VOCATION MINISTRY

Tier 3
60 dioceses
100,000 - 300,000 Catholic Population

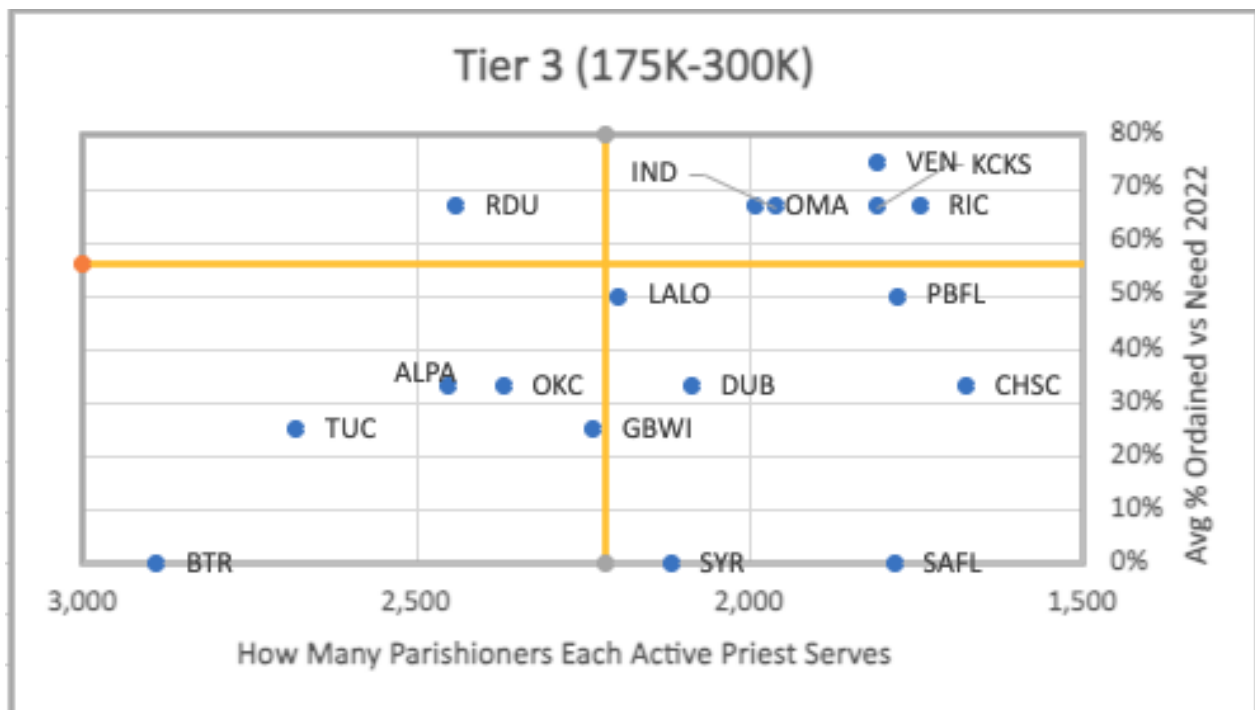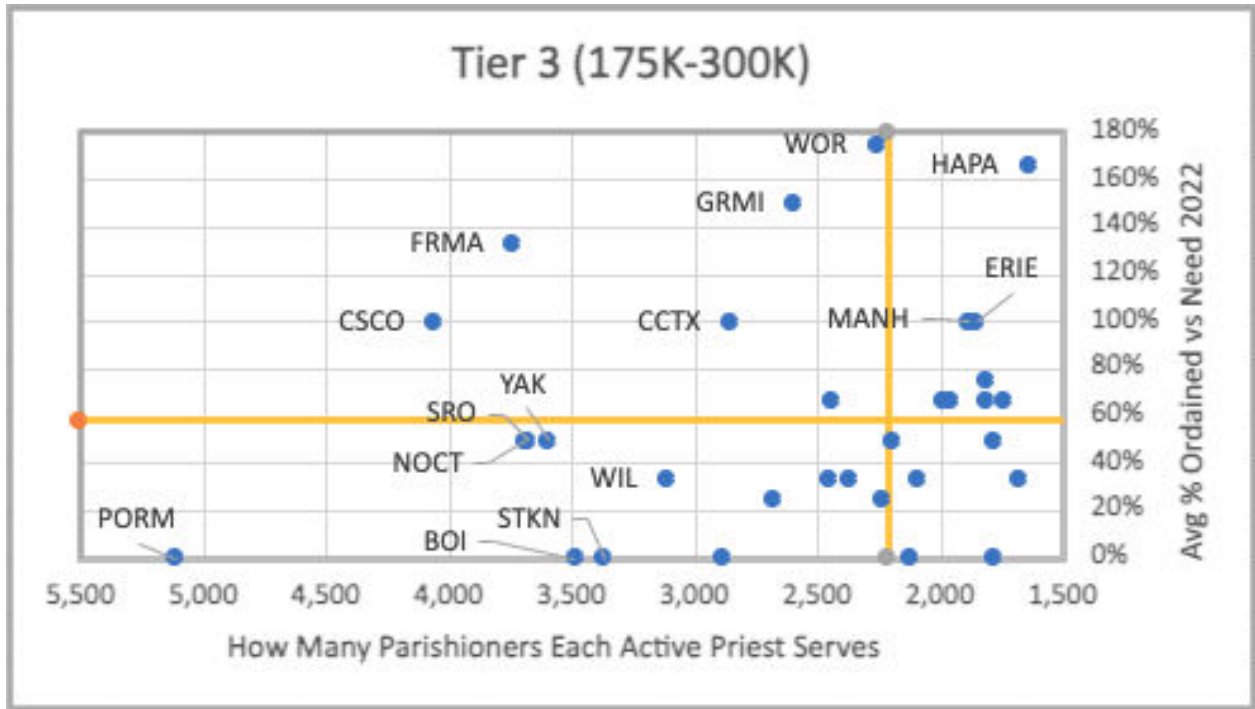| (ARCH)DIOCESE	Diocese Abbrev.	Total Catholics in Diocese in 2022	Priestly Ordinations 2022	Priestly Ordination Avg 2018-2022	Priestly Ordinations Needed 2022*	On Avg % Ordained vs. Need 2022	Total Seminarians 2022	Seminarian Avg 2018-2022	Seminarians Needed 2022**	% of Total Seminarians 2022 vs # Needed	How Many Parishioners Does Each Active Priest Serve In the Diocese in 2022
Tucson, Arizona	TUC	300,000	1	1	4	25%	9	10	36	25%	2,679
Portland, Maine	PORM	286,095	0	1	3	0%	9	9	27	33%	5,109
Lafayette, Louisiana	LALO	276,452	2	5	4	50%	23	30	36	63%	2,194
St. Petersburg, Florida	TSP	273,858	2	3	4	50%	14	16	36	38%	1,480
Worcester, Massachussetts	WOR	266,700	7	4	4	175%	22	24	36	60%	2,260
Fall River, Massachusetts	FRMA	265,468	4	3	3	133%	7	12	27	26%	3,739
Green Bay, Wisconsin	GBWI	252,352	1	2	4	25%	18	16	36	49%	2,233
Palm Beach, Florida	PBFL	246,982	2	2	4	50%	7	9	36	19%	1,777
Wilmington, Delaware	WIL	246,120	1	1	3	33%	9	11	27	33%	3,115
Raleigh, North Carolina	RDU	243,934	2	3	3	67%	14	20	27	51%	2,439
Venice, Florida	VEN	242,156	3	2	4	75%	12	16	36	33%	1,807
Omaha, Nebraska	OMA	238,731	2	2	3	67%	22	22	27	81%	1,989
Stockton, California	STKN	232,547	0	1	2	0%	8	7	18	44%	3,370
Norwich, Connecticut	NOCT	228,520	1	1	2	50%	4	8	18	22%	3,686
