

Submitted - Revision 16



Archdiocese of Detroit Trinity Vicariate

Northern Edge Group: Proposed Five-Year Collaborative Plan

- Christ the King
- Corpus Christi
- Gesu
- Presentation Our Lady of Victory
- St. Peter Claver Catholic Community
- St. Scholastica

Presented to:

**The Archdiocesan Pastoral Council and
The Archdiocese of Detroit**

November 11, 2011

Preface

The following is a **draft plan** outlining details of a proposed, collaborative mode of operating between the six parishes of Trinity Vicariate's Northern Edge Group: Christ the King, Corpus Christi, Gesu, Presentation Our Lady of Victory, St. Peter Claver, and St. Scholastica. While our proposed plan is outlined here in significant detail - to illustrate both its viability and the degree to which participating parishes have considered, engaged and cooperated in its development - it should be read as a **living document**, and a **working draft**, which will continue to be developed (and in some areas, edited and revised) as this process moves forward, and, we anticipate, as it is implemented.

Please note that while the proposal as a whole has received overwhelming support from our parishes, certain details were still being circulated for review at the time we were asked to submit it to the Archdiocese on November 11, 2011. If suggested changes arise that are significant modifications to content, we will submit them to the Archdiocesan Pastoral Council (APC), and/or the Archbishop, as revisions and/or addenda to the document as you are reviewing it here.

We offer this plan in the hope that it will allow us to maintain our Catholic presence, and provide opportunities to grow. And it should be said that the enthusiasm and sense of renewed life, energy and purpose that infused our Work Group, once we focused on this plan, was experienced as a confirmation of God's Spirit at work among us, giving hope for our future. At the same time, we know that if we are not able to address issues of cost and sustainability, we will face hard choices - including clusters, mergers and closures - at some point in the future.

Fundamentally, what we seek is the chance to try a bold approach. We know that numbers speak of decline and diminishment for the City at large and in the Church as well. We choose not to accept diminishment and contraction as the theme of our faith life. We choose not to see the Church as irrelevant in a City where human needs go unmet, unseen, unheard. We choose to trust the Holy Spirit and to lift up the Church in the City as we offer a plan to address pressing issues of our time – corporal and spiritual. We choose to be the leaven and do everything we can to help the least of these (Matt 25:31-40). In order to do that, we know that we must cast away some of the comfortable parts of how we have lived as parish communities. We are willing to do that, to stop by the side of the road as the Samaritan did (Luke 10:25 – 37).

At the same time, as much as we cherish our individual parishes, and know their inestimable worth, we are not simply insisting on holding on to “what is”. We recognize the need, and a call, to reach beyond our individual parish boundaries and identities and to operate as a Catholic community in Detroit in a new way. We hope and pray that this will result in growth and flourishing at all six parish communities, and perhaps beyond to other parts of the Archdiocese. But if we are unable to achieve the ends we hope, we will still be much better situated – through the relationships we have built, the funds we will have raised (and saved), and practical experiences of working together - to make informed, effective choices about how to contract, and still offer the presence of Christ, in and through the Church, in our City of great need and opportunities.

Sincerely,

The Northern Edge Group
Trinity Vicariate

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Chapter I: Executive Summary

Overview

The Northern Edge of the Trinity Vicariate is comprised of six parishes, all contained in the northwest quadrant of Detroit: Christ the King, Corpus Christi, Gesu, Presentation – Our Lady of Victory, St. Peter Claver, and St. Scholastica. All the parishes are very active, add vitality to the communities in which they reside, and are committed to Archbishop Vigneron’s goal of “strengthening the Church in the City of Detroit”.

At one time, there were 12 parishes servicing this area. Due to the declining Catholic population in Detroit, several mergers occurred, resulting in the current configuration. Even with these reductions, most of the parishes are significantly smaller than they were previously, with substantial numbers of parishioners residing outside the group’s boundaries. Our parishioners continue to come back to their home parishes in the city because of the vitality of the worship and the commitment to Catholic social teaching that is lived out every day in the city parishes.

Financially, the parishes have minimal debt and manageable payables. However, due to the reduced numbers of parishioners and the high cost of most of our facilities, none of the parishes is able to operate with just offertory collections. All rely on fundraising initiatives and other alternative sources of income (e.g., rental of parish facilities). A few of the parishes have significantly reduced savings levels and, unless actions are taken, could soon find themselves financially challenged. We in the Northern Edge parishes are prepared to make hard choices ourselves in order to remain viable communities in Christ.

An obvious strategy to address the issues of declining membership and financial challenges, coupled with Archdiocesan concern regarding the declining priest population, is to further cluster/merge parishes. While this will provide some immediate financial relief, history suggests that it will also lead to further membership loss for the Church. Of greater concern to our group is the continuing decline in Catholic presence in our neighborhoods. Our challenge then is to maintain this presence in a financially viable way.

We believe that Catholic presence embodies two essential elements, worship and outreach. Worship, particularly Eucharistic worship, is the heart of Catholic Christianity. It most completely embodies our response to God’s command to love God with our entire being and identifies us as Catholic. Meanwhile, Jesus’ insists that care for the needs of others is essential to following Him. Thus, we need both. ***Worship without outreach is empty in that it fails to give true witness to Christ; outreach without worship fails to identify and unite us as Catholic.*** Finally, we are mindful of Pope Paul VI’s comment, “*Evangelizing is in fact the grace and vocation proper to the Church, her deepest identity. She exists in order to evangelize*”^{*} We believe that if we are to evangelize and grow the Church in Detroit, Catholic presence in our neighborhoods is essential.

Thus, we believe that if we are to fulfill the Archbishop’s goal, it is necessary for our six parishes to continue to thrive. The Church will inevitably be weakened if we continue to remove Catholic presence in the neighborhoods of the City of Detroit. History supports this belief. On the other hand, we recognize that in order for the parishes to thrive, they must be sustainable. Hard choices must be made. Our challenge is to maintain Catholic presence in a financially viable way.

^{*}Evangelium Nuntiandi, No. 14

Accordingly, the Northern Edge plan suggests a new operating model for the parishes in our planning group that can help meet the challenges of fewer priests and continuing financial pressures. It embodies a symbiotic relationship that challenges all in our parishes to look beyond the neighborhood parish boundaries and provides a new way to be “Catholic community” in the City of Detroit. We believe the model provides the best opportunity to strengthen our parishes by uniting them in the common work of the Church and providing the visible presence of active, worshipping communities of Christ in the City.

Strategic Priorities

As noted, the presence of each of the parishes in the Northern Edge Planning Group is important for the Church to continue its mission in Northwest Detroit. However, given the projected decline in the number of available priests to serve in this vicariate (including several past retirement age), the declining number of registered parishioners in the parishes, and the financial challenges facing several parishes, we propose a new, highly collaborative operating model. Briefly stated, under this model, each of the current six parishes will remain a fully functioning parish within the Archdiocese of Detroit and will commit to a shared model of worship and service that consists of:

1. Shared ministry among the pastors and administrators;
2. Essential involvement and collaboration of professional leadership (lay and ordained);
3. Substantial ongoing ministerial formation of all to support the new operating model (e.g., “Good Shepherd – Good Leaders” program, a pastoral skill-building model for all pastoral leaders).

Also included in the new operating model will be aggressive, shared financial actions focused on ensuring long-term financial viability for the parishes, including:

1. Centralization of non-pastoral administrative activities (e.g., purchasing, accounting, facilities maintenance).
2. Sharing best practices for enhanced efficiencies.
3. Collaboratively addressing “right-sizing” facilities.
4. Prorated funding of collaborative activities.
5. Collaborative fundraising and a Northern Edge Development Office

We believe that this new operating model will enable the parishes to operate with fewer priests and with better utilization of existing resources, while maintaining a strong Catholic presence as the foundation for a new era of evangelization and growth for the Church in the City of Detroit.

