</b>	<b>Comments for "n.) The diocese gave careful consideration regarding the health and well being of pastors involved in this process."</b>	<b>Date</b>
1	If that was so, and I hope it was, we were unaware.	8/17/2015 9:51 AM
2	Thank God he is young. The man seemed to be in battle at times.	8/17/2015 9:49 AM
3	Feel they took whoever was available at the time.	8/17/2015 9:31 AM
4	A more experienced pastor may have found this less stressful.	8/17/2015 9:30 AM
5	There was no lack of consideration to the well-being of the pastor.	8/16/2015 9:54 AM
6	I didn't feel or experience any personal support from the diocese during the merger process.	8/12/2015 10:27 AM
7	Absolutely not!	8/12/2015 10:25 AM
8	I can only assume that our Pastor received such training and consultants--I do not know.	8/11/2015 10:08 AM
9	Our pastor is young and well but the retired priest is no well and does a lot of work. He's on a walker and has a prosthetic leg.	8/10/2015 4:22 PM
10	The diocese did not show the slightest concern or interest regarding the health of the pastors who had to oversee the process.	8/8/2015 5:46 PM
11	It seemed that the diocese left him to fight the battle alone, especially in a narrow minded non-progressive parish community. where they haven't ha a new thought in years.	8/5/2015 9:12 AM
12	Don't know	7/28/2015 9:45 AM
13	I believe they were. In spite of all the grumbling and complaining from parishioners, the Diocese was patient and supportive of our pastor.	7/28/2015 9:09 AM
14	I think pastors were left to their own devices.	7/25/2015 10:02 PM
15	Pastor needs to answer.	7/24/2015 11:05 AM
16	Fr. D seemed just as devastated as we were. I saw him months later and I could see the pain in his eyes and hear it in his voice! "They made me leave" he said.	7/23/2015 9:30 AM
17	Doubt they care about the health and well being of Fr. C - if they did they would have never allowed him to accept this responsibility.	7/22/2015 11:32 AM
18	I would hope.	7/21/2015 9:52 AM
19	He managed to merge these three churches Think he did a great job!!	7/11/2015 9:54 AM
20	The Bishop wore our priest out. Too much was placed on his shoulders without emotional support.	7/11/2015 9:41 AM
21	Do not know if they did or not.	7/11/2015 12:08 AM
22	I feel our pastor didn't really have any say in the process.	7/9/2015 11:05 AM
23	No comment (didn't know health of pastors had anything to do with it)	7/9/2015 9:08 AM
24	Like I said before this was all done poorly from top to bottom.	7/8/2015 12:39 PM
25	The pastors of the three parishes were moved. Two retired and the one who was in poor health was moved to another parish.	7/7/2015 12:38 PM

26	I do not know if this was taken into consideration.	7/6/2015 12:27 PM
27	No access to this information	6/29/2015 3:50 PM
28	The knowledge of any consideration to the pastor was never passed onto the parishioners.	6/27/2015 3:57 PM
29	as above (There is no way of knowing how the diocese assisted our pastor in these areas.)	6/26/2015 2:46 PM
30	see above (I assume they did)	6/26/2015 11:06 AM
31	Although our Pastor did a fantastic job during this entire process, I firmly believe the Diocese of Youngstown gave little regard to the well being of our Pastor. They threw him to the wolves!	6/24/2015 12:01 PM
32	Parishoners used the opportunity to blame the pastor for all decisions. To this day people still bring the pastors name up when talking about problems and he is no longer there as a pastor.	6/23/2015 3:44 PM
33	Again had no knowledge of any of this.	6/22/2015 3:57 PM
<b>#</b>	<b>Comments for "o.) Pastors were provided with training and access to consultants to assist with the process of closing/collaboration or merger."</b>	<b>Date</b>
1	I have no knowledge of that	8/17/2015 9:51 AM
2	We do not know	8/17/2015 9:49 AM
3	Consultants look at all church grounds in Campbell and gave detailed report of all church and grounds	8/17/2015 9:33 AM
4	N/A	8/17/2015 9:30 AM
5	While assistance was/is available, specific training was not provided.	8/16/2015 9:54 AM
6	I felt that I was on my own during the merger process, unless I looked for an assistance from other priests in the diocese during any particular problems.	8/12/2015 10:27 AM
7	The diocese say to do the task and leave it to the pastor to implement	8/12/2015 10:25 AM
8	I cannot speak to the "clear sense" direction. It appears to me they changed some plans mid-stream.	8/11/2015 10:08 AM
9	No training or specific to do list was ever provided by the diocese. They told us we had to merge but they never provided any guidelines how to go about it	8/8/2015 5:46 PM
10	I was unaware of any classes taken by the pastor for such a task.	8/5/2015 9:12 AM
11	Don't know if any was given.	8/3/2015 11:04 AM
12	If it happened - not made public	7/28/2015 9:45 AM
13	I do not know what went on behind closed doors	7/28/2015 9:21 AM
14	I don't know of any special training or consultants that were available to facilitate the process.	7/25/2015 10:02 PM
15	Same as above.	7/24/2015 11:05 AM
16	I don't know - I know there were financial consultants and building inspections (if that's what you are referring to)	7/23/2015 9:30 AM
17	I do not remember, but I do not think so.	7/21/2015 9:52 AM
18	Was not fully discussed---as stated, visibility of the Diocese being involved could've been better	7/18/2015 10:31 AM
19	Have no idea	7/11/2015 9:54 AM
20	Don't know since this was the pastor's own business.	7/11/2015 9:41 AM
21	Do not know	7/11/2015 12:08 AM
22	Not that I know of	7/10/2015 11:43 PM
23	I can only assume this.	7/10/2015 11:31 PM
24	Don't know!	7/9/2015 10:05 AM
25	Really - our pastor said he made the decision himself	7/9/2015 9:08 AM
26	I don't know	7/8/2015 12:39 PM
27	I wasn't aware of training if it was provided.	7/7/2015 2:38 PM

28	I don't know	7/7/2015 12:38 PM
29	I have no idea	7/6/2015 3:23 PM
30	I do not know if he was.	7/6/2015 12:27 PM
31	No access to this information	6/29/2015 3:50 PM
32	See answer to (n) above.	6/27/2015 3:57 PM
33	as above (There is no way of knowing how the diocese assisted our pastor in these areas.)	6/26/2015 2:46 PM
34	don't know ask priest	6/26/2015 12:21 PM
35	see above (I assume they did)	6/26/2015 11:06 AM
36	Do not know.	6/24/2015 12:01 PM
37	no comment	6/22/2015 3:57 PM
<b>#</b>	<b>Comments for "p.) It was evident that the diocese provided a clear sense of direction and manageable timeline for the implementation of this process."</b>	<b>Date</b>
1	They were clear about when this would occur.	8/17/2015 9:52 AM
2	Not aware or don't recall a timeline.	8/17/2015 9:49 AM
3	The diocese was very quiet about closing of churches	8/17/2015 9:33 AM
4	There was no deadline or timeline. this would make everything much easier	8/17/2015 9:30 AM
5	The initial plan seemed clear, but, then, Rome's response could not have been anticipated. So, the relationship with Rome and its support of merger/closures has evolved and is unclear.	8/16/2015 9:54 AM
6	I didn't see a clear sense of direction from the diocese. I had to set the direction and timeline with the parish and financial councils.	8/12/2015 10:27 AM
7	Agree with many bumps to go over and level out.	8/11/2015 10:08 AM
8	The time line was suppose to end years ago. Every time we take one step forward we end up taking three steps back because one of the churches complain.	8/10/2015 4:22 PM
9	The diocese developed a plan that has been revised several times and at the end the bishop and other diocesan officials made their own changes without consulting the parishioners whose parishes were questioned	8/8/2015 5:46 PM
10	Yes, there were various steps we had to take before the official closing.	8/5/2015 9:12 AM
11	From beginning no overall timeline of entire process. timeline seemed to evolve as process went forward - diocese seemed to be involved minimally in this process	7/28/2015 9:45 AM
12	Yes but again I feel the process took too long. Moving to quickly could have been worse.	7/28/2015 9:09 AM
13	The timeline was clearly identified, but the direction was not.	7/25/2015 10:02 PM
14	same as above.	7/24/2015 11:05 AM
15	Diocesan involvement not apparent	7/23/2015 9:54 AM
16	Timetables seemed to come and go without accomplishing set goals.	7/11/2015 9:41 AM
17	I felt that the diocese did not know what to do & left the people to fend for themselves, become discouraged, give up & leave, which is what a lot of them did.	7/11/2015 12:08 AM
18	3 years is not a manageable time!	7/10/2015 11:43 PM
19	I don't believe a timeline was provided. I totally disagree with allowing it to drag on for three years and still not be accomplished	7/10/2015 11:31 PM
20	When they sold our building then it was sold and gone.	7/9/2015 11:05 AM
21	We are in a mess and the parishioners are at wits end.	7/8/2015 12:39 PM
22	I was unaware of the process or any conflicts, etc with the diocese	7/7/2015 1:07 PM
23	I think more could have been done. more direction.	7/7/2015 12:38 PM
24	Closing dragged on too long - still not done as of July 2015	7/6/2015 3:23 PM
25	What we were told the time line was going to be and what took place were 2 different things.	7/6/2015 12:27 PM