Richmond, Virginia	RIC	226,674	2	3	3	67%	27	27	27	99%	1,744
Oklahoma City, Oklahoma	OKC	222,674	1	2	3	33%	14	21	27	51%	2,369
Allentown, Pennsylvania	ALPA	215,601	1	2	3	33%	15	16	27	55%	2,450
Manchester, NH	MANH	210,850	3	2	3	100%	12	13	27	44%	1,883
Corpus Christi, Texas	CCTX	208,633	2	2	2	100%	6	12	18	33%	2,858
Charleston, South Carolina	CHSC	205,947	1	2	3	33%	17	18	27	62%	1,674
Indianapolis, Indiana	IND	203,817	2	1	3	67%	29	25	27	106%	1,960
Boise, Idaho	BOI	202,301	0	1	2	0%	15	11	18	82%	3,488
Harrisburg, PA	HAPA	201,186	5	4	3	167%	12	22	27	44%	1,636
Baton Rouge, Louisiana	BTR	199,248	0	2	2	0%	9	13	18	49%	2,888
Syracuse, New York	SYR	196,897	0	2	3	0%	10	12	27	37%	2,117
Colorado Springs, Colorado	CSCO	194,953	2	1	2	100%	12	13	18	66%	4,062
Erie, Pennsylvania	ERIE	194,456	3	2	3	100%	8	11	27	29%	1,852
Santa Rosa, California	SRO	191,049	1	1	2	50%	5	7	18	27%	3,674
Dubuque, Iowa	DUB	183,586	1	3	3	33%	15	20	27	55%	2,086
Kansas City, Kansas	KCKS	182,636	2	3	3	67%	25	25	27	92%	1,808
Grand Rapids, Michigan	GRMI	179,098	3	2	2	150%	20	24	18	110%	2,596
St. Augustine, Florida	SAFL	176,400	0	3	3	0%	21	24	27	77%	1,782
Yakima, Washington	YAK	176,126	1	2	2	50%	6	10	18	33%	3,594
Lansing, Michigan	LAN	172,717	2	2	3	67%	26	27	27	95%	1,985
Gary, Indiana	GARY	170,144	0	1	2	0%	13	12	18	71%	3,094
Little Rock, Arkansas	LIT	166,293	2	5	3	67%	26	28	27	95%	1,512
Louisville, Kentucky	LOU	164,724	1	3	3	33%	11	13	27	40%	1,752