Pastoral Priorities

The Northern Edge Planning Group addresses all seven of the mission priorities of the Church of Detroit, as evidenced in the details of the plan and summarized below. In addition, the Group suggests adding an eighth priority – **Worship**. All activities build on the new, highly collaborative model and ensure better utilization of existing resources in order to expand our outreach and evangelization activities.

1. Evangelization & Catechesis

Vision: Our Group collaborates across our parish boundaries to enhance the evangelization and spiritual formation experiences of our members/prospective members while seeking to reduce the costs of parishes individually providing the programs or experiences.

Alpha Training & Materials (2012 – 2013)

- The purpose of this new initiative is to try to bring the Alpha leader training (as supplied by Alpha USA) to location within the Group. This would save the costs of going to a distant Oakland County or Macomb County location.
- A second purpose is to find ways to share A-V and other resources.
- A third purpose is to encourage other parishes in the Group to participate in Alpha as individual parishes or as joint efforts.

RCIA (2013)

- The purpose of the inter-parish RCIA program is to prepare women and men, as well as youth, to receive the sacraments of Christian initiation, forming them in the image of Christ and uniting them with Christ's Body, the Church, as well as helping to enable them to carry out the mission of God in and through the Northern Edge group of parishes.*

RCIA Retreat

- Within this purpose, the inter-parish RCIA retreat is to provide a deepened, prayer-filled reflection on the sacraments which the candidates and elect are about to receive and on the commitment to the Lord through the Catholic Church which they are about to make. It will also provide a broader experience of the faith of the community to each of the RCIA Candidates or Catechumens.
- It is also to encourage the RCIA Candidates and Catechumens on their faith journey by observing the larger numbers of Candidates and Catechumens from the other parishes travelling on the same journey.

* See General Introduction to the Rite of Christian Initiation of Adults.

Interfaith Services (2012)

- The purpose of this initiative is to share our faith beyond the Catholic Community to strengthen the spirit of cooperation between Christians and other religious entities.
- Another purpose is to build a connection to other organizations and businesses that affect the community regardless of religious affiliation.

Visiting Other Parishes (2012-13)

- The purpose of this initiative is to expand the definition of community by actively seeking opportunities for members to function as one through rotating visitation.

Joint Confirmation (2011-2012 program is an expansion of prior joint efforts)

- The purpose of the Joint Confirmation program is to provide an enhanced sacramental preparation period for our youth. Off-site activities can be provided for a large group while they could not be justified by a parish working in isolation.
- A second purpose is to encourage the faith journey of our youth by having them observe and interact with a larger group of youth.

Newsletter - Quarterly (2012)

- The purpose of this effort is to create a standard form of communication where parishes can share information and inspiration.

2. Christian Service & Outreach

Vision: The Northern Edge collaborates across our parish boundaries to enhance our corporal and spiritual services to those in need both within our boundaries, whether members or non-members, and across those boundaries.

In addition, being a genuinely Christian Church in the City means passionately pursuing peace through justice in response to the social and economic structures and the political forces that deny and obstruct the free exercise of basic human rights. As Catholics, we seek peace and justice by pursuing understanding of Scripture and Catholic tradition on peace and justice and by reflecting that tradition through prayer, study, discernment, teaching and social action.

St. Christine Soup Kitchen (Christ the King Parish) – adopt a day to serve (2011-12)

- To provide support for our local soup kitchen run by Christ the King parish by providing donations of money, substance and assistance as volunteers.

Northern Edge Peace and Justice Inter-Parish Collaboration (2012):

- To provide an opportunity to build an effective network of parish-based Peace and Justice Committees within our Northern Edge communities. Our peace and justice activities will be strengthened greatly as a result of our sharing information, resources and strategic responses to change social structures and political forces that deny and obstruct the free exercise of basic human rights.

Blood Drive (2011-2012)

- While our Northern Edge already provides a collaborative blood drive, the purpose of this initiative is to endeavor to get greater participation from member parishes by:
 - Announcing when Blood Drives are being conducted
 - Rotating the location of the Blood Drive
 - Opening the blood drive to the entire community

Job Club (2012-14)

- The purpose of this initiative is to expand the Job Club currently hosted by Gesu Church throughout the Northern Edge parishes to offer support, information on job leads, training resources, job search tools (resume and interview preparation) and networking opportunities to job seekers and those in a career or life transition.

Tutoring / Literacy (2012-14)

- The purpose of this initiative is to expand to other parishes tutoring or literacy programs currently available at several parishes and/or to open these programs to other parishes that wish to utilize them.

Foreclosures / Emergency Housing (2012-2015)

- The purpose of this activity is to help people who face foreclosure to stay in their homes by working with advocacy groups, banks, and other institutions.
- A second purpose is to identify abandoned homes to acquire at minimal cost and repurpose for emergency housing.
- A third purpose is to identify agencies and resources that provide emergency shelter as an additional resource.
- A final purpose is to invite government agencies to present workshops on financing and foreclosures.

Transportation (2012-15)

- The purpose of this effort is to address the growing issue of transportation of our members and prospective members. This is a growing issue for several reasons: (1) with the clustering-merging-closing of our facilities it is less possible for people to “walk to church”. (2) This is aggravated by the current problems with our city bus system. (3) For our inter-parish events we are creating greater travel distances.

3. Youth & Young Adults

Vision: Our Group collaborates across our parish boundaries to enhance formation and social experiences for our Youth and Young Adults while seeking to reduce the costs of parishes individually providing the programs or experiences.

Youth Council (2012)

- The purpose of this effort is to promote youth participation in parish life by creating opportunities for participation in event planning.

Inter-Generation Mentoring (2013)

- The purpose of this initiative is to provide constructive guidance and support for youth.
- A second purpose is to allow the youth to ask questions and become exposed to people going through the “next phase of life”.
- A final purpose is to gain insights into the current culture and circumstances through the eyes of someone who has also had similar experiences.

Youth Events (2012-13)

- The purpose of this initiative is to share or create youth events that all participating parishes can enjoy together.

4. Lay leadership

Vision: Our Group collaborates across our parish boundaries to enhance formation of lay leaders to take on even greater roles in the parishes and the Northern Edge Group.

Implementation of Collaborative Organization Model (2012-13)

- The purpose of this initiative is to implement the new collaboration model.

- A second purpose is to define and communicate all roles and responsibilities.
- A third purpose is to ensure that all needs for effective operation of the Group are met by trained professionals.

Professional Training (2012-13)

- The purpose of this initiative is to choose and implement an effective formation program for the combined staffs and parishioners of the Northern Edged parishes.

5. Stewardship and Administration

Vision: Our Group shares the presence of Christ through consistent gathering in places known to be worship centers for the people of God. Our stable presence gives witness to God's presence in human community. Our transparent, sound, and just financial policies and practices will provide a stable and fruitful foundation for the growth of the Church in the City.

Program Cost Sharing (2012-13)

- The purpose of this initiative is to create a mechanism whereby the cost of Group programs is allocated to participating parishes based on ability to pay and prorated by number participating.
-

Best Practices (2012)

- The purpose of this initiative is to enable sharing of best financial practices.
- Another purpose is to identify and implement opportunities to consolidate back-office functions in order to reduce overall operating costs for the Group (e.g., purchasing, accounting, grounds maintenance, etc.)

Facilities Collaboration (2012-13)

- The purpose of this initiative is to join together to ensure optimal use and efficiency of all parish facilities within the Group.