26	At times, it has seemed that decisions were made only when a question re: timeline and process came up	6/29/2015 3:50 PM
27	The process of merging the Campbell churches seems like an impossible task since we are still maintaining two buildings that should have ben closed some time ago. The diocese needs to step up and close St. John's and St. Lucy's immediately.	6/26/2015 2:46 PM
28	I'm not sure of an exact timeline.	6/26/2015 11:06 AM
29	This took a long time and many of us where very frustrated at the lack of them moving forward. This is one of the reasons we have such hostility in our parishes.	6/22/2015 3:57 PM
<b>#</b>	<b>Comments for "q.) The closing/collaboration or merger process has been successful in our parish."</b>	<b>Date</b>
1	Most of the parishioners I come in contact with are extremely happy with our parish and our pastor.	8/17/2015 9:52 AM
2	Mst of the people who were upset have moved on to other parishes or back to their childhood parishes. But a few unhappy people remain. Some giving feedback to the prior pastor which I feell undermines the efforts of the current pastor.	8/17/2015 9:51 AM
3	I believe the dust has settled. There is a growing sense of unity found in the Christmas parties, parish picnics, and other parish events. There seems to be some factions that tend to want to fall back.. Those factions are pulled forward or grow quiet, if, they stay. These 3 former parishes were full of life-long families, ethnicities, and traditions. We are working to merge those that can work for all.	8/17/2015 9:49 AM
4	St. Elizabeth closed no problems with parishioners, now merge with St Joseph. Now Christ the Good Shepherd, St.Lucy's, St. John, St. Rose of Lima having difficult time.	8/17/2015 9:33 AM
5	The rate at merging must be made speedier.	8/17/2015 9:30 AM
6	Every parishioner can identify themselves as a Christ the Good Shepherd parishioner. Most still identify themselves by their previous parish, as well. The question of worship sites is unresolved and is a significant hurdle to the ultimate success of the merger.	8/16/2015 9:54 AM
7	I feel that our merger was successful, but it is not finished yet. It will take a couple of more years for people to start trusting each other, trusting their diocese, and trusting their priest.	8/12/2015 10:27 AM
8	Father Matthew made the parish community of St. Mary/ St. Joseph a strong hold in the community.	8/12/2015 10:25 AM
9	Outcomes and results still coming in.	8/11/2015 10:08 AM
10	It's been going on for years and we're no closer than before.	8/10/2015 4:22 PM
11	Seven years from the merger indicate that the merger has been very succesful	8/8/2015 5:46 PM
12	Extremely, Having a pastor with a vision helped. Especially where he utilized what he had and did not waste what was given to him. ie: using St. Mary's church as an office, community room, adding mor space for the needy and food pantry.	8/5/2015 9:12 AM
13	People have left the parish and when buildings close, more will leave.	8/3/2015 11:04 AM
14	Some parishioners are still very bitter about their old parish closing. It's getting better as time goes on.	8/3/2015 10:37 AM
15	People upset - many have left to other parishes - attendance way down, finances way down - many praying that all go back to their sacred worship spaces. monthly attendance went from 700-800 to 400-500	7/28/2015 9:45 AM
16	After much time and turmoil the emerging parish is finally on the road to a solid future. During the merger many people went to other parishes, some returned. I think the parishioners who had the most difficulty were those from the parish we merged to. We were gaining a new parish. They were losing theirs.	7/28/2015 9:09 AM
17	I think the process has been very taxing on our parish. It has taken years for things to stabilize, and there are still a number of very angry and bitter parishioners. The merged parish probably retained about 30% of the combined body of parishioners (i.e. out of 100 parishioners for the three parishes before the merger, we kept about 30).	7/25/2015 10:02 PM
18	Again, many hard feelings and lost members--which, many were very active and supporting of parish.	7/24/2015 11:05 AM
19	It's not happening	7/23/2015 9:54 AM
20	To a certain extent, yes. We are all in one building under 1 name.	7/23/2015 9:30 AM
21	Seemed to be that there was a timeline - there was quite a push to get "everything" done regarding the merger - especially merging the finances of all 3 parishes. Interestingly enough at Our Lady Queen of Sorrows this was not done - each parish involved in that merger maintained their own finances. Why there and not here in Campbell?	7/22/2015 11:32 AM
22	Our parish has loss and gained the same amount of people.	7/21/2015 9:52 AM
23	Not true! We've lost a lot of parishioners. Even for the Spanish mass attendance is down.	7/13/2015 1:00 PM

24	Seems as though the 3 parishes are social/civil.	7/11/2015 9:54 AM
25	There's too much resentment. St.Joseph parishioners, in most cases, are unfriendly.	7/11/2015 9:41 AM
26	For the most part I do believe the merger process went well	7/11/2015 9:23 AM
27	It has not been a success, people are unhappy and leaving the church.	7/11/2015 12:08 AM
28	When two of the four parishes have animosity the pastor picks the one church that the other church dislikes he caused what happening	7/10/2015 11:43 PM
29	There is a minority that has been successful at stalling the process. It is past time to move forward.	7/10/2015 11:31 PM
30	It took time for things to settle down, about 2 years.	7/10/2015 3:29 PM
31	St. Joseph's people didn't like that we came and brought our ministries here which they didn't have. They seem to accept us now.	7/9/2015 11:05 AM
32	There are times when things are going well and the merge appears successful. There are other times when it is heartbreaking!	7/9/2015 10:05 AM
33	It is not working	7/9/2015 9:17 AM
34	Four different ethnic churches all have different cultures - that it too many to try to combine.	7/9/2015 9:08 AM
35	No more are leaving.	7/8/2015 12:39 PM
36	I personally understood the logic in having only 1 church and felt no animosity towards anyone!	7/7/2015 1:07 PM
37	It took 3 years to bring 3 parishes together under the guidance of Father H	7/7/2015 12:49 PM
38	It has been difficult but we are now adjusting and time is the great healer.	7/7/2015 12:38 PM
39	Not done yet	7/6/2015 3:23 PM
40	It has not! Decline in mass attendance, decline in collection. Many parishioners going to other churches.	7/6/2015 12:27 PM
41	Some parishioners have left the parish stating that only one of the three churches took over.	7/6/2015 11:54 AM
42	People still consider their membership to the former parish and still call others as members from the former parish.	7/5/2015 9:40 AM
43	It all depends who you talk to.....	7/1/2015 1:45 PM
44	This is something that no one that I know of wants. It has resulted in people who are extremely upset and do not want to participate in things they had a lot of interest in before. The feeling is that the process is mandated but not wanted. Several have told me that they are waiting till their church closes and then will leave.	6/29/2015 3:50 PM
45	The merger itself was successful, but the outcome of the merger caused a loss of parishioners who left the parish.	6/27/2015 3:57 PM
46	We aren't even close to being successful.	6/26/2015 2:46 PM
47	Unfortunately, no. St Lucy's parishioners, with the exception of a few have totally "pulled out" refuse to attend Mass at St. Joseph's, will not participate at any functions nor have any. They have hired a lawyer. St. John's alittle better but not much. Very sad.	6/26/2015 11:06 AM
48	This process was as successful as it could be. Some people are never satisfied. Some hurts are difficult to heal. Many families left for other parishes or left the church. The core group we have now seems to be working well with one another.	6/24/2015 12:01 PM
49	Parishioners from at Mary's seemed to have not come to st. Joseph	6/23/2015 3:44 PM
50	Still having a lot of problems. 2 churches have hired lawyers to stop the closings.	6/22/2015 3:57 PM
#	<b>Comments for "r.) There are many positive outcomes and results from the efforts that were made in this process."</b>	<b>Date</b>
1	The talents of various people from the different parishes have been brought together. The opportunity to get involved int he formation of a new parish has opened to door for new friendships.	8/17/2015 9:51 AM
2	I believe there is a growing realization that the parishes could not had financially survived alone. Organizations are gaining steam for community, spiritual, and fund-raising efforts.	8/17/2015 9:49 AM
3	It is too soon to notice, but hopefully there will be.	8/17/2015 9:30 AM
4	There is a great richness in our diverse cultures. And, the blending of these cultures provides a special richness. Also, as parishioners come to accept the merger, their commitment to evangelization and the mission of the Church is strengthened.	8/16/2015 9:54 AM

5	Because of the merger, the west side of Warren didn't loose all of the three churches, but two. At least this one new parish remains strong and debt free, and gives people an opportunity to pray and worship.	8/12/2015 10:27 AM
6	The diocese knows of the discord with St. Pius and St. Joseph people regarding merger. Letters were sent criticizing many things to the diocese. If they assessed the impact, they didn't seem to aid Fr. H and St. John Paul II parish with support and aid.	8/11/2015 10:08 AM
7	It has been a less of a burden to have one big parish instead of two smaller ones	8/8/2015 5:46 PM
8	No more financial burden for one church to carry another	8/5/2015 9:12 AM
9	Many good things have happen, but there are still St. Mary parishioners who do not attend mass at St. Joe's	8/5/2015 9:07 AM
10	Because of the way this was implemented - positive outcomes = minimal. Rather this process has split the catholic community of Campbell. There is suggestion that the Catholic church in Campbell may dissolve.	7/28/2015 9:45 AM
11	Yes, financially, sharing resources and addressing the shortage of priests. In the end Christ Our king was limited to Sunday masses. We are now part of an active parish.	7/28/2015 9:09 AM
12	I think the neighboring parishes picked up many of our former parishioners; it was positive for them. I think ANY consolidation process - be it in a parish, or in a business - is by its very nature highly disruptive, and focuses much effort and energy inward on the organization.	7/25/2015 10:02 PM
13	No.	7/24/2015 11:05 AM
14	I see positive outcomes, many do not.	7/23/2015 9:54 AM
15	Can't think of anything positive - maybe for the people of St. Joseph (sin) since they have their church but for the people of St. Lucy's and St. John's its the saddest time ever.	7/22/2015 11:32 AM
16	I believe the ministries and committees are stronger.	7/21/2015 9:52 AM
17	To early for many to see. I personally feel we are in a position to re-establish and create a new culture in the Campbell community for the Catholic church Many are still vested in protesting the closing of their individual churches and others exited and have gone to other communities. We most likely take 10 steps backwards before we move forward... John 15---pruning process is in affect and the fruits of our labor will not show itself until such time we all start to believe. The vine dresser and vine are still there but some branches may need to be prune while others may need to be thrown into the fire.	7/18/2015 10:31 AM
18	Bills were downsized for the most part. The office and social hall were nicely renovated too.	7/11/2015 9:41 AM
19	Nothing positive has come out of it. The process has divided the people.	7/11/2015 12:08 AM
20	I don't know about 'many', I do believe the silent majority are ready to move forward, but, they are too silent.	7/10/2015 11:31 PM
21	We all learned - some left some have back - Father H is moving a lot of new ministries came back.	7/10/2015 3:41 PM
22	Have been getting some new people joining the parish. Apparently like what they see.	7/10/2015 3:29 PM
23	Now we have a CCD program, RCIA, Choir, More EM's and Lectors.	7/9/2015 11:05 AM
24	The parish is very divided.	7/9/2015 10:50 AM
25	It's nice celebrating mass with people I wouldn't normally see. But I miss the people I would see every Sunday because we're scattered all over.	7/9/2015 10:05 AM
26	made things worse	7/9/2015 9:08 AM
27	Nothing is positive	7/8/2015 12:39 PM
28	We have formed new committees and ministries with new volunteers and formed new friendships	7/7/2015 12:38 PM
29	I don't see any.	7/6/2015 12:27 PM
30	Met new people	7/6/2015 11:49 AM
31	Personally I know a lot more people with different background	7/5/2015 9:40 AM
32	I don't think so - *people are at each others throats, there are people who have left and who intend to leave, lawyers have been consulted, collections are down, support for activities is less, bills are higher with no money to pay for them.	6/29/2015 3:50 PM
33	We made the best of a bad situation.	6/27/2015 3:21 PM
34	as above (We aren't even close to being successful.)	6/26/2015 2:46 PM