Springfield, MA	SPMA	159,379	0	2	3	0%	2	3	27	7%	1,351
Spokane, Washington	SPOK	158,534	0	1	2	0%	9	6	18	49%	3,235
Fort Wayne-South Bend, Indiana	SBN	147,996	3	4	3	100%	17	25	27	62%	1,423
Madison, WI	MAD	145,089	1	3	3	33%	19	20	27	70%	1,544
Lubbock, Texas	LUB	138,800	0	0	2	0%	6	5	18	33%	3,751
La Crosse, Wisconsin	LCWI	135,268	2	3	3	67%	13	17	27	48%	1,146
Peoria, Illinois	PEO	132,938	4	2	3	133%	22	21	27	81%	898
Youngstown, Ohio	YOU	124,206	1	2	2	50%	14	17	18	77%	1,911
Honolulu, Hawaii	HON	122,652	1	1	2	50%	12	12	18	66%	1,680
Kansas City- St. Joseph, Missouri	KCMO	120,756	1	3	3	33%	16	20	27	59%	1,491
Tyler, Texas	TYTX	119,168	2	2	2	100%	18	16	18	99%	1,610
San Angelo, Texas	SJT	118,792	0	1	2	0%	11	9	18	60%	2,376
Springfield, Illinois	SPIL	117,155	2	4	2	100%	16	18	18	88%	1,183
St. Cloud, Minnesota	STC	116,680	0	2	2	0%	11	13	18	60%	1,945
Winona-Rochester, Minnesota	WIN	114,255	1	1	2	50%	20	18	18	110%	1,814
Birmingham, Alabama	BHM	113,241	1	1	2	50%	14	10	18	77%	1,530
Greensburg, PA	GRPA	109,931	1	1	2	50%	10	8	18	55%	1,895
Wichita, Kansas	WIC	108,484	3	6	2	150%	44	37	18	242%	1,014
Des Moines, Iowa	DSM	107,898	3	3	2	150%	15	16	18	82%	1,439
Mobile, Alabama	MOB	107,870	0	2	2	0%	13	17	18	71%	1,419
Gallup, New Mexico	GAL	107,653	0	1	2	0%	2	3	18	11%	2,111
Sioux Falls, South Dakota	SFSD	105,189	3	2	2	150%	14	16	18	77%	1,366
Las Cruces, New Mexico	LCNM	105,000	0	1	2	0%	4	5	18	22%	2,100