Collaborative Fundraising/Northern Edge Development Office (2012-ongoing)

- The purpose of this initiative is to coordinate efforts, pool resources, share costs and generate additional income through sustained professional and volunteer development work in support of our parishes and schools.

To enhance and build upon volunteer and other efforts already underway at our parishes, we propose a shared, professionally staffed, Northern Edge Development Office for our churches (and Detroit Catholic schools, in so far as this is consistent with their goals and plans). With staffing and tools in place to reach out to parish, school and neighborhood alumni, as well as the broader Catholic, non-Catholic, and philanthropic community, in the metropolitan Detroit area and beyond, we will access new resources, and engage existing support more effectively.

6. Catholic School Education

Vision: Our Group sees the presence and availability of Catholic education, particularly that provided by our elementary Catholic schools, as the right of every young

person in each of our parishes, and a necessity for the flourishing of our ministry in the city and of our parishes' neighborhoods. Therefore, we are committed to sustaining and improving their viability, vitality and accessibility.

The Northern Edge parishes support and encourage adoption of the proposal for a City Catholic Schools Consortium (CCC).

7. Vocations

Vision: Our Group supports and promotes programs for people to understand religious life, clerical leadership roles and various opportunities for participation in the Catholic Church (religious and priestly life and their various opportunities for participation in the Catholic Church).

Catholic Career Day (fall 2012)

- The purpose of this initiative is to create an opportunity for student exposure to various careers, especially that of the clergy and other religious vocations.

Vocation Promotion in Religious Education Class (Each Local Parish)

- The purpose of this initiative is to create an opportunity for student exposure to various Catholic vocations.

8. Program Area: Worship

Vision: Because Worship is the source and summit of our communal experience and because it is the source of our energy for serving the Lord and his people, our Group collaborates across our parish boundaries to share special liturgies and their ministries several times per year.

Mass of Thanksgiving (Northern Edge Collaboration)

- The purpose of this initiative is to provide an opportunity to celebrate the beginning of our Northern Edge collaboration.

Healing Service

- The purpose of this effort is to provide an opportunity for our Northern Edge community to come together in worship.
- A second purpose is to provide an opportunity to expand individual perception of community to expand outside of parish walls.

Stations of the Cross

- The purpose of this initiative is to provide an opportunity for our Northern Edge community to come together in worship.
- A second purpose is to provide an opportunity to expand individual perception of community to expand outside of parish walls.

Faith Sharing Testimonials (2012)

- The purpose of this initiative is to allow individual parishioners a voice to express their faith and thoughts to uplift the community.

More details regarding these programs, including implementation timelines, are provided herein. The six parishes of the Northern Edge Planning Group respectfully submit this plan with a common commitment to “strengthen the Church in the City of Detroit”.

Chapter II: Organizational Structure

Structure Overview – Vision Definition and Organization

Vision

The Northern Edge Parishes continues fostering a vital and comprehensive presence of the Church in the neighborhoods of Northwest Detroit.

Definition of our Organizational Structure:

The six parishes of the Northern Edge of the Trinity Vicariate will live out this Vision by introducing a new organizational structure. In this highly collaborative model, each Parish will remain a fully functioning Parish within the Archdiocese of Detroit and will commit to a shared model of worship and service that consist of:

- 1) Shared ministry among the pastors and administrators;
- 2) Essential involvement and collaboration of professional leadership (lay and ordained);
- 3) Substantial ongoing ministerial formation of all to support and facilitate the first two essential elements. (e.g. “Good Shepherd - Good Leaders” program - a pastoral skill-building model for all pastoral leaders.)

Organization

These Parishes will live out this vision by:

- 1. Shared ministry among the pastors and administrators;**
 - The priests and administrator will begin to meet regularly to discuss operating under this proposed model.
 - Pastors and administrators will coordinate the pastoral and sacramental responsibilities among the parishes in the Northern Edge.
- 2. Essential involvement and collaboration of professional leadership (lay and ordained);**
 - Pastors will meet with Professional Staff to introduce collaborative model
 - Professional Staffs of the collaborating parishes will meet together for formation and development, twice in first year as full group more often in sub-groups of shared ministry
 - Analysis of strengths and areas of need
 - Expansion of roles across Parish boundaries, where appropriate
 - Development of new Professional positions to address unmet needs.
 - Hiring of additional Professional Staff as needed
 - Considerable attention will be paid to regular meetings for development and collaboration.
- 3. Substantial ongoing ministerial formation of all to support and facilitate the first two essential elements.**
 - A suitable formation program will be chosen or adapted to meet the formation needs of the combined staffs and parishioners of the Northern Edge parishes.

4. **The organizational structure of the Northern Edge group of parishes, including its collaborative characteristics, will be an essential part of all “parish profiles” sent from participating parishes for the consideration of the Assignment Board.**

Organizational Structure Plan Schedule

These activities will occur in gradual and successive order throughout the next 5 years:

November, 2011 – January 2012:

- a) Pastors and administrator begin regular meetings to further develop their ways of working collaboratively together to pastor the six parishes.
- b) Religious pastors communicate with their respective superiors about the Plan, and obtain their support.
- c) Parishes are informed about the Plan. Parishes accept the plan.
- d) Pastors and staff meet to discuss the Plan.
- e) Necessary changes are incorporated in the Plan.

February 1, 2012: The Plan is accepted and begins to be implemented.

- a) The Team of pastors and administrator continues meeting regularly. The Team of professional staff members and the Team of pastors and administrators will begin meeting. These meetings will continue at least twice a year.
- b) Pastors and Pastoral Ministers will continue their monthly meetings. DREs and Pastoral Ministers will continue their monthly meetings.
- c) Christian Service professional and volunteer staffs will begin meeting.
- d) Business managers and professional administrators will begin regular meetings.
- e) Discussion will begin and decisions will be made about appropriate formation programs for all, including pastors and administrator, staff and parishioners. Formation will begin late in the spring.
- f) Regular Town Hall meetings will be held to inform parishioners about these developments. Parish Pastoral Councils and Finance Councils will be informed monthly.
- g) Parish Pastoral Councils will hold joint meetings semi-annually.
- h) From these six Councils, a Northern Edge Pastoral Council (NEPC) will be formed. It will include two members appointed by each Parish Pastoral Council, and a representative from each Northern Edge Commission, as well as the Youth Council. The Council will meet bi-monthly. Two or more members from each Team will attend, with personnel rotating as needed.

The NEPC will serve as a liaison among parishioners and Parish Councils and the Teams. It will address and oversee inter-parish programming, forming any sub-committees that it deems necessary. Duties will develop organically. Members will serve for two years, or for a term determined by the NEPC upon institution, with new elections occurring at the end of the term. Terms will be staggered. Each member will receive appropriate formation.

Decisions will be made by consensus. Each participating parish must approve any plans presented by the NEPC. Parishes may refrain from participation in a particular program by providing a letter to the NEPC in writing.

The NEPC will meet at participating parishes on a rotating basis.

The hosting parish will provide basic resources, with additional resources coming from other parishes as needed.

Funding source shall be identified for each project on a case-by-case basis at the time of implementation.

- i) A Northern Edge Finance Council may be formed if needed, to carry out such functions as are necessary for the proper financial functioning of the group of parishes. It will include members appointed by the parishes' Finance Councils. Appropriate members of the two Teams, pastoral and staff, will attend.
- j) Commissions will be formed, in the areas of Worship, Christian Education, Christian Service and Stewardship, along with and Evangelization Committee. Members will be appointed by the parishes' Commissions. They will meet as needed, to plan and carry out Northern Edge programming. Appropriate members of the two Teams, pastoral and Staff, will attend.
- k) Formation will begin for pastors, administrators and lay ministers.