35	When we had 3 month rotation from building to building for worship we met many new people from each parish and everyone seemed to work together and get along. Once the final worship site was chosen (St. Joseph the Provider) everything changed. We think it is wonderful to be all together but most do not.	6/26/2015 11:06 AM
36	More efficient use of pastor's resources, financial savings	6/25/2015 8:18 PM
37	I feel if we can get past the hurt we can become a very strong and vibrant parish.	6/22/2015 3:57 PM
<b>#</b>	<b>Comments for "s.) The diocese has assessed the impact the process has had on our parish community."</b>	<b>Date</b>
1	In what way? (you need a don't know column)	8/17/2015 9:51 AM
2	All we tend to see is the diocesan assessment owed.	8/17/2015 9:49 AM
3	Heard nothing from diocese	8/17/2015 9:33 AM
4	The diocese has done nothing	8/17/2015 9:30 AM
5	I don't see any significant intake of the pastoral status of the parish (except for what might be deduced through financial reports). Also, without resolution to the question of worship sites, the impact cannot yet be assessed.	8/16/2015 9:54 AM
6	No.	8/12/2015 10:27 AM
7	When and how?	8/11/2015 10:08 AM
8	The diocese did nothing - they did not even provide an evaluation tool to see how the merger works	8/8/2015 5:46 PM
9	I believe so. We are now one church in Christ, working together for the common goal	8/5/2015 9:12 AM
10	Seem to have a "blind eye" to it as of June 30 2015	7/28/2015 9:45 AM
11	I do not know what the Bishop's thoughts are.	7/28/2015 9:21 AM
12	Fr. S's articles in the Exponent were the only updated I am aware of.	7/28/2015 9:09 AM
13	Not that I am aware of or have been informed about.	7/25/2015 10:02 PM
14	There was no empathy or compassion.	7/24/2015 11:05 AM
15	They don't care - so there is no need to assess it!	7/22/2015 11:32 AM
16	I would hope a follow up was done.	7/21/2015 9:52 AM
17	No data on this	7/18/2015 10:31 AM
18	The Bishop is aware of people going to other parishes. Plus, he has received letters of complaints.	7/11/2015 9:41 AM
19	To this date, I have not heard of any assessment	7/11/2015 12:08 AM
20	I have no knowledge of this.	7/10/2015 11:31 PM
21	Our building was sold because we were in debt to the diocese. That was how we paid our debt.	7/9/2015 11:05 AM
22	Community said WHY!	7/9/2015 9:17 AM
23	Don't know if they realize the impact it has had	7/9/2015 9:08 AM
24	Nothing was thought out for the enrichment for the people.	7/8/2015 12:39 PM
25	I'm not aware of this.	7/7/2015 2:38 PM
26	I don't know	7/7/2015 12:38 PM
27	If they have it hasn't been shared with the parishioners	7/6/2015 12:27 PM
28	They thought the parishes of Campbell were people from Campbell that's not true approx 45% of the people live in different cities, township and drive in.	7/5/2015 9:40 AM
29	Who knows what they do?	7/1/2015 1:45 PM
30	No access to this information (if it has occurred)	6/29/2015 3:50 PM
31	Was not aware of any assessment done by the Diocese.	6/27/2015 3:57 PM
32	No way of knowing this.	6/26/2015 2:46 PM
33	I do not know	6/26/2015 11:06 AM
34	I don't recall the Diocese doing anything of the sort!	6/24/2015 12:01 PM



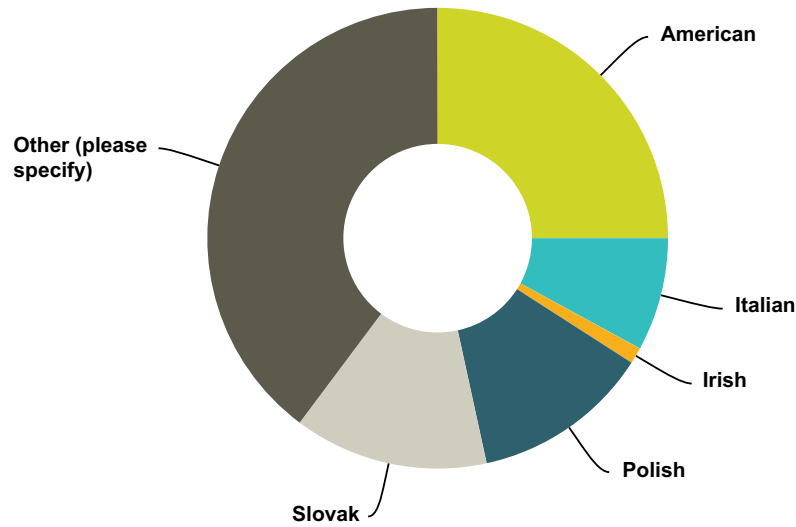
35	No sure.	6/23/2015 3:44 PM
36	Don't know that they are doing anything.	6/22/2015 3:57 PM
<b>#</b>	<b>Comments for "t.) We receive timely communications from the Diocese on how our new parish community is progressing."</b>	<b>Date</b>
1	Don't recall ever seeing anything from the diocese.	8/17/2015 9:49 AM
2	Nothing from diocese, the need to say what they will do and do it!!! Taking too long.	8/17/2015 9:33 AM
3	There is no communication.	8/17/2015 9:30 AM
4	I have not recognized any such communication as such.	8/16/2015 9:54 AM
5	No.	8/12/2015 10:27 AM
6	When and how?	8/11/2015 10:08 AM
7	We received no communication concerning the progress of our merger from the diocese.	8/8/2015 5:46 PM
8	Unsure. Maybe in a financil report.	8/5/2015 9:12 AM
9	Not that I am aware of	7/28/2015 9:45 AM
10	Where? How?	7/25/2015 10:02 PM
11	I have not seen or heard of any	7/24/2015 11:05 AM
12	I'm not involved anymore, so I don't know.	7/23/2015 9:30 AM
13	Haven't seen anything in the way of communication from the diocese - we know now its progressing - don't need a newsletter to tell us!	7/22/2015 11:32 AM
14	Once again, not feedback that I'm aware of.	7/18/2015 10:31 AM
15	Not so.	7/13/2015 1:00 PM
16	The diocese seems to not care how we are doing, just that the merger was done, as they wanted.	7/11/2015 9:41 AM
17	None	7/11/2015 12:08 AM
18	I have no knowledge of this	7/10/2015 11:31 PM
19	We haven't had any interest shown by the diocese, at least not to my knowledge.	7/9/2015 11:05 AM
20	It was sparse.	7/9/2015 10:50 AM
21	Not that I know of - (I feel it is not progressing)	7/9/2015 9:08 AM
22	We will never get the time back we have lost being in our own church which is "home" for us	7/8/2015 12:39 PM
23	I occasionally go to mass at St Joseph's church. Presently I belong to another parish. My decision has nothing to do with the merger.	7/7/2015 2:38 PM
24	We have no communication from the diocese to the parishioners of our new parish that I am aware of.	7/7/2015 12:38 PM
25	Have not.	7/6/2015 12:27 PM
26	None that I know of	6/29/2015 3:50 PM
27	I haven't heard of any progress at all, other than having weekend and Holy Day masses only at St. Joseph.	6/26/2015 2:46 PM
28	I do not know	6/26/2015 11:06 AM
29	Never received anything from the Diocese!	6/24/2015 12:01 PM
30	Not the parishioners.	6/22/2015 3:57 PM
<b>#</b>	<b>Comments for "u.) Various opportunities were provided to allow parishioners to grieve and mourn their loss."</b>	<b>Date</b>
1	I understand that phone calls were made to the diocese to grieve their church closing but I don't know if that would be considered an opportunity.	8/17/2015 9:52 AM
2	We moved to Warren OH in 1998. We ended up picking St Joseph's in Warren after several years attending ?Blessed Sacrament, trying to get involved, but never fully feeling like we really belonged there. So we don't have an extensive history with any of these parishes & had no loss to grieve. As I told Fr. H, I'm "weak" in history but....	8/17/2015 9:51 AM