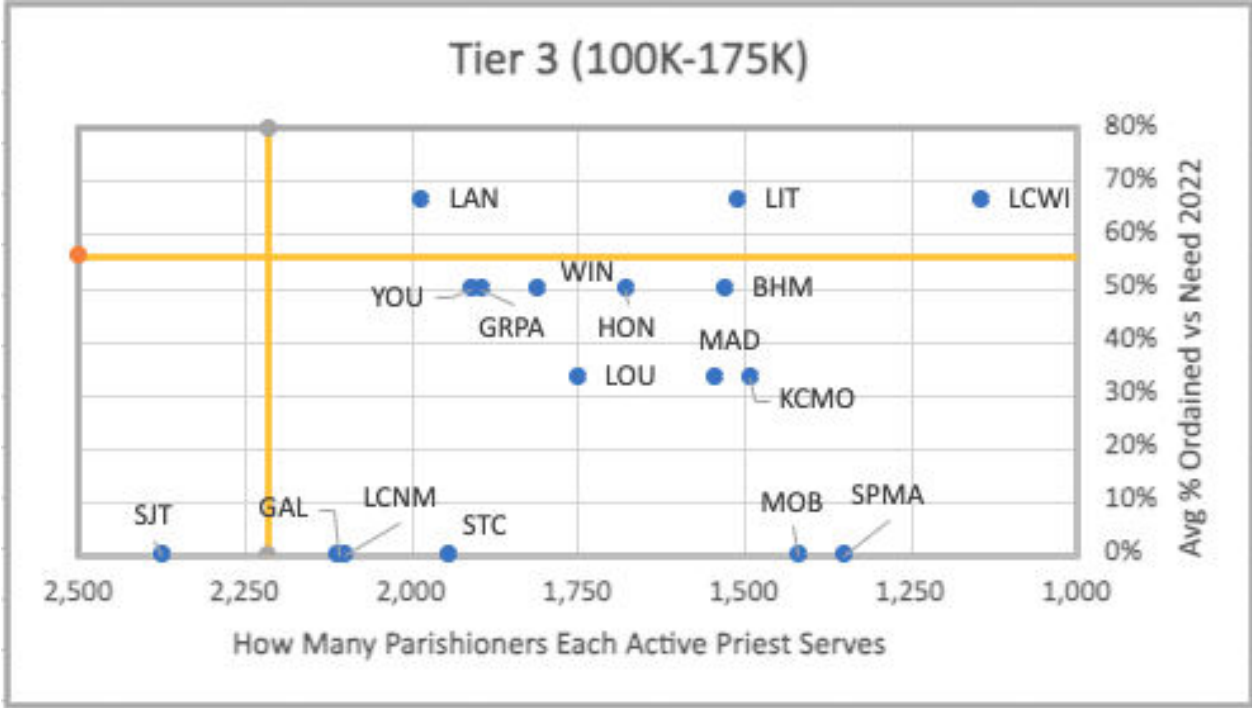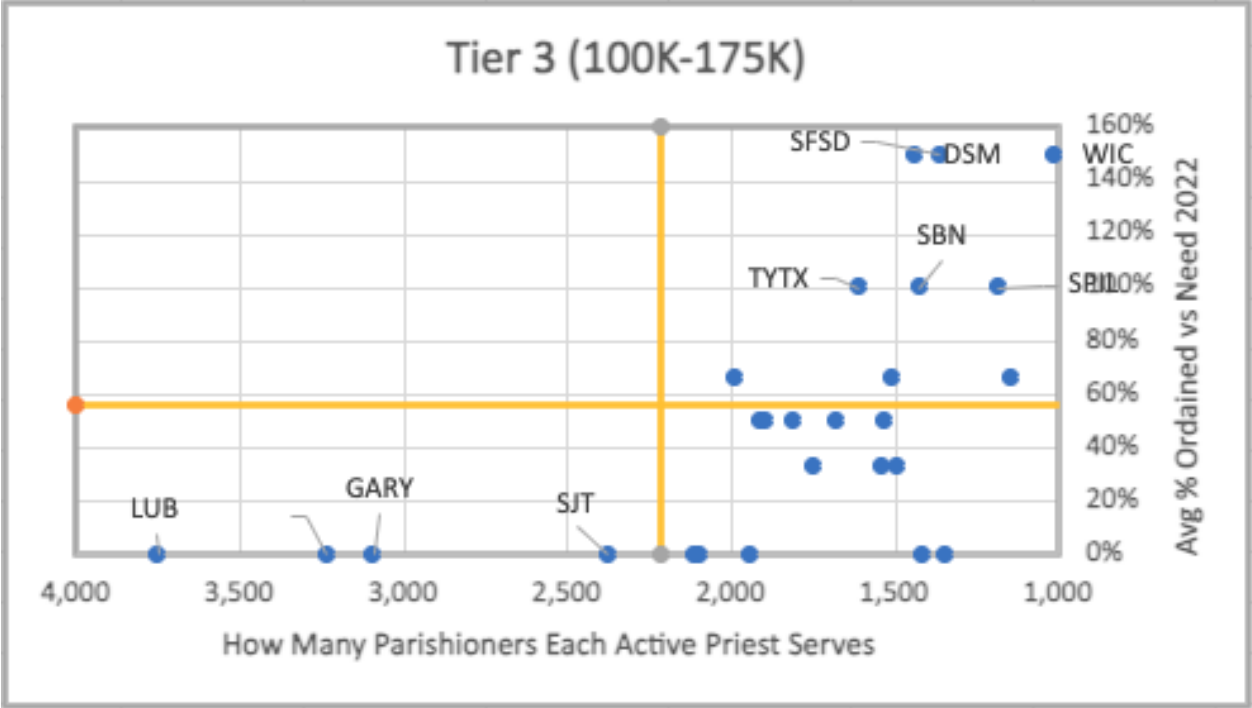*Priestly Ordinations Needed 2022 = The Average of 2 factors:

1) A Population Factor of one ordination per 120,000 Catholics in a diocese
2) The Replacement Rate of Priests. Replacement Rate = 2.7%.

**Seminarians Needed 2022 = ({Priestly Ords Needed 2022 * 7} + 30% discern out rate)
***Retirement Rate of Priests not factored into data

Tier 3 – Quadrants

Tier 3 (175K-300K)

Tier 3 (175K-300K)

Tier 3 (100K-175K)

Tier 3 (100K-175K)

*Abbreviations of dioceses can be found in the spreadsheet on page 1

Tier 3 – Quadrant Analysis

These Quadrant Charts are graphs of "How Many Parishioners Each Active Priest Serves" compared to "Average Ordination Rate vs. Need". Each dot on these charts represents the data for a diocese. The vertical and horizontal orange lines provide the overall averages for all the dioceses in their group. Let's define what each quadrant represents:

Upper Right Quadrant-
Current Situation: The dioceses in this quadrant generally have good numbers of active priests and smaller numbers of parishioners that each priest serves. Ordinations are relatively high compared to the other dioceses in the demographic group. Since each priest serves smaller numbers, access to priests is greater and relationship potential, which has been shown to be necessary for the development of vocations, is more possible.

Future Situation: The dioceses in this quadrant, even though it may not be ordaining as many as it would like, is in the best situation of all the quadrants heading forward. Since ordination rates are higher, and the replacement of existing priests is ongoing, as we approach the high retirement rates of baby boomer priests, this group will most likely handle this situation the best of the 4 quadrants.

Upper Left Quadrant-
Current Situation: The dioceses in this quadrant generally have smaller numbers of active priests and large numbers of parishioners that each priest serves. This reason can be different in the tiers. Some dioceses are Catholic population dense in a smaller geographic area; others may simply have a small number of priests serving very large numbers of parishioners. Either way, the result is that access to priests is reduced. We generally see very few dioceses in the quadrant, which means it is almost impossible to develop a strong, nurturing vocational environment. This doesn't mean that individual parishes are not able to do this successfully, but dioceses that average high parishioner numbers have found it almost impossible to generate more than 60% of the ordinations needed in this quadrant.

Future Situation: Since there are very few dioceses in this quadrant with a high number of parishioners that each priest serves and a high ordination rate, it's hard to see a model that shows us what success looks like.