Summer, 2012:

- a) Pastors will begin sub-delegating responsibilities to appropriate staff persons, pursuant to Canons 529#2, 204, 216, 225, 228, 230#3, 231, 776, 785, among others, and will communicate same to the Archdiocese. The Archdiocese will direct relevant communications to those persons.
- b) Discussions will continue regarding further integration of programming and resource management among parishes. Sharing will begin when appropriate.
- c) Pastors will begin celebrating Sunday liturgy in the other Northern Edge parishes, probably on a once a month basis.

Fall, 2012:

- a) Implementation of formation programs will continue.
- b) Enrichment opportunities will be offered to all Ministers of the Mass, utilizing the resources of the Archdiocesan Office of Worship. Discussion will begin regarding developing an integrated program of formation for Extraordinary Ministers of the Eucharist and Lectors, with the intent of beginning this program in Fall, 2013.
- c) Pastoral Team will work at revising position descriptions for all staff, in collaboration with Professional Staff Team and/or appropriate staff and parishioners.

Summer, 2013:

- a) Necessary changes in staff and staff deployment will begin which may include a redefining of job duties. New staff will be hired, as needed and if funds are available. Proper funding for all staff will be provided. This process will be evaluated annually, and changes will be made as needed. All possible efforts will be made to ensure that staff is treated with Christian justice and compassion, and that parishes are notified of changes before they happen.

Fall, 2013:

- a) New staff responsibilities begin.
- b) Joint formation of EMEs and Lectors begins.

Chapter III: Sustainability

Sustainability Overview – Vision and Definition

Vision

The Catholic Church, through the loving and faithful of the Archdiocese of Detroit, shares the presence of Christ through consistent gathering in places known to be worship centers for the people of God. Our stable presence gives witness to God's presence in human community. Our transparent, sound, and just financial policies and practices provide a stable and fruitful foundation for the growth of the Church in the City.

Definition of Sustainability:

The fiscal practices and decisions based on our Christian values that maintain our ability to be a physical as well as spiritual presence in the City. A sustainable presence results from good stewardship of our built and natural environment and allocation of human and spiritual resources.

The Planning Group made up of the Northern Edge parishes will live out this vision by working to save energy, money, and effort. We will provide for the material needs which support worship and outreach, enabling Catholics to grow in the love of Christ and become true disciples in service to our neighbors, both today and in the next generations. We will live out this vision by consistently and creatively seeking ways to share, to save, and to collaborate in eliminating waste and providing for our common needs across our entire service area.

Sustainability Program Development

These Parishes will live out this vision by:

1. FINANCES: An Overview

Key to sustainability is the ability of each parish to financially maintain its facilities while providing essential outreach programs. The financial data obtained for the purposes of this plan, as corrected to June 30, 2011, suggests the following:

- Only 2 parishes have outstanding debt; however, by the end of this year, there should be no outstanding debt.
 - Corpus Christi has substantially paid down its debt, and will completely pay it off by year-end following the closing of the IHM sale.
 - St. Peter Claver inherited debt of \$461,000 from St. Francis de Sales. The Archdiocese agreed with the Jesuits that this debt would not require payoff as a result of the Jesuits assuming pastoral responsibility for the parish. A letter of clarification on this issue has been sent to the Chancellor.
- Payables have been substantially reduced since year-end 2010, and parishes continue to pay down amounts due. Additional reductions have occurred since June 30.
- None of the parishes can financially subsist based on offertory collections alone. All parishes engage in incremental fund raising, and some obtain additional income

through the rental of parish facilities. Savings are used as a fall-back and to fund capital improvements.

- Reflecting the impact of the economy on collection results, savings have generally been reduced in most parishes. A few parishes have very low savings.
- Parishes plan to use the parish portion of the Changing Lives Together funds to solidify savings, while making necessary facilities repairs/improvements and funding outreach and programming.
 - NOTE: St. Peter Claver recently conducted, with Archdiocesan blessings, a fund raising initiative, with the primary project to replace the church roof. The Archdiocese also contributed \$50,000 to the roofing project. The capital campaign resulted in pledges of about \$120,000, of which \$72,000 has been collected. The roofing project has been completed.
- All the parishes in the planning group agree that changes in the type and/or size of facilities may have to take place over time in order to better enable maintenance of neighborhood presence at lower membership levels.
 - For example, for the winter months, St. Peter Claver is moving its primary site to the smaller chapel at the former St. Francis de Sales site. This will substantially reduce heating bills.
- Parishes in the Northern Edge Planning Group will create a mechanism by which stronger parishes will contribute more financially to collaborative activities following the practice of each according to their means. We recognize that we must act as a team and provide for each other out of our strengths. This is not a commingling of funds or assets, but cost-sharing based on ability to pay. All will benefit by the shared experience and the continued strength of our area with "no gaps in coverage."

2. FINANCES: Collaborative Fundraising/Northern Edge Development Office

Parishes in the Northern Edge will coordinate fundraising and development through a combined, professionally staffed Northern Edge Development Office. This will allow us to share costs, achieve greater efficiency, and generate new and increased income, over and above our current (largely volunteer) efforts.

- In a model like those used successfully in Catholic high schools, colleges and universities, the Northern Edge Development Office will provide the necessary staffing and tools for us to increase income through fundraising, and expanded outreach to alumni and other supporters in the broader Catholic, non-Catholic and philanthropic community (in the Detroit area and beyond).
- Projects of the Northern Edge Development Office will include:
 - Joint fundraising events (concerts, raffles, auctions, etc.)
 - Reunions and outreach events (strike everything referencing schools)
 - Fundraising tied to special occasions (anniversaries, other milestones)
 - Annual appeals
 - Annual records checks and updating
 - New funding source research
 - Grant-seeking

- Outreach to the philanthropic community
- Staffing to include (through the work of both paid professionals and volunteers):
 - Development Director
 - Development Staff with targeted constituencies (Goal: 1 per 2 parishes)
 - Donor and funding source research
 - Grant-seeking/grant-writing
 - Data base construction and management

To build a development office with this capacity, we will need initial assistance to help cover start-up costs (e.g., from “Changing Lives Together” or other, AOD funding). However, this office will become self-sustaining and grow over time. We will consult with professionals in the field to develop a successful, sustainable plan for this Office and its activities. We also anticipate collaborating in fundraising for Catholic schools in the CCC, given the overlap in our interests and constituencies, if that is helpful to them and consistent with their plan.

3. FINANCES: Best Practices

- ***Using off-the-shelf software and recognizing best practices*** among ourselves and outside our group, we will consolidate back-office functions to achieve synergy and savings in Purchasing, Accounting, Tuition Collection, Contracted Services, and other cost centers as the opportunities present themselves.
- ***Using the model of one parish's storm water audit***, we will look for savings in charges for services from the Detroit Water and Sewerage Department based on changing our permeability footprints. In some cases, grants may be available to remove unneeded pavement thereby creating more green space in our urban environment and conserving our financial resources.

4. FINANCES: Conclusion

The financial challenges that face all Detroiters impact all our parishes. If we are committed to maintaining, and growing, the Catholic presence in the City of Detroit, we must maintain neighborhood presence, both worship and outreach. This will require re-thinking what types of facilities are required, and how we can collaboratively ensure financial health, such as the enhancements noted below.

5. FACILITIES:

Church, school and administrative buildings in the Northern Edge are in generally good condition, but are older and could need boiler replacement or roof repair at unexpected times in the short and immediate term. Also a function of age, they are not energy efficient.