3	People listened and shared - but I am not aware of formal opportunities. Parish Council did discuss what they were hearing, feeling and helped make decisions. Council and staff went out to help Father share information.	8/17/2015 9:49 AM
4	To much time on closing. Close the buildings and move on. Do not take 6 month to 5 years.	8/17/2015 9:33 AM
5	Utilizing one-on-one meetings would help this tremendously.	8/17/2015 9:30 AM
6	Some losses have been grieved. Some cannot yet be grieved. The major loss of worship site is not yet able to be grieved--with the exception of St. Elizabeth parishioners, who are finding the current lack of resolution on worship sites upsetting. The Sta. Rosa community seems divided in accepting a new reality and holding on to an older one. I do not feel that focused opportunities to mourn can be offered and effective until the question of worship sites is resolved.	8/16/2015 9:54 AM
7	We have prepared our parishioners by constant information and updates, and at last with closing masses and receptions, to moving "our sacred objects" to our new church.	8/12/2015 10:27 AM
8	nothing has been done yet because all the churches are still fighting to keep their church alive.	8/10/2015 4:22 PM
9	We could still do more to provide opportunities to grieve and mourn the loss of St. Mary's Parish	8/8/2015 5:46 PM
10	O yes. But remember it is just a building. It is the people who make the church. Fr. Matthew asked the St. Joseph's people to welcome the St. Mary people with open arms. We are one! It was the St. Mary people who were upset and unwilling to become one community.	8/5/2015 9:12 AM
11	I don't know for sure because some are still grieving.	8/5/2015 9:07 AM
12	Also the diocese wanted to merge the Campbell Church but over half of each parish lived outside Campbell.	8/3/2015 11:04 AM
13	People are grieving and leaving - this never had to happen. If the diocese had just let each parish continue on it's own until they came to a point where they could not support itself and this way church closings would of taken care of itself without splitting and causing desertions animosities as is happening now.	7/28/2015 9:45 AM
14	We are still in limbo because we have one church with 3 buildings we were told that 2 most close. We are still waiting.	7/28/2015 9:21 AM
15	Those who were left at Christ Our King were a very close group. We enjoyed time after mass to linger and talk. Shortly after the merger process began we had a parish dinner and invited past parishioners and pastors. It was a time to share memories and reminisce the past. We talked about where we would go after the merger. It was a melancholy time. We were given the opportunity to take home items that we may have donated to the parish or other item that were special to us. We still have a piece of Christ Our King parish.	7/28/2015 9:09 AM
16	We had about a one month notice before the final masses at Christ Our King and St. Pius.	7/25/2015 10:02 PM
17	But, I'm not sure what could have been done anyhow.	7/23/2015 9:30 AM
18	If these opportunities have occurred we are not aware of them.	7/22/2015 11:32 AM
19	However, the events were not well attended.	7/21/2015 9:52 AM
20	Still in process	7/18/2015 10:31 AM
21	Of course, I didn't want to see my church close since I was baptized there, 8 years of Catholic schooling plus First Holy Communion & Confirmation and married there.	7/11/2015 9:54 AM
22	Instead of mourning the merger, they just left.	7/11/2015 9:41 AM
23	If opportunities were available, I don't remember them	7/11/2015 9:23 AM
24	There has been no closure, so how can we grieve and mourn our loss.	7/11/2015 12:08 AM
25	Way too many and much too long.	7/10/2015 11:31 PM
26	We had our last mass, then we moved to St. Joseph's church.	7/9/2015 11:05 AM
27	no comment	7/9/2015 9:08 AM
28	I wasn't aware of any. I didn't have any problems with the merger. If I did, I'm sure there were meetings to communicate concerns.	7/7/2015 2:38 PM
29	We had meaningful closing liturgies and receptions as our churches were closed. It was a time to grieve and remember	7/7/2015 12:38 PM
30	No we were not.	7/6/2015 12:27 PM
31	Nothing was done	7/6/2015 11:49 AM
32	It's hard to answer people started to lose their identity when we started to share priest in the churches. Some will never get over it especially the older people in their 70/80's in which their parents build the churches.	7/5/2015 9:40 AM

33	The topic has been talked about but there has been little occasion to address it.	6/29/2015 3:50 PM
34	It is still the elephant in the room in our parish. Everyone knows it's there but no one really sees it.	6/26/2015 2:46 PM
35	Our pastor, through the bulletin and pulpit, has been very supportive. Fr. C has taken more verbal abuse than is necessary at meetings, etc. He has been patient, kind, understanding and never retaliates in any way. His strength is in his gentleness. He is a strong, intelligent, compassionate leader & Pastor. We are blessed to have him and he will see us through.	6/26/2015 11:06 AM
36	There was great sensitivity to the feelings of the members of the closed parish; Merged parish was renamed to include name of old parish, St Joseph members were counseled to be compassionate and welcoming to St Mary parishioners, a unity mural was created to represent the combined parish family members.	6/25/2015 8:18 PM
37	The pastor was very sensitive to the need to grieve and mourn the loss of our parish.	6/24/2015 12:01 PM
38	Don't think this was done at all.	6/22/2015 3:57 PM

### Q8 My ethnic background is:

Answered: 88 Skipped: 0



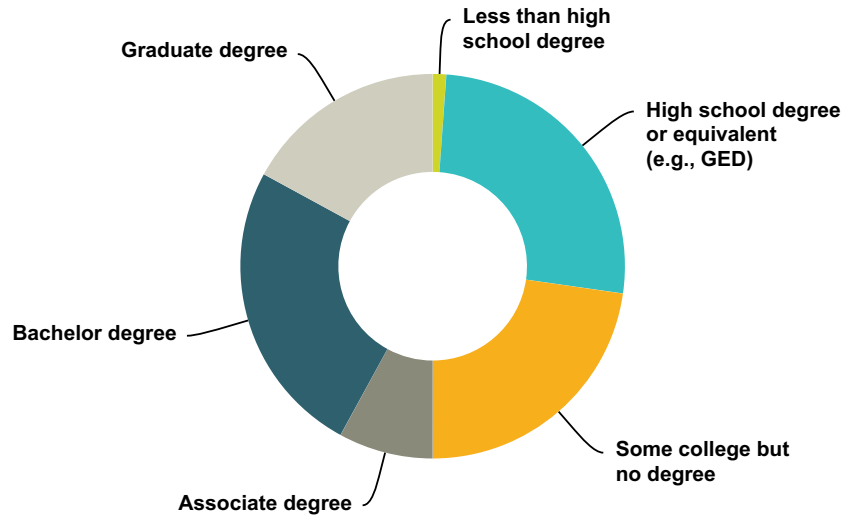
Answer Choices	Responses	
American	25.00%	22
Italian	7.95%	7
Irish	1.14%	1
German	0.00%	0
Polish	12.50%	11
Slovak	13.64%	12
Other (please specify)	39.77%	35
<b>Total</b>		<b>88</b>

#	Other (please specify)	Date
1	I'm adopted probably german - irish american from Minnesota, originally	8/17/2015 9:51 AM
2	Polish and Slovak	8/17/2015 9:33 AM
3	Hispanic (see extra note at #14)	8/14/2015 9:40 AM
4	American, German, Slovak (American First)	8/11/2015 10:12 AM
5	Polish-American	8/8/2015 5:51 PM
6	American Irish	8/5/2015 9:07 AM
7	Hungarian	8/3/2015 11:10 AM
8	Puerto Rican	8/3/2015 11:04 AM
9	Irish/German	8/3/2015 10:39 AM
10	Hungarian - Croation	7/28/2015 9:29 AM
11	Italian and Slovak (husband and wife)	7/28/2015 9:21 AM
12	Jewish Ukanian	7/24/2015 10:56 AM

13	Slovak and English	7/24/2015 10:52 AM
14	Hispanic	7/23/2015 9:45 AM
15	Italian and Slovak	7/22/2015 12:07 PM
16	Multi - American/German/English	7/21/2015 9:42 AM
17	Puerto Rican	7/18/2015 10:33 AM
18	Irish and German	7/13/2015 1:10 PM
19	Puerto Rican	7/13/2015 1:04 PM
20	Romainian	7/11/2015 3:09 PM
21	American Polish CZech	7/11/2015 9:45 AM
22	Puerto Rican	7/11/2015 12:11 AM
23	Croatian	7/10/2015 11:33 PM
24	Irish Polish	7/10/2015 3:30 PM
25	Polish and Slovak	7/9/2015 10:51 AM
26	Italian Slovak	7/9/2015 9:24 AM
27	German and Slovak	7/7/2015 2:42 PM
28	American Italian Slovak	7/7/2015 1:09 PM
29	I'm Slovak/Croatian - my husband Italian	7/6/2015 12:34 PM
30	Puerto Rican	7/5/2015 9:40 AM
31	Polish / Slovak	7/1/2015 1:58 PM
32	German, Irish and English descent	6/29/2015 3:50 PM
33	One spouse is Slovak, the other Polish	6/27/2015 4:01 PM
34	Italian - Polish Croation	6/26/2015 2:53 PM
35	Both Italian and Slovak	6/22/2015 4:02 PM

