

initial reflection process that result from the proposed smaller merger/cluster would need to be tested, evaluated, and deemed successful before a single parish concept could be considered.

Heart could visit the English Religious Education classes and seminarians from Orchard Lake could visit the Polish Religious Education classes.

- Plan a special collaborative Mass with the bishop, once a year, dedicated to increasing vocations. The first Mass will be held in the fall of 2012.

Strategic Priorities

Each of the parishes in the Polonia Planning Group are important for the Church to continue its mission in the metro Detroit/Genesis vicariate region, as outlined in the Pastoral Priorities.

Given the projected decline in the number of available priests serving in the vicariate, declining number of registered parishioners, and financial challenges facing one of the parishes in the planning group, we offer the following suggestions.

- St. Ladislaus, Transfiguration-Our Lady Help of Christians, and St. Louis the King have formally merged to become one new parish, yet to be named, as of October 23, 2011.
- Queen of Apostles and St. Hyacinth will not identify a formal cluster partnership, but will collaborate with each other until issues such as pastor reassignment, death, or serious illness occur. At the time, Queen of Apostles and St. Hyacinth will cluster.

The parishes are worried about St. Florian's growing debt.

- St. Florian is to develop a plan to pay off their \$1.85 million dollar debt with the Archdiocese of Detroit
- If the society of Christ order should stay at St. Florian, we recommend that they become a cluster partner of Our Lady of Czestochowa in Sterling Heights. The parishes share the same order of priests, and same mission.
- If the Society of Christ order should leave St. Florian, for any reason, either:
 - a. St. Florian would become a 'mission church for the Polish immigrants in the city of Hamtramck' administered by Our Lady of Czestochowa in Sterling Heights
 - b. St. Florian would close and all parish properties be sold to reduce or pay off debt to the Archdiocese
 - c. If the parish is debt-free, the remaining collaborating parishes in the planning group would be open to cluster discussions.

With respect to coordination of Mass schedules, by February 1, 2012, each parish will conduct a survey, developed by the planning group, of mass attendees asking them why they attend the mass that they do, whether they walk or drive to church, and what other masses they would be willing to attend, and at what church. For Holy Days of Obligation (excluding Christmas and Easter) one church will have a morning English mass, one morning Polish mass, and one evening English mass, one evening Polish mass. Using the data, new mass schedules will be implemented by July 1, 2012. Within the Polonia group, one Saturday 4pm mass has already been discontinued in 2011.

With the merger of St. Ladislaus, Tranfiguration-Our Lady Help of Christians, and St. Louis the King parishes, the merger should be allowed to be tested on a smaller scale to determine if a model for a merged parish with many satellite sites can be viable. The success of this smaller merger needs to be tested, examined, and evaluated before a decision can be reached regarding the possibility of a larger merger. The financial and administrative efficiencies and increased activities identified through the

- By April 1, 2012, each parish will identify and form functioning stewardship and finance councils.
- Parishes to establish better communication tools to convey parish financial status updates on a yearly basis to their parishioners.

6. Catholic School Education

- The Polonia Planning Group will live out the vision of Catholic School Education through current and future collaboration efforts in the following ways:
 - To ensure the vitality of a parish, young families must be attracted and retained. Parishioners must become active in the church. To retain young families in the planning group, the Archdiocese needs to conduct a needs assessment to determine if a Catholic school is needed in the planning group and if one school could be sustained through a major fundraising campaign outside of the parishes. Such a school would need to concentrate on the Polish immigrant children, and a support base would need to be established in the Polish American community in the Archdiocese.
 - In 2010, 152 children attended religious education in our planning group. IN 2011, 200 children attend religious education classes. One school in our vicariate operates with fewer than 90 students. We believe that there are at least 500 Catholic children living within the planning group, using assumptions based on statistics (provided by SEMCOG and Piast Institute). If a need is identified but a school is not sustainable, the parishes would collaboratively invest in building a stronger religious education program to instill catechetical formation.
 - Because we still have a strong neighborhood foundation in the area, and parents like to walk students to school, as a planning group we feel it is a good location for a school strategically located near major highways, so suburban Polish Americans can drop their children off on their way to work in Downtown Detroit.
 - For those churches that have charter/public school income from rental of school buildings (Queen of Apostles), a subsidy is provided to St. Bartholomew per Archdiocese of Detroit policy. In the event that a needs assessment study is complete, the subsidy would be redirected to the school in the planning group.
 - Each parish will continue to advertise in our church papers for any Catholic school in the Archdiocese of Detroit.
 - None of the Polonia parishes support the concept of the Archdiocese of Detroit "Central-Initial Plan" item 6a to pay an additional 33 1/3% "of revenue going to parish, nearest Catholic school, and an endowment fund to secure the future of urban Catholic parishes and schools."