- **Using the existing resources provided by DTE Energy, WARM Training Center, Michigan Interfaith Power and Light and other partners** in the community, we will perform energy audits in all of our parishes, with a goal of analyzing and remediating the most obvious energy waste as well as identifying grants, rebates, and other

existing programs to save energy (money). According to the ENERGY STAR website: "Most congregations can cut energy costs by up to 30% by investing strategically in efficient equipment, facility upgrades and maintenance. With free, unbiased information and technical support from ENERGY STAR, your congregation can more easily improve stewardship of your budget's energy dollars and of the earth by reducing energy waste and energy costs, while protecting the environment." ENERGY STAR is an excellent and trusted resource which may be helpful: http://www.energystar.gov/index.cfm?c=small_business.sb_congregations.

Parishes should also consider joining the Michigan Interfaith Power and Light and take advantage of the available benefits and resources. Check out the benefits of membership at: <http://www.miipl.org/benefits/>

- ***Collaborating with the Schools of Architecture and Engineering at our local universities*** – including the University of Detroit-Mercy, Wayne State University and Lawrence Technical University – we will create a Challenge competition or charrette to develop affordable, workable methods to retrofit our church buildings so that we can all afford to worship in them all year round.
- ***With the experience of those parishes which have successfully marketed and sold facilities***, and cooperating with the AOD Real Estate office, we will collaborate on marketing our unused or underused properties. We will develop new, aggressive and unified marketing strategies and materials, as well as a clear definition of appropriate and inappropriate re-uses for the lease and/or sale of our existing surplus properties.
- ***Parishes will consider “downsizing” to smaller, more efficient facilities*** when the use of their current buildings is considered to be a drain on their operating expenses or otherwise not cost effective.
- ***Each individual parish in the Northern Edge area will update its assessment of its capital improvement plans for the next five to ten years*** and will incorporate those needs into its budget plans. The Changing Lives Together Campaign will provide much needed resources to achieve the capital improvement goals for each parish.
- ***The parishes will share their capital improvement plans with one another*** in an effort to pool their purchasing power when they seek contractor bids for similar capital improvement work.

Chapter IV: Inter-Parish Programming

Plan Overview – Vision and Program Development

Vision

The Northern Edge Group seeks to become a more close-knit family of parishes by sharing resources and events and through events that bring us together in worship. We endeavor to build a strong community presence through Outreach, Christian Service, and Social Activities.

Program Development

The Northern Edge Group will address inter-parish programming in the areas of Evangelization & Catechesis, Christian Service & Outreach, Youth & Young Adults, Lay Leadership, Stewardship, Vocations, and Worship.

The projects presented in this plan represent the five-year goals of the Northern Edge Group to collaborate on various programs that can benefit each participating parish and build a stronger community as a whole.

AOD/ APC Focus Areas

The Archdiocesan Pastoral Council has identified the key areas for inter-parish collaboration. A Northern Edge Group identified a list of possible projects for collaboration that are included in this plan as outlined below:

- 1. Evangelization & Catecheses**
 - a. Alpha Training and Materials
 - b. RCIA Program & Retreat
 - c. Interfaith Services (2012)
 - d. Visiting other parishes (2012-13)
 - e. Joint Confirmation (in process)

- 2. Christian Service**
 - a. Supporting Christ the King's St. Christine Soup kitchen with volunteers & donations. Recommend – adopt a day to serve (2011-12).
 - b. Peace and Justice (2012)
 - c. Blood Drive (in process)
 - d. Job Club (2012-14)
 - e. Tutoring / Literacy (2012-14)
 - f. Foreclosures / Emergency Housing (2012-2015)
 - g. Transportation (2012-2015)

- 3. Youth & Young Adults**
 - a. Youth Council (2012)
 - b. Inter-Generation Mentoring (2013)
 - c. Youth Events (2012-13)

- 4. Lay Leadership**

- 5. Stewardship**

- 6. Catholic Schools**

- 7. Vocations**
 - a. Catholic Career Day (fall 2012)
 - b. Vocation Promotion in Religious Education Class (Each Local Parish)

- 8. Worship (Northern Edge Focus Area)**
 - a. Healing Service
 - b. Stations of the Cross

- 9. Other**
 - a. Newsletter - Quarterly (2012)
 - b. Faith Sharing Testimonials (2012)

AOD/APC Focus Area 1: Evangelization & Catechesis

Vision: Our Group collaborates across our parish boundaries to enhance the evangelization and spiritual formation experiences of our members/prospective members while seeking to reduce the costs of parishes individually providing the programs or experiences.

Alpha Training & Materials (2012 – 2013)

Note: The Alpha Course is a ten-week course aimed at evangelizing the agnostic, atheist, unchurched, seeker, searcher, the fallen-away Catholic and practicing Catholics as well; each session is preceded by dinner; the presentation is via DVD; the presentation is followed by small group discussion. Currently Presentation-Our Lady of Victory and Corpus Christi are conducting the course for their second or more times.

Purpose:

- The purpose of this new initiative is to try to bring the Alpha leader training (as supplied by Alpha USA) to a location within the Group. This would save the costs of going to a distant Oakland County or Macomb County location.
- A second purpose is to find ways to share the A-V and other resources
- A third purpose is to encourage other parishes in the Group to participate in Alpha as individual parishes or as joint efforts

Program Development:

- Representatives of Presentation-Our Lady of Victory and Corpus Christi parishes will discuss jointly ways to proceed with this effort
- They will invite representatives of other Northern Edge parishes to join with them.

Facilities:

- TBD

Resources:

- TBD

Timeline:

- Start discussions in early 2012
- Goal: joint efforts in the 2012 – 2013 period

RCIA (2013)

Purpose:

- The purpose of the inter-parish RCIA program is to prepare women and men, as well as youth, to receive the sacraments of Christian initiation, forming them in the image of Christ and uniting them with Christ's Body, the Church, as well as helping to enable them to carry out the mission of God in and through the Northern Edge group of parishes.*

RCIA Retreat

- Within this purpose, the inter-parish RCIA retreat is to provide a deepened, prayer-filled reflection on the sacraments which the candidates and elect are

about to receive and on the commitment to the Lord through the Catholic Church which they are about to make. It will also provide a broader experience of the faith of the community to each of the RCIA Candidates or Catechumens.

- It is also is to encourage the RCIA Candidates and Catechumens on their faith journey through their observing the larger numbers of Candidates and Catechumens from the other parishes travelling on the same journey.

Program Development:

- DREs and Pastoral Ministers will begin discussions toward developing an integrated RCIA, to begin Fall, 2013:
- The retreat organization is a cooperative effort of the DREs/FFDs (directors of religious education/faith formation directors) of the parishes in the Group. Such efforts have been open to all the parishes in the vicariate.

Facilities:

- Generally an off-site retreat house that can accommodate the size of the group.

Resources:

- The cost of the retreat accommodations and food are shared proportionately among the parishes

Timeline:

- Fall 2013 - New RCIA program begins, possibly using two or more sites and times, to meet the needs of all potential members.
- The retreat will be an annual event.

* See General Introduction to the Rite of Christian Initiation of Adults.

Interfaith Services (2012)

Purpose:

- Northern Edge wishes to share our faith beyond the Catholic Community to strengthen the spirit of cooperation between Christians and other religious entities.
- We will build a connection to other organizations and businesses that affect the community regardless of religious affiliation.

Program Development:

- Each Northern Edge parish will publish the event in their respective bulletins.
- Hosting parish is responsible for providing refreshments and staffing as needed with auxiliary help from the other parishes.
- Proceeds from the event will benefit the Hosting parish.
- Events can be setup using existing Interfaith Organizations like DION(Detroit Inter-faith Outreach Network) and WISDOM (Women's Interfaith Solutions for Dialogue and Outreach in Metro-Detroit); as well as such organizations as Sisters Network, American Cancer Society, and Karmanos.

Facilities:

- Northern Edge Parishes will hold services at various parishes that wish to host the event.