### Q9 What is the highest level of school you have completed or the highest degree you have received?

Answered: 88 Skipped: 0



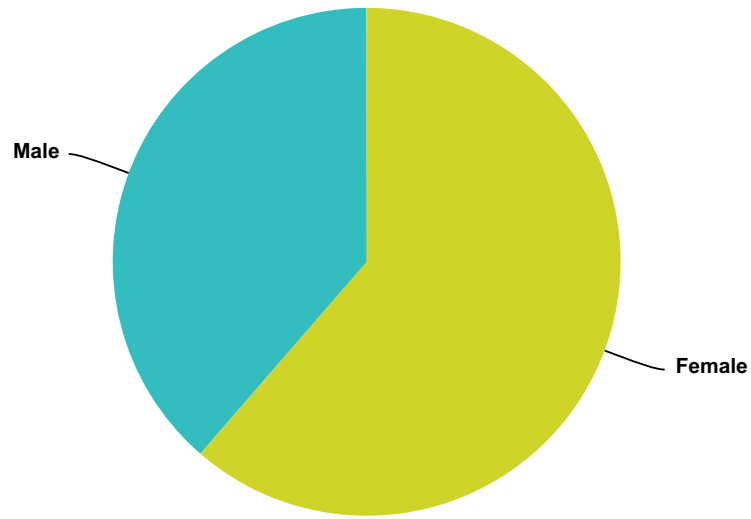
**Answer Choices**

**Responses**

Less than high school degree	1.14%	1
High school degree or equivalent (e.g., GED)	26.14%	23
Some college but no degree	22.73%	20
Associate degree	7.95%	7
Bachelor degree	25.00%	22
Graduate degree	17.05%	15
<b>Total</b>		<b>88</b>

### Q10 What is your gender?

Answered: 88 Skipped: 0



**Answer Choices**

**Responses**

Female

61.36%

54

Male

38.64%

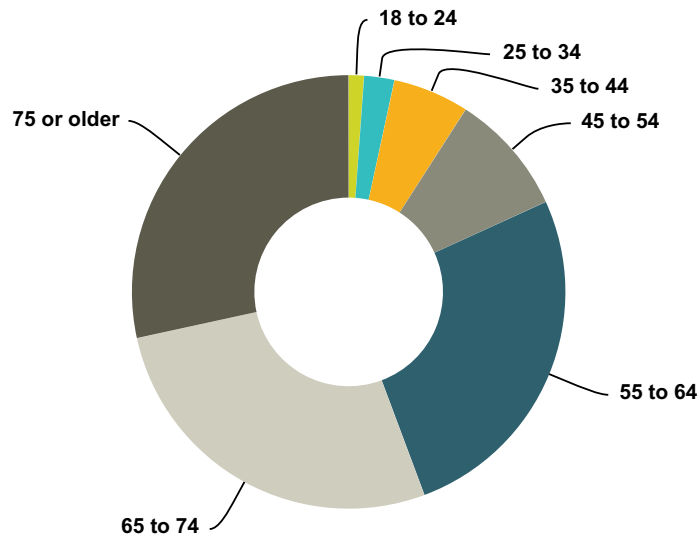
34

**Total**

**88**

### Q11 What is your age?

Answered: 88 Skipped: 0



**Answer Choices**

**Responses**

18 to 24	1.14%	1
25 to 34	2.27%	2
35 to 44	5.68%	5
45 to 54	9.09%	8
55 to 64	26.14%	23
65 to 74	27.27%	24
75 or older	28.41%	25
<b>Total</b>		<b>88</b>



## Q12 What worked well in this process in your parish?

Answered: 69 Skipped: 19

#	Responses	Date
1	I don't see anything that worked well.	9/13/2015 1:41 PM
2	Fr. H was optimistic and took every opportunity to encourage us to be supportive of one another.	8/17/2015 9:52 AM
3	Food always brings folks together. So our Christmas parties and summer picnics and once we had a birthday party for Fr. H which has brought people together for the fun.	8/17/2015 9:51 AM
4	Father maintained his decision. He was not swayed. He was aware of what people were saying and doing. Many were hurtful and abusive directly or indirectly to him. While there were many more supportive too. He communicated verbally and in writing regularly. He was open about what was going on with the sales, decisions needed, the movement and display of church mementos. One that stands out most, he worked to find a common unifying relic of St. John Paul II, something that belonged to all of us.	8/17/2015 9:49 AM
5	Have meeting with people tell them the truth about finances.	8/17/2015 9:33 AM
6	It was inevitable, and the rotation of church buildings worked well.	8/17/2015 9:30 AM
7	Having a consistent priest is helpful. The abundant conversation on the parish level provided much insight into parishioner perspective, even if the conflicting perspectives are not helpful. The rebranding of the parishes to Christ the Good Shepherd Parish was effective.	8/16/2015 11:06 AM
8	NOTHING!	8/14/2015 9:40 AM
9	I believe that it was our faith in God, that allowed us to work together and trust each other, that we were doing the right thing.	8/12/2015 10:27 AM
10	Our priest, Fr. H learned under fire how to merge these three parishes and keep the peace. Af few left when they didn't get their way.	8/11/2015 10:12 AM
11	Nothing so far	8/10/2015 4:24 PM
12	Meeting with parishioners and providing ample opportunities to express their feelings, emotions and opinions	8/8/2015 5:51 PM
13	Fr. M totally. With his spirit of community and willingness to help make the merger work. He went up and beyond the call of duty to see this process run smoothly. He left no stone unturned in the procedure. We all knew what was happening with the merger all the time. Nothing was left to surprise.	8/5/2015 9:12 AM
14	Summary: At the time the process stated St Mary's was in it's twilight years and most of the 'workers' felt they had give all they could and were resigned to combining parishes. We provide our own process which made it easier for us. The diocese , to our knowledge gave us some guidance. In reality, St Mary's parishioners were assimilated into St Joseph and our properties were combined.	8/5/2015 9:09 AM
15	An involved pastor and an informed parish council president. Our pastor treated both parishes equally.	8/5/2015 9:07 AM
16	Nothing has worked well. Parishioners are at odds with each other as well as church officials. This process is still ongoing after five years.	8/3/2015 11:10 AM
17	Our parish working together.	8/3/2015 10:54 AM
18	The open meetings worked well. Information was given and many good questions answered.	8/3/2015 10:32 AM
19	Having coffee with fellow parishioners.	7/28/2015 9:47 AM
20	Nothing we are still struggling when the 2 buildings will be closed.	7/28/2015 9:21 AM
21	Our committee that attended the reorganization meeting was well connected to the parishioners. They were supportive and sympathetic throughout the process.	7/28/2015 9:09 AM
22	We came out of the process with one parish, fractured, but beginning to heal.	7/25/2015 10:48 PM
23	The only salvation was reminding ourselves -- We are the Church! The building housing us is not significant. The activity involved in the building does matter -- dead or alive in the Word	7/24/2015 11:07 AM
24	Father H did his best	7/24/2015 10:52 AM

25	Many meetings	7/23/2015 9:56 AM
26	We did choose a group of council that represented each of the previous churches and met regularly. Cultural societies created to try to preserve each former parish culture/traditions.	7/23/2015 9:45 AM
27	Sorry can't think of one thing that worked well!	7/22/2015 12:07 PM
28	I believe our priest being involved not only with the diocese but with the people helped. He was honest and did not hold back.	7/21/2015 9:54 AM
29	Nothing.	7/21/2015 9:42 AM
30	We still meet every 3 months for a luncheon so we can keep up with out old Church family because everyone scattered to different churches.	7/13/2015 1:10 PM
31	Nothing. We just went along with the decision the Priest made. It's a very unhappy parish.	7/13/2015 1:04 PM
32	Communication level with our priest	7/11/2015 10:45 AM
33	The strong leadership of Fr. H.	7/11/2015 10:00 AM
34	Majority of our parishioners went with the merger.	7/11/2015 9:56 AM
35	Christ Our King and St. Pius were sold in a timely manner. The office was made much more organized, in time. Buildings were improved to provide a more inviting atmosphere.	7/11/2015 9:45 AM
36	Nothing has worked well, so far.	7/11/2015 12:11 AM
37	At first cooperation until he picked the church	7/10/2015 11:52 PM
38	Disseminating information to all parishioners and accepting their input.	7/10/2015 11:33 PM
39	If all three churchs would have come to be ONE - it would have come sooner	7/10/2015 3:43 PM
40	The successful sale of the 2 closed church properties. This helped with the financial situation.	7/10/2015 3:30 PM
41	Everything worked as well as can be expected. We lost some very active membership that thought we were "sold out"	7/10/2015 3:22 PM
42	I guess that we now have many ministries at St. Joseph's church . that all seem to be working together.	7/9/2015 11:10 AM
43	Town meetings	7/9/2015 10:51 AM
44	Our parish is in Campbell. People have known each other for years. there are many friendships and family ties already established. So coming together to worship and participate in parish functions was not difficult.	7/9/2015 10:08 AM
45	Nothing - People left their church	7/9/2015 9:10 AM
46	I think the merger worked well to a point. The older parishioners had difficulty transitioning. They don't like change.	7/8/2015 1:20 PM
47	Nothing went or worked well at St. John's the Baptist. We were a vibrant church in more ways than one. The dedication to the church as practiced by all. It is our home.	7/8/2015 1:14 PM
48	Like I stated earlier, merging items from the closing church helped the parishioners feel like St Mary's was a part of St. Joseph church. I think changing the name to include both may have helped too.	7/7/2015 2:42 PM
49	As a member of St. Joseph's - not as traumatic. For St Mary's - not as easy. I felt most tried to make them feel welcome.	7/7/2015 1:09 PM
50	Parishioners not diocese	7/7/2015 12:56 PM
51	The help and guidance of Father H and the new parish council	7/7/2015 12:50 PM
52	Strong leadership from a young pastor who did not have formed relationships with any of the three parishes and showed no partiality. Articles from the two closed churches were incorporated into the environment to make everyone feel more at home. It helped.	7/7/2015 12:43 PM
53	I don't feel that anything went well.	7/6/2015 12:34 PM
54	Not much it was poorly done.	7/6/2015 12:11 PM
55	Some people feel they are not really a part of this church.	7/6/2015 11:56 AM
56	Father W's prescence	7/6/2015 11:50 AM