7. Vocations

- The Polonia Planning Group will live out the vision of Vocations through current and future collaboration efforts in the following ways:
 - Each parish will dedicate a section in the weekly bulletin identifying various options to explore vocations, including contact information.
 - Invite seminarians/religious, to discuss with religious education classes "A day in the life of a seminarian, missionary, nun, etc." The seminarians from Sacred

- Westiarki Sisters, a Polish order of nuns, will continue to minister to the homebound seniors in our planning group and address special needs that seniors may have. The services provided include: prescription refills, doctor visits, companionship, and administering the Eucharist. Currently, the Sisters offer services at Queen of Apostles and St. Florian parishes; future collaboration with remaining parishes to be discussed.
- The pastors of Queen of Apostles and St. Hyacinth also bring the sacraments and say Mass at St. Joseph's Nursing Home and serve as chaplains for hospitals on an on-call basis at a week at a time on a rotating basis. They also collaborate on Healing Masses twice a year.

3. Youth and Young Adults

- The Polonia Planning Group will live out the vision of the Youth and Young Adult ministry through current and future collaboration efforts in the following ways:
 - Commitment to instruct youth (religious formation) in both Polish and English languages. Queen of Apostles hosts the English program, and St. Florian hosts the Polish program. Currently, there are 200 youth enrolled in religious education classes. Instruction will be tied to the school year, September through May. The programs will be supported by the cost of tuition (per child), as well as subsidized by hosting parishes. Catechetical instructors' credentials are monitored by the individual pastors who host programs.
 - All parishes will advertise the religious education programs, and encourage participation by parishioners.
 - The planning group will continue to pursue the concept of establishing a youth group.
 - St. Florian's young adult ministry to the Polish immigrants includes dance group, choral groups, theatre, and Polish language classes.
 - Participation in initiatives for young adults includes hosting Polish scouting organization.
 - Annual blessing of metro Detroit area Polish-American dancing ensembles. The special Mass will continue to encourage participation of the dancers in the Mass through the readings, offertory, and song.

4. Lay Leadership

- The Polonia Planning Group will live out the vision of Lay Leadership through current and future collaboration efforts in the following ways:
 - Establish a mentor/mentee program.
 - Offer formal training possibilities through the Archdiocese for Eucharistic Ministers, Lectors, Hospital/homebound ministry, catechetical instruction/development.
 - Perform a talent survey of parishioners (developed by parish pastoral councils) by January 2013 to identify parishioners to become leaders in the parish.

5. Stewardship and Administration

- The Polonia Planning Group will live out the vision of Stewardship and Administration through current and future collaboration efforts in the following ways:

**Polonia Planning Group, Genesis Vicariate
Together in Faith Phase Two Executive Summary
November 2011**

Pastoral Priorities

The Polonia Planning Group addresses all seven of the mission priorities of the Church of Detroit to the Polish-American Roman Catholic community concentrated in the Hamtramck and North Detroit area, as evidenced in the details of the plan and summarized below. Additionally our most creative and significant initiative is the collaboration in place for Christian Service. We are committed to continuing all of these and expanding collaboration in the areas of Evangelization, Vocations, and Polish and English Mass scheduling.

1. Evangelization and Catechesis

- The Polonia Planning Group will live out the vision of Evangelization and Catechesis through current and future collaboration efforts in the following ways:
 - ‘Catholics Returning Home’ program – February 2012, a six-week program led by the DRE of the English speaking religious education program (at Queen of Apostles) focusing on inactive parishioners to re-engage back into the Church. All of the Polonia parishes will advertise and promote this program through bulletins, posters, word of mouth, and any other sources available to them.
 - An Evangelization Committee will be established by the Polonia planning group by September 1, 2012, consisting of one representative from each parish. Formal committee meetings will be held quarterly, with costs absorbed by each parish, and meeting locations will be rotated amongst the parishes. Pastor leaders will be rotated on an annual basis. The members will report back to their respective parishes at the individual parish pastoral council meetings. The committee will focus on inactive parishioners first.
 - More and more the Polonia parishes are “the” Catholic presence in an area that has a large, growing aggressive Islamic population. We feel that our presence is an active means of Evangelization.

2. Christian Service

- The Polonia Planning Group will live out the vision of Christian Service through current and future collaboration efforts in the following ways:
 - The Polonia parishes will coordinate food pantry services and distribution of food within the parishes. One soup kitchen will be maintained in the planning group.
 - Christmas Giving trees will continue, and be made known through the parishes on a yearly basis.
 - A Christian Service Committee will be established by the Polonia planning group by February 1, 2012, consisting of one representative from each parish. Formal committee meetings will be held quarterly, with costs absorbed by each parish, and meeting locations will be rotated amongst the parishes. Pastor leaders will be rotated on an annual basis. The members will report back to their respective parishes at the individual parish pastoral council meetings. The focus of this committee will be to plan, develop, and coordinate collaborative activities and strategies for the planning group.