Resources:

- Other resources may include refreshments, printing, and/or service fees.

Timeline:

- We anticipate that some parishes that do not have Interfaith Services already will introduce the service beginning in 2012.

Visiting Other Parishes (2012-13)**Purpose:**

- Northern Edge Group will expand its definition of community by actively seeking opportunities for members to function as one through rotating visitation.

Program Development:

- Each parish will publish the event in their respective bulletins.
- One or more parishes will agree to forego mass at their facility and travel to the hosting facility.
- Collections will return to each participating parish. Members must use their own parish envelopes.

Facilities:

- The hosting facility will be determined by rotation.

Resources:

- No special resource or funding required.

Timeline:

- We propose to begin mass rotations in Fall 2012 with a frequency of once a quarter.

Joint Confirmation (2011-2012 program is an expansion of prior joint efforts)**Purpose:**

- The purpose of the Joint Confirmation program is to provide an enhanced sacramental preparation period for our youth. Off-site activities can be provided for a large group while they could not be justified by a parish working in isolation.
- A second purpose is to encourage the faith journey of our youth by having them observe and interact with a larger group of youth

Program Development:

- The inter-parish Confirmation preparation process organization is a cooperative effort of the DREs/FFDs (directors of religious education/faith formation directors) of the parishes in the Group. The organization efforts have been open to all the parishes in the vicariate.
- The Confirmation preparation program for youth can be briefly stated as:
 - Once per month classes in individual parishes
 - Once per month classes held jointly
 - Additional activities held jointly (e.g., retreat, leadership training, etc.)

- The combined Confirmation Preparation Program begun this year will continue.

Facilities:

- The joint classes are being held at Christ the King Parish
- Other activities are held where appropriate (locations for retreats, leadership training, etc.)

Resources:

- Teaching for the joint classes is shared by existing staffs (and volunteers?) of the parishes involved
- Costs for off-site activities are shared in proportion to the numbers of students from each parish.

Timeline:

- This is a year-round program with the Sacrament of Confirmation for the youth planned for Oct.'12.

AOD/APC Focus Area 2: Christian Service & Outreach

Vision: The Northern Edge collaborates across our parish boundaries to enhance our corporal and spiritual services to those in need both within our boundaries, whether members or non-members, and across those boundaries.

In addition, being a genuinely Christian Church in the City means passionately pursuing peace through justice in response to the social and economic structures and the political forces that deny and obstruct the free exercise of basic human rights. As Catholics, we seek peace and justice by pursuing understanding of Scripture and Catholic tradition on peace and justice and by reflecting that tradition through prayer, study, discernment, teaching and social action.

St. Christine Soup Kitchen (Christ the King Parish) – adopt a day to serve (2011-12)

Purpose:

- To provide support for our local soup kitchen run by Christ the King parish by providing donations of money, substance and assistance as volunteers.

Program Development:

- St. Christine Soup Kitchen will provide a list of immediate needs to the IPC.
- Parishes are invited to choose a day (possibly once/year or once/quarter) where they would volunteer at the Soup Kitchen. On those days the parishes could also solicit donations at their home parish for supporting the Soup Kitchen.
- A call for parishioner participation will be posted in the Bulletin.

Facilities:

- St. Christine Soup Kitchen

Resources:

- Donations and volunteers

Timeline:

- Parishes can provide donations and volunteers immediately.

Northern Edge Peace and Justice Inter-Parish Collaboration (2012)

Purpose:

- To provide an opportunity to build an effective network of parish-based Peace and Justice Committees within our Northern Edge communities. Our peace and justice activities will be strengthened greatly as a result of our sharing information, resources and strategic responses to change social structures and political forces that deny and obstruct the free exercise of basic human rights.

Program Development:

- Peace and Justice Committees are currently active at two parishes within the Northern Edge (Corpus Christi and Gesu). These Committees will develop a communications plan for the sharing of their agendas and activities on a regular basis. As a critical element in their communications plan, representatives from

each parish P & J committee will share reports of their activities with the Northern Edge Pastoral Council (NEPC) to maximize the impact of Catholic Peace and Justice efforts in Northwest Detroit in addressing social justice issues in the city of Detroit, our region, nation and around the world.

In addition, with the support of existing parish Peace & Justice Committees, the four parishes which do not have formal committees will be encouraged to establish their own committees or invite interested parishioners to join the existing committees at other Northern Edge parishes. Northern Edge parishes already collaborate in one way or another in the following organizations or other future organizations related to Peace and Justice issues:

- MOSES (Metropolitan Organizing Strategy Enabling Strength)
- Detroit Catholic Pastoral Alliance (DCPA)
- Interfaith Worker Justice (IWJ)
- People Before Banks Coalition Bread for the World
- Homeless Rotating Shelter
- Nuclear Disarmament
- Haiti Outreach Mission
- Interfaith Action Coalition
- DION (Detroit Interfaith Outreach Network)

Collaborative programs and initiatives suitable for expansion and/or inter-parish collaboration include the following:

- Homeless Companionship Program in cooperation with the Neighborhood Service Organization (NSO)
- Immigration and Detention issues
- Anti-racism Awareness
- Job Club and Career Transition Support Groups
- Liturgical Themes on Peace and Justice
- Reconciling Church / Catholics Open and Affirming Program
- Carney Latin American Solidarity Archive (CLASA) at the University of Detroit Mercy
- Prayer and discernment of Catholic Social Teaching:
- Book Club discussions on social justice themes
- Environmental Justice/Earth Care
- Money and Faith
- Witness for Peace
- Offerings of financial support and/or letters for Peace and Justice groups and causes
- Resources:
- No additional resources will necessarily be required to support this collaborative effort.

New financial support for Peace and Justice activities could be achieved as a result of increased community awareness throughout the Northern Edge churches in the city.

Timeline:

- Spring 2012

Blood Drive (2011-2012)

Purpose:

- Our Northern Edge already provides a collaborative blood drive, however, we will endeavor to get greater participation from member parishes by:
 - Announcing when Blood Drives are being conducted
 - Rotating the location of the Blood Drive
 - Opening the blood drive to the entire community

Program Development:

- Create a list of member parishes interested in hosting a blood drive
- Inform Northern Edge organizing body, whether the existing authority, or the new NEPC.
- Announce the blood drive in participating parish bulletins

Facilities:

- Selected parish facilities

Resources:

- Funding provided by the Vicariate
- Any approved incidental cost will be reimbursed by the Vicariate

Timeline:

- Begin at next scheduled blood drive

Job Club (2012-14)**Purpose:**

- Faith-based job clubs are a growing phenomenon across the United States in the face of persistent high unemployment in both urban and rural communities. Our Catholic parishes in the city are uniquely positioned to offer our members in need of employment – and their families – with resources and support from the greater parish community.
- The Job Club currently hosted by Gesu Church will expand throughout the Northern Edge parishes to offer support, information on job leads, training resources, job search tools (resume and interview preparation) and networking opportunities to job seekers and those in a career or life transition.

Program Development:

- Identify Job Club planning teams at all participating parishes
- Convene meetings of an Inter-parish Planning Committee to develop a schedule of topics and logistics to support the expansion of the Job Club to all parishes in the Northern Edge
- Assign host parishes, topic coordinators, guest presenters, hospitality and promotional teams on a rolling six month cycle.
- Launch expanded schedule and promotional activities to reach out to unemployed and under-employed in the Northern Edge service area
- Consider hosting a multi-parish Job Fair with local employers

Facilities:

- Rotate Job Club meetings at all participating parishes in the Northern Edge with conference room capacity for 20-40 persons per meeting.