57	We have 3 buildings, 4 churches. We haven't seen the fruits of the merger and closures are still in process. People are learning to come together. The fact that our churches started have masses at one church at different intervals \i think was a little help. People started to learn to gather in one building. The masses rotated to different buildings. Special holy days were still held in parishes that maintained a history of having them. For ex; Fr. would have Christmas and Easter masses at all churches. He would hold assumption Mass at St. Lucy's even though the daily/weekly masses may have been at St. John's. This was keeping parishioners happy. This was happening with holy days for awhile.	7/5/2015 9:37 AM
58	After being displaced, our parishioners jumped in and continue to make necessary improvements where needed and continued with their stewardship agendaes which were unheard of in the new setting. Even though we were met with animosity from the church that remained open, the parishioners that came over still continued their stewardship. We also improved buildings, improved and refinanced the previous financial short givings, that the parishioners were in denial about. Improvements in sound, lighting, social hall, educational rooms and entrances are continuing as we speak, all which were noted to be "no improvements necessary" and no indebtedness.	7/1/2015 1:58 PM
59	Most were happy with a rotating schedule that used each building. The feeling was that, if we have to pay the expenses at each building, we should be using them rather than paying bills and upkeep for empty buildings.	6/29/2015 3:50 PM
60	The merger reduced the debt of the parish and the Diocese.	6/27/2015 4:01 PM
61	At the heart we are a Sacramental community, keeping prayer and faith at the center of a merger is the key to a healthy union.	6/27/2015 3:34 PM
62	A solution to the difficult process of merging the Campbell churches began on 1-31-15 when Fr. C, our pastor, announced that St. Joseph's will remain open. Hopefully with the closing of the other buildings, we can move forward with or without those who refuse to become one parish.	6/26/2015 2:53 PM
63	Father C	6/26/2015 11:54 AM
64	We had many open meetings. The rotation of weekend Masses, 3 months at a time gave us the opportunity of worshipping and working together and getting to know each other better.	6/26/2015 11:12 AM
65	Communication regarding parish merger was clear. Announcements were made well in advance of any action taken. Pastor provided timely updates on Decisions and steps in the process. "Walking Together" sessions allowed and encouraged parishoners to voice concerns and ask questions; ample opportunities were provided to address stumbling blocks prior to any action taken.	6/25/2015 8:26 PM
66	I think the process went as smooth as it could under the circumstances. I believe our Pastor did the best job possible.	6/24/2015 12:06 PM
67	As a parishoner of St Joseph no changes were apparent to me.	6/23/2015 3:49 PM
68	Everyone seemed to agree that consoladation was the best way to achieve financial stability for both churches. Cooperation between both churches meant for success.	6/23/2015 9:11 AM
69	The only thing was that we got to meet new people from the other parishes and in most instances we seem to work well together.	6/22/2015 4:02 PM

## Q13 What did not work well?

Answered: 62 Skipped: 26

#	Responses	Date
1	Trying to please everyone initially. I am a retired lieutenant colonel, US Army . I compare my parish to a military unit with the pastor is the "unit commander" He is the one responsible for meeting "the mission" and taking care of "the troops" in the way he sees fit; as long as it is legal and for the overall good - without folks pushing their own agenda.	8/17/2015 9:51 AM
2	Closings are never easy. I have been witness to the shut down of plants and permanent lay-offs of many many people including my spouse. I was not there when it started but seemed to take a long time, perhaps that was necessary to work out details. Father seemed to be taking all the hits for "the team". There were vicious people - even among those in the church building that ended up being the final house. People will be people I had hoped they would have been more Christian.	8/17/2015 9:49 AM
3	Waiting to close church.	8/17/2015 9:33 AM
4	The lack of open forum and one-on-one meetings. The people that would attend are the ones that are begging to be heard but don't know how..	8/17/2015 9:30 AM
5	Trying to get to the necessary outcome (presumably, one parish and one worship site), by waiting for the parishioners to make these choices on their own, has proven more frustrating to all involved than having to deal with a decision "from above." And, Rome changing their parameters for accepting the closure of a worship site has bound the diocese in a way that has prevented the process from unfolding.	8/16/2015 11:06 AM
6	The results of the process from start to finish, and the situation as it is currently.	8/14/2015 9:40 AM
7	There were some minority people that not only didn't want to help, but they were making the people of good faith miserable.	8/12/2015 10:27 AM
8	The non-acceptance to change by the leaders of St. Joseph and St. Pius there is still separation. It seems that St. Pius people attend 11 a.m. Mass and St. Joseph at 9 a.m. Mass.	8/11/2015 10:12 AM
9	the parishes are merged however parishioners of each parish are trying to keep their parish open.	8/10/2015 4:24 PM
10	There is never enough information to be shared and provided. We probably could do more in this area	8/8/2015 5:51 PM
11	That the parishioners of St. Mary did not understand that they had to give financially to keep St. Mary's opened. Either in a Will or annuities to help their parish. I believe they wanted the younger generation to take over. Which were one (all the young families were members of St. Joe's) The majority of the parish (St. Mary) died off leaving nothing behind for their 'beloved' church.	8/5/2015 9:12 AM
12	It was very hard to make decisions at council when you had members who disagreed with everything. Knowing they didn't want the merger it was hard to explain why we needed to merge.	8/5/2015 9:07 AM
13	Moving too slow to close other parishes. Giving an amount of hope that closed parishes will reopen. Giving parishioners a chance to hang on and hope their churches will stay open. Having weekend masses at chosen churches, but still having daily mass at closed churches.	8/3/2015 11:10 AM
14	We were not well received by new parish people	8/3/2015 10:54 AM
15	All efforts worked. Some had more positive responses than others.	8/3/2015 10:32 AM
16	The entire process was flawed - it didn't have to happen - the Catholic churches of Campbell would naturally thrive or failed on their own. As are Holy Trinity and St. Nicholas (Christ the Good Savior) St. Mathias - St Cyril & Methodius (Our Lady of Sorrows merger) St Anthony & Lady of Mt Carmel merger	7/28/2015 9:47 AM
17	There is still wide disagreement why two church buildings need to be closed	7/28/2015 9:21 AM
18	The members of the parish we merged to were not prepared for change. They were generally welcoming to the incoming parishioners, but resentful of new ideas and changes in the environment of the church. At times that made it uncomfortable for the parishioners and especially difficult for the pastor. We expected that not all parishioners would become part of the new parish. I did not anticipate losing so many from the original parish.	7/28/2015 9:09 AM

19	A number of things. Town Hall meetings - could have had more. Parish Survey - good idea, but very short timeframe. A number of parishioners felt that they did not have adequate time to answer, and we had very low participation. Would not recommend that all responses be shared with the parish. Some people were probably very guarded with their answers because they felt the responses might be shared with the parish, and others may have expressed feelings that were not meant to be publicly shared. It is very important to identify upfront how the responses to any survey are intended to be used.	7/25/2015 10:48 PM
20	Not enough info from team meetings or pastor. Leads to rumors. gossip etc.	7/24/2015 11:07 AM
21	Slow moving	7/23/2015 9:56 AM
22	The miscommunication on the merger plan (from the start) Saddest part is that I had never personally been discriminated against until this merger process.. being singled out as "you people" and having bilingual mass be rejected by so many, was heart wrenching to me. I shouldn't have to feel that in church! There was a lot of misunderstandings and closed mindedness.	7/23/2015 9:45 AM
23	Telling us right off the bat that churches were going to be closing nothing like striking our before the 1st pitch. Final grade for the diocese = F--	7/22/2015 12:07 PM
24	The current parish was not and is still not welcoming to the other parish members. Our family has not experienced that problem.	7/21/2015 9:54 AM
25	to many decisions made by a few people.	7/21/2015 9:42 AM
26	Two of the churches seem to have hard feelings with each other and it made it difficult for our priest and the parishioners who wanted to have fund raisers and social activities.	7/13/2015 1:10 PM
27	Should not have chosen St. Joseph building. It's big and expensive to keep open. It's difficult for the handicapped St. Lucy/St Rosa is a better building for them.	7/13/2015 1:04 PM
28	Closed minded individuals who will not conform to any change	7/11/2015 10:45 AM
29	Some members weren't happy with Fr. H and left the church.	7/11/2015 9:56 AM
30	Trying to get all three churches to get along with each other. Some people through letters and calls, harassed our pastor.	7/11/2015 9:45 AM
31	That the wrong building was chosen. Total disregard toward St Rosa de Lima. who were already established with another community and doing well.	7/11/2015 12:11 AM
32	The facts he gave for picking his church. 1 - Faith formation center 2 - easy to incorporate elements 3 - restroom in back of church If the elements were the best why did he take two rows of pews out???	7/10/2015 11:52 PM
33	Timeliness!	7/10/2015 11:33 PM
34	co-oped with each other (very poor)	7/10/2015 3:43 PM
35	The "sold-out" attitude and a very "cold" reception from the St. Joseph parishioners	7/10/2015 3:22 PM
36	Many parishioners went to many different churches in the area instead of all coming to St. Joseph's. We were divided among many churches. Many people didn't like Fr. H or understand that he grew up in a different culture and that he had a difficult job to do!!!	7/9/2015 11:10 AM
37	Not enough communication	7/9/2015 10:51 AM
38	Again, our parish is in Campbell. We are made up of ethnic churches with strong roots and traditions. It's not the buildings, but the spirit of those who have gone before us and worked so hard to establish these churches that ties us together in each church and makes this merge so difficult.	7/9/2015 10:08 AM
39	Communication	7/9/2015 9:18 AM
40	Merging four churches with parishioners from 4 different - Italian, Polish, Slovak, Spanish - cultures into one church.	7/9/2015 9:10 AM
41	I went from Christ Our King to St Pius to St Joseph (Blessed John Paul II) Merging parishioners who were set in their ways at their home church did not mess right away. It took time.	7/8/2015 1:20 PM
42	Communication	7/8/2015 1:14 PM
43	I think keeping the school open for so long when people were not paying their tuition did not work. The school should have been closed long before it was decided to do so. (and the church)	7/7/2015 2:42 PM
44	Trying to bring the 3 parishes together as one during the first couple years.	7/7/2015 12:50 PM