Bottom Right Quadrant-
Current Situation: The dioceses in this quadrant generally have good numbers of active priests and smaller numbers of parishioners that each priest serves. Ordinations are relatively low compared to the other dioceses in the demographic group. Since each priest serves smaller numbers, access to priests is greater and relationship potential, which has been shown to be necessary for the development of vocations, is more possible.

Future Situation: If the addressable steps are taken, it will take time to see positive change in these dioceses because of the number of years needed for priestly formation. But this group has all the tools and inputs necessary for revival at hand.

Bottom Left Quadrant-
Current Situation: Dioceses in this quadrant are struggling in many cases with a lack of existing priests and each existing priest is serving large numbers of parishioners. Ordination rates are very low, compared to the other dioceses in their demographic group. With all the demands of handling these large parishes, priests are finding it very challenging to create a vocational environment to develop sustaining numbers of vocations to the priesthood. Therefore, very few ordinations are fostered in these dioceses.

Future Situation: The question is what changes can be made to make it possible to create a more vocational environment. The first step is awareness. Changes of some priorities from administrative to vocational are possible. Defining roles where religious priests, lay people, and retired religious can fill gaps to alleviate the situation outlined can help create a vocational environment.

Tier 3 - Correlations

Vocation Ministry was interested to know if any of the diocesan information collected from the Official Catholic Directory publications of 2014-2023 could be contributing factors affecting vocations to the priesthood, and, if so, how important the effects may be. Understanding these trends may be useful to help all understand what creates a more favorable environment to foster vocations.

Pearson correlations are a way to measure the direction and strength of the relationship between two variables. The direction of the effect is indicated by a "+" or "−" sign in front of the reported number. For instance, a "−" sign would indicate the two variables move in different directions, i.e., as one increases, the other decreases. A "+" indicates the two variables move together in the same direction, either higher or lower.

The reported number indicates the strength of how perfect the relationship is. All reported numbers are between "0" and "1.0". A perfect relationship would be 1.0, which rarely occurs, and no relationship at all would be "0". To understand the range of reported numbers and what they indicate, see the table below for a description of relationship strengths. While no individual trait should be expected to represent all the variations, those that are significant can be taken as direct contributing factors.

> -0.8	Very High Negative Correlation		> +0.8	Very High Positive Correlation
-0.6 to -0.8	High Negative Correlation		+0.6 to +0.8	High Positive Correlation
-0.4 to -0.6	Moderate Negative Correlation		+0.4 to +0.6	Moderate Positive Correlation
-0.2 to -0.4	Low Negative Correlation		+0.2 to +0.4	Low Positive Correlation
0 to -0.2	No Correlation		0 to +0.2	No Correlation

Tests of significance using *p values* (*probability values*) of .05, .01, and .001 were applied and are designated as *, **, ***, respectively. To understand statistical significance, a *p value* of .05 would indicate a 1 in 20 chance of this outcome being exceeded by chance alone, .01 would indicate 1 chance in 100, and .001 would indicate 1 chance in 1000. Thus, confidence in results increase as reported correlations are strong (in either direction) and *p values* get smaller.

Tier 3 – Correlation Findings

60 Dioceses

Tier 3	Priests to Parishioners per Parish	How Many Parishioners Does Each Active Priest Serve	Total Active Priests per Total Parishes
Priestly Ord's Avg 2018-2022	0.47***	-0.50***	0.05
Avg % Ordained vs. Base Ordination Need Rate 2022	0.35**	-0.29*	-0.01
Avg # of Seminarians 2018-2022	0.48***	-0.46***	-0.07
% of Total Semin's 2022 vs Base Need Seminarian Rate 2022	0.37**	-0.37**	-0.23
* P <.05, **p <.01, ***p <.001			

- Tier 3 dioceses average just over one priest per parish. However, Total Active Priests per Total Parishes does not appear to be correlated to the ordination or seminarian vocational categories.
- In contrast, all four of the categories in the far-left column are significantly affected by How Many Parishioners Each Active Priest Serves. Dioceses that have priests serving a smaller number of parishioners have more time and interaction available in a priest's schedule to foster a vocational atmosphere.

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