Resources:

- Facilities and planning teams representing all Northern Edge parishes
- HR and workforce training subject matter experts – preferably from within our own parish communities, but beyond, as well.
- Topics:
 - Great resumes and cover letters
 - Financial survival during your job search
 - Networking your way to your next job
 - Interview tips and practice
 - Finding spirituality in your career search
 - Putting your best self forward: Preparing for the Job Fair
 - Job search success stories
- No special funding required

Timeline:

- Since the Job Club is currently operating on a monthly basis at Gesu Church, it will be fairly straightforward to scale up the Job Club to involve the other parishes in the Northern Edge beginning in early 2012.
- An area-wide Job Fair could be sponsored by the expanded Northern Edge Job Club by the fall of 2012.

Tutoring / Literacy (2012-14)

Purpose:

- Several parishes have tutoring or literacy programs that can be either expanded to other parishes or opened to those who wish to utilize the services.
- If the current programs become open to parishes that wish to use the services rather than starting their own program, a plan for cost sharing on a per/use basis would help facilitate the sharing of this resource across parishes.

Program Development:

- Develop admission policy and sign up procedure.
- Develop a cost sharing model on a per-use basis
- Develop a schedule that can accommodate multiple parishes
- Develop a list of resources and volunteers
- Identify any outside resources as an alternative

Facilities:

- Start with existing facilities with the view of expanding sites to other parishes or opening the programs to referrals from participating parishes.
- Identify dedicated facilities that can accommodate regularly scheduled tutoring or literacy program sessions.

Resources:

- Develop materials and resources or purchase materials
- Volunteers for conducting sessions
- Protecting God's Children certification

Timeline:

- Develop collaborative plan for roll-out in mid 2012.

Foreclosures / Emergency Housing (2012-2015)

Purpose:

- To help people who face foreclosure to stay in their homes by working with advocacy groups, banks, and other institutions
- Identify abandoned homes to acquire at minimal cost and repurpose for emergency housing.
- Identify agencies and resources that provide emergency shelter as an additional resource.
- Invite government agencies to present workshops on financing and foreclosures

Program Development:

- Assess high risk areas around participating parishes
- Partner with organizations like the Detroit Catholic Pastoral Alliance
- Create a list of lending institutions and build relationships
- Create a list of governmental agencies that help with mitigating foreclosures
- Identify community resources who help people with foreclosures and emergency housing
- Identify community resources that refurbish homes like Habitat for Humanity, Grandmont Rosedale Development Corporation, North West Detroit Neighborhood Development, New Hope Community Development Non-Profit Housing Corporation and Young Detroit Builders.
- Create relationships for joint venture projects and grants.

Facilities:

- TBD

Resources:

- TBD

Timeline:

- This project is complex and will develop over time. Certain projects will begin in 2012; full implementation is likely to take until 2015 or beyond.

Transportation (2012-15)

Purpose:

- The purpose of this effort is to address the growing issue of transportation of our members and prospective members. This is a growing issue for several reasons: (1) with the clustering-merging-closing of our facilities it is less possible for people to “walk to church”. (2) This is aggravated by the current problems with our city bus system. (3) For our inter-parish events we are creating greater travel distances.

- A further purpose of this effort is to consider the broadest means possible for addressing this issue. This could include: (1) sharing rides with fellow parish members; (2) using existing parish vans/buses; (3) using “as-needed” outside services (some kind of rental service); (4) car-pooling systems; (5) etc., etc.

Program Development:

- This effort would require volunteers from the six parishes in the Group to study solutions and to propose their best recommendations to the larger group.

Facilities:

- TBD

Resources:

- TBD

Timeline:

- The suggested time-frame is to start the study in 2012 and to implement some minimal portion of it as early as the end of 2012.

AOD/APC Focus Area 3: Youth & Young Adults

Vision: Our Group collaborates across our parish boundaries to enhance formation and social experiences for our Youth and Young Adults while seeking to reduce the costs of parishes individually providing the programs or experiences.

Youth Council (2012)

Purpose:

- To promote youth participation in parish life by creating opportunities for participation in event planning

Program Development:

- Each parish will identify youth, if available, who would like to participate on the Northern Edge Youth Council.
- NEPC will provide guidelines for activities, but will allow the Youth Council to decide on events and schedules.
- All plans should be approved by the Northern Edge Pastoral Council and each participating parish

Facilities:

- The facility for any events proposed will be determined by the Youth Council

Resources:

- Resources and funding will be determined on a case-by case basis.

Timeline:

- Youth Council proposed for sometime in 2012.

Inter-Generation Mentoring (2013)

Purpose:

- To provide constructive guidance and support for youth
- To allow the youth to ask questions and become exposed to people going through the “next phase of life”
- To gain insights into the current culture and circumstances through the eyes of someone who has also had similar experiences

Program Development:

- Identify volunteers who would like to participate in the program as mentors.
- Identify youth who would like a mentor or are interested in mentoring others.
- Develop activities that the group can share together
- Develop a list of resources that will be available for “teams” to use.

Facilities:

- TBD

Resources:

- TBD

Timeline:

- Mid-range project scheduled for sometime in 2013 after NEPC has been established, the Youth Council and a list of youth events

Youth Events (2012-13)

Purpose:

- To share or create youth events that all participating parishes can enjoy together

Program Development:

- Take inventory of currently scheduled youth events and assess ways that multiple parishes may participate.
- Develop a list of new events designed to involve multiple parishes.

Facilities:

- TBD

Resources:

- TBD

Timeline:

- Mid-range project scheduled for sometime in 2012 after the formation of NEPC and the Youth Council.

AOD/APC Focus Area 4: Lay Leadership

Vision: The Northern Edge parishes collaborate across our parish boundaries to enhance formation of lay leaders to take on even greater roles in the parishes and the Northern Edge Group.

Lay Leadership Formation Programs:

- 1) The Catholic Career Day mentioned under Vocations will also be utilized to encourage laity to seek further training and formation for volunteer or professional service.
- 2) The Northern Edge will encourage the use of existing programs of Lay Leadership development, including:
 - Ministers of Service formation and enrichment programs;
 - F. Gerald Martin Pastoral Ministry Conference
 - Castelot Summer Scripture,
 - Catechist Formation programs,
 - Trinity Vicariate Workshops, as well as the professional pastoral ministry programs at:
 - Sacred Heart Major Seminary
 - University of Detroit Mercy
 - Marygrove College
 - and others in the Detroit area.

Staff will offer mentoring to students as appropriate. Enhanced use will be made of graduates of those programs in all appropriate positions, after evaluation.

- 3) Parishioners will be invited to consider individual Spiritual Direction, in order both to grow closer to God and to discern what God is calling them to do. There are several certified Spiritual Directors in the Northern Edge; and the Internships through Manresa Jesuit Retreat House and the Dominican Center for Religious Development are also available for parishioners seeking spiritual formation. Parishioners whose calling has been affirmed by staff will be encouraged to seek formation leading to employment by the Church.
- 4) The Northern Edge will develop formation opportunities for Pastoral Council members, Commission leadership and Ministers of the Mass, in consultation with appropriate persons in the Archdiocese of Detroit.

These programs will develop organically across the next three years.

AOD/APC Focus Area 5: Stewardship & Administration

Vision: The Northern Edge parishes share the presence of Christ through consistent gathering in places known to be worship centers for the people of God. Our stable presence gives witness to God's presence in human community. Our transparent, sound, and just financial policies and practices will provide a stable and fruitful foundation for the growth of the Church in the City.

Stewardship Programs:

Much of the work in this area is discussed in the section on Sustainability. In addition:

- 1) The Northern Edge will encourage concepts of stewardship among its members through programs which emphasize discipleship. Stewardship of prayer, abilities and time, as well as stewardship of money and possessions will be stressed.