45	The parishioners of the chosen site did not understand that they also lost their church and everything would change when the other two parishes moved over. They were told but they had a difficult time accepting this reality. Some felt it necessary to leave.	7/7/2015 12:43 PM
46	We should have been left to stand alone. With one priest saying mass @ 3 buildings, each church having control of their own moneys. Continue a combined religious ed programs, supporting each others fund raising. Had them keep their building open as long as you can maintain it.	7/6/2015 12:34 PM
47	Different churches pitted against each other	7/6/2015 12:11 PM
48	Making all parishioners feel a part of the combined church.	7/6/2015 11:56 AM
49	The talk of closing buildings and the resistance to one worship site. It bothers a lot of people that the parish is still responsible for the cost of building until it is sold.	7/5/2015 9:40 AM
50	Having a new priest taking on the responsibility of this task and dealing with two different cultures (English and Spanish) was a lot to ask. Communication, Diocesan support. \priestly support\ Response to peoples failing faith because of the process, addressing people who left the parish. Support and communication of those who have supported the parish in various ministries. Many people have been in a ministry for a long time and have discontinued their participation because their church did not stay open. Their help is greatly needed but they lost the will to help. The process of closing a building. The delay is harder for the people. Too much time in the transitioning process. Should be quicker and not drag on. Addressing parish jobs/volunteers.	7/5/2015 9:37 AM
51	Break in time for new masses. New people. Friendly attitude. Segregation of masses?	7/1/2015 1:58 PM
52	The decision to not use two buildings, the constant insults and derogatory comments that were directed at various groups, the forced merger of each parishes organizations, the processes that resulted in little representation of each of the former parishes at staff meetings (thru retirement of former participants) and Pastoral Council (thru discernment).	6/29/2015 3:50 PM
53	The closing church still felt slighted and many parishioners left	6/27/2015 4:01 PM
54	Lines of communication were a significant problem, finding effective means of communicating to the various interests should be well planned for.	6/27/2015 3:34 PM
55	Too much time was wasted over at least 5 years attempting to merge, causing numerous parishioners to leave to other parishes.	6/26/2015 2:53 PM
56	Indecision Communication by paper Limited circle of decision makers	6/26/2015 11:54 AM
57	When parishioners tired of the rotation every 3 months, they insisted that Fr. C make a decision as to which building would remain open. All Pastoral Council members, Finance, Liturgy, etc agreed to abide by his decision. Unfortunately, according to St. Lucys' - St. Johns', the wrong decision was made.	6/26/2015 11:12 AM
58	I'm not aware of anything that did not work well.	6/25/2015 8:26 PM
59	I think some of the Christ Our King people still feel wounded. They don't know where they belong. Where they may have been the "head" usher, they no longer have that responsibility. Where they might have been the leader of the "folk group". They have no place. I think pride may have a lot to do with the "hurt". It's not the fault of the Pastor. It's just hard to "start over" as a new parishioner when you were a life-time member at another parish.	6/24/2015 12:06 PM
60	The parishioners of St Mary's seemed to have no come to St Joseph.	6/23/2015 3:49 PM
61	I did not feel there was ever a problem.	6/23/2015 9:11 AM
62	Having people from the parish that stayed open throw it in the face of the others. This has caused a lot of grief.	6/22/2015 4:02 PM

## Q14 How could this process have been improved?

Answered: 70 Skipped: 18

#	Responses	Date
1	Listen to more parishioners. Some reasons for the choice of parish to remain open did not make sense.	9/13/2015 1:41 PM
2	I think every effort was made by the diocese, pastors and parishioners regarding these closures. This was a "first" so if it has to happen again, the implementation may go smoother.	8/17/2015 9:52 AM
3	Remember, it's a process. If people have done extensive moving around, it's easier for them to adapt and be open to new experience. Temperament and acceptance have a lot to do with the experience. That's all related to life-long learning, but can be facilitated by strong leadership, clear communication.	8/17/2015 9:51 AM
4	The process worked, as well as, someone could have expected in this situation. It needed done. Feelings, traditions, memories, money, blood, sweat, tears, etc. flood the audience. It is like when you sell your house, it is full of those things, but it is the "home" that moves with you. The church building is similar, it is the "people-church" that is the soul that moves, not the building. These moves need a leader-Father H, but it sure would have been nice to see that someone had his back. A team may have been cumbersome. An "outsider" may have been just that from the outside a "they/them".	8/17/2015 9:49 AM
5	Tel the people what will happen, let them comment about it. The set date for closure.	8/17/2015 9:33 AM
6	More transparency/diocesan involvement	8/17/2015 9:30 AM
7	The diocese could have been more directive in the implementation of the reconfiguration plan (e.g. directing the better use of resources, or insisting on the parish complete the reconfiguration by a certain time).	8/16/2015 11:06 AM
8	by having left something good alone, and trying to fix what was not broken. ADDITIONAL COMMENT FROM #8: Hispanic should have clearly been listed on this questionnaire. It is clear that the number of Hispanics is of great percentage in the Catholic Church.	8/14/2015 9:40 AM
9	Sometimes I think that it would be easier if all three parishes were just closed instead given the opportunity to merge. But at the end of the hard work put in, it makes me feel happy that we could save one church from being closed.	8/12/2015 10:27 AM
10	Honestly, if I knew the answer to this, I would have worked with that info/answer to help achieve that process more easily.	8/11/2015 10:12 AM
11	Parishioners feel they did not have adequate information. I however feel that once they made a decision they should not change and back down.	8/10/2015 4:24 PM
12	It would be helpful to have from the diocese a clear plan of action and "the to do list," while going through the merger or closure of parishes. In addition, I believe that we needed an evaluation tool to see if what has been done and what needed to be done, was in accordance with the expectations of the diocese. The implementation of the plan has been successful in many parishes due to the sole initiative and hard work of the pastors and not the diocese.	8/8/2015 5:51 PM
13	Allow Fr. M to stay and continue to inspire the parish to grow and become stronger. The merger went well with all the planning. Maybe having two priests work at eh merger together and not be so out numbered. So no one would stand along to take the burden.	8/5/2015 9:12 AM
14	Things seem to be working well.	8/5/2015 9:09 AM
15	I think if we had a very informed person outside of our parishes who was educated in the mergers of churches, he could answer all the questions that we needed answers to.	8/5/2015 9:07 AM
16	To make a decision by the Bishop not parish priest and moving to follow through on decision made so that healing can begin ASAP	8/3/2015 11:10 AM
17	Truthful from the beginning about the church closing.	8/3/2015 10:54 AM
18	More social activities for the churches to get acquainted with each other.	8/3/2015 10:39 AM
19	I am not that well versed in the merger/closing process to comment.	8/3/2015 10:32 AM

20	If the people were put foremost in this process rather than this flawed process- just to close sacred worship spaces of the people, this process would of been naturally successful. Like the Israelites, the people of the Catholic community of Campbell, long to return to their "Jerusalem" - their sacred places of worship - these spaces which are inherently sacred to the people could of comfortably remained until the people could not support them - rather than an administrative decision made. added comment; in my opinion there was little, if any, pre-planning or understanding of the history of the Campbell Catholic community. As a result our community is severely split with many desertions to other area parishes or people just not going to church. Moral of the story: "If it's not broke don't fix it"	7/28/2015 9:47 AM
21	Attached Statement: Father M, I would like to apologize for the white out that I used on the survey. I realize that my comments on a few of the questions did not adequately explain my thoughts. Campbell was once known as the "City of Churches".. Currently we have a population of approximately 7000. When these churches were built, we had double that number. We are mainly a blue collar community. Campbell is a community of many ethnic and racial backgrounds. Each group had their own church. At one time there were 8 churches in Campbell. When the decision to merge or collaborate was made, a gamut of emotions were felt by the parishioners. Many second generation parishioners remember their grandparents stories. They were stories of pride, monetary sacrifice and the generosity of their time and their physical labor that built each church. The Diocese of Youngstown, in my opinion, planned the changes intelligently. As the process of merger or collaboration evolved, the parishioners were encouraged many times and in many ways to ask questions and to share their ideas. Unfortunately, many times parishioners came to meetings with their own personal agendas. Many felt that the process was too long. Waiting for years for the closure of buildings, made it more difficult for some parishioners. For some it could be likened to waiting 'for the other shoe to drop"! Father C made the decision about what church is to remain open. I am certain that it was not an easy decision for him to make. He is a young priest and has only been at our parish for 3 years. It was an intelligent decision for many reasons. The financial burden is lessened, the church is centrally located, it is handicapped accessible and is the newest church. I respect Father C and I respect his decision. Because of Campbell's unique history of churches, I believe that it makes the impact of the process more difficult to assess at this time. I also believe that Father C decision will help the parishioners to begin the process of becoming one parish family.	7/28/2015 9:29 AM
22	After all the information from parishioners and our Priest, the Bishop should have made the decision to keep one building opened and close the other two. The Bishop came to our parish on a visit and I spoke to him and I asked him now that we have one church when will we have one building? He said, that is not my job that is between parish council and the finance committee to decide what two buildings should be closed. We are four ethnic groups and no one from these committees will stand up at a meeting and say close my church. Because of this problem our Priest is making the decision as to what building will remain opened. He is highly criticized for his decision. He is still struggling as to when the two buildings will be closed. The Bishop should have made the decision from the beginning. This merging of churches has been going on approximately 5 years.	7/28/2015 9:21 AM
23	Preparing the parishioners in the parish the remains open for a new beginning, and the changes that it would bring.	7/28/2015 9:09 AM
24	More communications - in both directions, but in smaller, more manageable doses. For example, many shorter surveys rather than only one large one, possibly done within the body of the mass. The presence of the Diocese in the process could have been much more evident. It appeared to most people that our Pastor was left on his own with minimal support from the Diocese (or this was not shared with the parish).	7/25/2015 10:48 PM
25	More information to parishioners.	7/24/2015 11:07 AM
26	The Diocese never took parishioners feelings into account. It was simply a money issue and what was the best for the diocese and how they could get the most money. Not very Christian was it? The decision was made before hand.	7/24/2015 10:52 AM
27	When Fr. R. was pastor, he combined all bank accounts to pay expenses. Had this not been done, each church would be responsible and would request closure if they could not pay bills. This happened with St. Elizabeth church.	7/23/2015 9:56 AM
28	A clearer vision being communicated from the beginning. Considering the different ethnicities you're combining.	7/23/2015 9:45 AM
29	Taking a lesson from Msgr P and Fr C at Our Lady of Sorrows parish - these two priests handled the merger of 3 parishes in a kind, loving, respected trustworthy manner. They never spoke of closing churches but instead worked to bring the parishioners of the 3 parishes together - they used caring, love, respect and honesty to win those people over. Msgr P handed that over to Fr. C whom the people love. Those people will be able to accept the closing of the two parishes because of this. The diocese needs to have these two priests write a "How to merge parishes successfully" manual for future mergers.	7/22/2015 12:07 PM
30	I do not know. There were a lot of narrow minded people who would not listen.	7/21/2015 9:54 AM
31	Better leadership from priest.	7/21/2015 9:42 AM
32	Could have had more social functions so the parishioners could have got acquainted with each other.	7/13/2015 1:10 PM
33	Priest should have kept St.Lucy/St. Rosa open. The two had already merged. Problems at first, but they were worked out. Then combine St. Joseph/St. John.	7/13/2015 1:04 PM



34	I believe it is as good as it gets. Those who have our parish unity and the few chosen who complain to hear themselves.	7/11/2015 10:45 AM
35	Fr. C handled it well. No improvements needed.	7/11/2015 9:56 AM
36	Things should have moved smoother and more quickly. Giving false hope to St. Pius wasn't good.	7/11/2015 9:45 AM
37	Don't feel there is much good when you hear your parish will be closing and you have to merge with another church, but I do understand it has to be done. Change is hard for many to accept.	7/11/2015 9:25 AM
38	By being thoughtful about the financial standing of the parishes.	7/11/2015 12:11 AM
39	Pick the right church. Added note: PS This has nothing to do with this survey. But I feel that as an Italian that once again we were shunned again as my Grandparents came to ??? over 100 yrs ago.	7/10/2015 11:52 PM
40	At least a somewhat rigid time line - from the diocese.	7/10/2015 11:33 PM
41	Don't know about the emotional aspect. This is almost without a solution.	7/10/2015 3:22 PM
42	Many parishioners said they didn't know of our debt to the diocese. Perhaps more meetings ahead of time with small groups discussing the issues instead of putting in the bulletin (which a lot of people don't read every week!) Then they would have understood what we had to do.	7/9/2015 11:10 AM
43	More info	7/9/2015 10:51 AM
44	There could have been more options proposed and considered. There could be more sensitivity to those parishioners whose buildings are not being used and come up with some way to compromise.	7/9/2015 10:08 AM
45	Ask the pastor	7/9/2015 9:18 AM
46	Leave them alone or to at least try to keep 2 open - if a church can support itself - why not keep it open.	7/9/2015 9:10 AM
47	Not sure. Human nature - people, especially older people, do not like change.	7/8/2015 1:20 PM
48	Honesty on the part of the YO diocese. The Bishop and all that were involved with this discussion. The closing of a self sustaining church parish makes no sense. St John the Baptist Church.	7/8/2015 1:14 PM
49	I think focusing on the financial aspect of it to justify closing the church and school helps. If you give the parishioners clear financial figures of the debt that has occurred, it is hard to dispute these facts.	7/7/2015 2:42 PM
50	StPuls open	7/7/2015 12:56 PM
51	Better communication between the Diocese and the 3 parishes.	7/7/2015 12:50 PM
52	I don't know what more could have been done. Change is difficult. I am glad it moved quickly (about one year) many parishes are still trying to merge after several years. Our new parish is now in the process of forming out new identity.	7/7/2015 12:43 PM
53	Not bringing in pastor who didn't want to be here. Leaving the churches as they were with the priests who were there as part time administrators. and let the churches survive or not. People would be more accepting if they know all was done by them to keep their building open, but they can not financially sustain it anymore. they would be mournful but they would accept much easier than what is happening now.	7/6/2015 12:34 PM
54	More requested participation among different parish members. A more active participation. It felt we really had no say in the merge.	7/6/2015 12:11 PM
55	The office at Montcrest and property should be sold and the old Church used until money can be save up for a new hall and office space.	7/6/2015 11:56 AM
56	More communication	7/6/2015 11:50 AM
57	Yes when merger is thought of have the diocese declared with building will stay open which is to close. Parishioners get to emotional in which one to close.	7/5/2015 9:40 AM

58	The fact that we had a new priest who was not familiar with the ethnicity and history of our churches and people and having to start a parish closing and combining was probably not the easiest thing to do. It is hard to support a parish of people you don't understand. How to console, direct, lead and guide. I don't know how supportive the diocese was to our priest. Bishop should have allowed priest to focus on this process only and not pull him to other functions/activities or studies. Better diocesan support and presence. A focus on positive opportunities for closures or combinations should have been focused on from the beginning and continued to be built on. Trying to fix a problem after it is broke is harder to do. Answers to questions the church knew people would have should be addressed at the beginning of the process - not at the end or after it is done. \more opportunity for parishioners to have their questions answered in open meetings. Better followup support for disgruntled parishioners - many of whom have supported the churches in many ways. Some have left and there is no follow up to bring them back or be concerned about how they are feeling. Maybe there needs to be a diocesan support group when Churches combine or close. Better step by step process on what is happening - poste in church or in bulletin so no one can claim they did not know what was going on. I think many people were surprised by outcome. Need more fire from the priest, diocese to the people on what our faith is, what we can do together for each other and the community when we come together. It's not about the building. How and why do people get so attached to the building? Our church needs to speak more loudly from the beginning on the truth. Do not hide the truth. Consolation of people and faith support of those who blame, distrust, feel their voice is never heard, feel no one cares, stop believing. It should have been considered how jobs held within the parish would have been affected especially by those who worked at parishes that would close. Many became frustrated and quit. More support and directions for them should be given. Maybe a good time to have an outside spiritual leader come in (maybe multiple times) to keep people focused on their faith. This is good to do through the transition. A speaker whose only concern is for spiritual support and growth. People's faith really waned. Their fine'l fupport diminished.	7/5/2015 9:37 AM
59	Wrong church picked.	7/1/2015 1:58 PM
60	I think that a good starting point would have been a questionnaire that gave every member the opportunity to express their opinions. We did have the Parish Assemblies but they were during the Winter on Saturdays. No one day would have been ideal for all but there was nothing in place to let those who could not attend have their say. Additionally, any poll results should have been made public - it does no good to ask for opinions then not address them. Additionally, financial information should have been made public - expenses, value, anticipated and needed repairs, etc. Many feel that the building with the most expense and most needed repairs is the one that was chosen to keep open - this is hard to justify when you say money issues are a big concern.	6/29/2015 3:50 PM
61	There is no way to improve this process. In any closing/merger, you're going to have a loss of parishioners due to their allegiance to their home parish and many hurt feelings.	6/27/2015 4:01 PM
62	More central focus on the Sacramental Life of the community, and on the mission life of the community. This way parishioners are focused on what is important and growing both the community and together at the same time. Second, in a world overrun with noise and confusion providing clear communications and leadership is key.	6/27/2015 3:34 PM
63	Again, the dioces needs to make the decision to close buildings and let us move forward. **Personal note added: Thank you Father for this opportunity to be of help to you! God Bless You! T	6/26/2015 2:53 PM
64	Direct, in person communication from the diocese, following a weekend mass for a larger audience. ***personal comment:added to survey: I appreciate the purpose of this study and pray it helps improve the process going forward. I value personally being asked for my opinion.	6/26/2015 11:54 AM
65	Everything was done that could have been done. At this point, the people are closed minded and closed hearted. They knew for 5 years what was coming but each parish wants their building to stay open. They put their trust in a building and not in Jesus. Buiding means more to them than a loving community of Christians worshipping together. How sad. We came from a closed church and we survived beautifully!	6/26/2015 11:12 AM
66	It was well planned and executed. I honestly can't think of any improvements.	6/25/2015 8:26 PM
67	More support from the Bishop!	6/24/2015 12:06 PM
68	The pastor should not have been put in the position of being blamed for decisions regarding the merger when many decisions came from the diocese. People were mean and cruel.	6/23/2015 3:49 PM
69	I think everything that needed to be done to merge the churches was accomplished. My family was originally members of St. Mary but my father decided to switch to St. Joseph when St. Mary sold the church in the 1960's and started having mass in the church social center. He, as well as all my family, didn't like the cigarette smell that lingered from bingo and wedding receptions. Plus, when my sister got married in 1966, my father refused to let her get married in a church hall, so that was when we switched to St. Joseph so my sister could get married in a real church. We were all happy with the change and when the merger between the churches was complete, I felt a sense of satisfactor knowing I have roots in both parishes.	6/23/2015 9:11 AM
70	It should have been done a long time ago when they first started all this. One church should have been named to stay open and not delayed it so long that all this hurt and frustration could have been avoided.	6/22/2015 4:02 PM