Timeline:

- Evaluation and development of programs to begin late 2012. Program(s) to begin in 2013.
- 2) Annual "Volunteer Fairs" will be developed to introduce parishioners to opportunities to be involved, both within the parish and beyond. These "Fairs" may involve meetings at times appropriate to the parish and / or written presentations, spelling out what help is needed, what is required and who to contact to become involved

Timeline:

- Some parishes already have such programs. Others will begin in 2013.

AOD/APC Focus Area 6: Catholic Schools

Vision of Northern Edge Parishes

The Northern Edge group of parishes values very highly the Catholic Christian education provided by high quality Catholic schools, of which there are many in our boundaries: three elementary schools: Christ the King, Gesu, and St. Scholastic.; two Catholic High Schools, Detroit Jesuit High School and Loyola High School, both for young men; as well as University of Detroit Mercy and Marygrove College. These latter schools are beyond the purview of this Plan.

The Northern Edge parishes see the presence and availability of Catholic education, particularly that provided by our elementary Catholic schools, as the right of every young person in each of our parishes, and a necessity for the flourishing of our ministry in the city and of our parishes' neighborhoods. Therefore, we are committed to sustaining and improving their viability, vitality and accessibility.

Direction of Future Programming

- 1) Although not every parish can maintain a school by itself, Catholic education, grades K-12, available within reasonable distances for all Detroit parishioners, is a necessary part of the Church's ministry in the city, along with the rest of the archdiocese. The Northern Edge parishes support and encourage adoption of the proposal for a City Catholic (Schools) Consortium (CCC).
- 2) Each parochial school will maintain a conscious and visible pastoral relationship with the local parish church where the school is located (Mass and other devotions, and the visible presence of the sponsoring pastors and pastoral ministers). This is a necessary part of catechesis for the Catholic students, and to evangelize those students who are not Catholic.
- 3) The local parish in which a school resides will maintain full control of its school, which will have its own School Advisory Board and resident Principal, to ensure each school's relevance to the particular community in which it is located (Principle of Subsidiary).
- 4) The schools will operate with a philosophy of self-reliance, to prevent any one parish from being inordinately burdened financially. Financing will come from a variety of sources: reasonable tuition, reasonable local parish support, significant support from the broader archdiocesan church, tuition assistance to parents from Stewards for Tomorrow, and independent community resources that offer scholarships and assistance to private education.
- 5) Even if our schools do not have a majority Catholic population, **our schools are Catholic because we are Catholic**. Urban Catholic schools have several goals: excellent Christ-centered education, formation in Catholic religious practices, evangelization of un-churched families, and service to disadvantaged families – the single most important contribution the Catholic Church can make to break the cycle of poverty and to dissolve racial and class divisions. (*emphasis added*)
- 6) The Catholic education of our young people always includes that provided by their home parishes, some through the Northern Edge. See Evangelization and Catechesis for present plans to cooperate in this endeavor. Each parish will also work to strengthen the catechesis it provides for its young people.

(See Appendix for document: "Final Recommendations: Central Region Catholic Schools")

AOD/APC Focus Area 7: Vocations

Vision: Programs have been created and are operating for people to understand religious life, clerical leadership roles and various opportunities for participation in the Catholic Church

Catholic Career Day (Fall 2012)

Purpose:

- To create an opportunity for student exposure to various careers, especially that of the clergy and other religious vocations.

Program Development:

- Career day will be open to Northern Edge Group volunteers who have an interest in sharing their chosen profession with the youth attending our Catholic Schools.
- Career day will provide an excellent vehicle for introducing vocations as clergy, lay ministers, nuns, deacons and other offices in religious life.

Facilities:

- Provided on school grounds or in the classroom

Resources:

- Volunteers

Timeline:

- Proposed to begin next fall at the beginning of the school year 2012.

Vocation Promotion in Religious Education Class (Each Local Parish)

Purpose:

- To create an opportunity for student exposure to various Catholic vocations

Program Development:

- Available to students in Liturgical study or other religious classes.

Facilities:

- Local parishes

Resources:

- Minimal

Timeline:

- Can be implemented immediately.

Program Area: Worship

Vision: Because Worship is the source and summit of our communal experience and because it is the source of our energy for serving the Lord and his people, Our Group collaborates across our parish boundaries to share special liturgies and their ministries several times per year.

Worship commissions meet to choose joint worship events for the Northern Edge. Such events may include masses, reconciliation services, revivals, days of reflection, prayer breakfasts, missions and retreats, as well as other appropriate ways to praise God.

Mass of Thanksgiving (Northern Edge Collaboration)

Purpose:

- To Provide an opportunity to celebrate the beginning of our Northern Edge collaboration

Program Development:

- TBD

Resources:

- TBD

Timeline:

- Spring 2012

Healing Service

Purpose:

- Provide an opportunity for our Northern Edge community to come together in worship.
- Provide an opportunity to expand individual perception of community to expand outside of parish walls.

Program Development:

- For those parishes that already hold a healing service, the invitation will go out to other parishes in the Northern Edge Group to attend the service
- Every parish will be invited to host a healing service in rotation. The minister who officiates at the service will come from one of the other five parishes.
- Create a large group healing service to which all parishes are invited

Facilities:

- TBD

Resources:

- TBD

Timeline:

- To include current plans for healing services planned for individual parishes.

Stations of the Cross

Purpose:

- Provide an opportunity for our Northern Edge community to come together in worship.
- Provide an opportunity to expand individual perception of community to expand outside of parish walls.

Program Development:

- For those parishes that already hold a Stations of the Cross service, the invitation will go out to other parishes in the Northern Edge Group to attend the existing service
- Every parish will be invited to host a Stations of the Cross service in rotation. The minister who officiates at the service will come from one of the other five parishes.
- Create a large group Stations of the Cross service to which all parishes are invited

Facilities:

- TBD

Resources:

- TBD

Timeline:

- To include current plans for Stations of the Cross Service planned for individual parishes.

Program Area: Other

Vision: Our Group collaborates across parish boundaries where certain activities enhance our communal cohesiveness or experiences and where other structures (at the Vicariate, Region or Archdiocese level) seem less suitable for these ends.

Newsletter - Quarterly (2012)

Purpose:

- Create a standard form of communication where parishes can share information and inspiration.

Program Development:

- NEPC selects a central point of story submission. Each parish can submit events, concerns, and progress reports on Christian Service and Outreach activities within their parish.
- Participating parishes can also collect testimonials on faith and church impact on life and community.
- Vicariate and Archdiocese input should also be included.

Facilities:

- TBD

Resources:

- Printing and distribution

Timeline:

- First issues can begin late 2012.

Faith Sharing Testimonials (2012)

Purpose:

- Allow individual parishioners a voice to express their faith and thoughts to uplift the community

Program Development:

- Testimonials collected by individual parishes
- Testimonials can be forwarded, if approved by the parishioner, to be included in the newsletter
- Testimonials should also be collected from the community that utilizes Christian Service and Outreach programs through the parish.

Facilities:

- Local Parish

Resources:

- Minimal

Timeline:

- Spring 2012

Program Calendar

* Calendar shows proposed schedule only and does not suggest actual events.

Area	Program	2011				2012				2013				2014				2015				
		W	S	S	F	W	S	S	F	W	S	S	F	W	S	S	F	W	S	S	F	
Voc	Vocation Promotion																					
E&C	Joint Confirmation																					
CSO	Adopt a Day Soup Kitchen																					
Voc	Catholic Career Day																					
E&C	Interfaith Services																					
CSO	Blood Drive																					
E&C	Parish Visitation (6/yr)																					
Other	Quarterly Newsletter																					
Other	Testimonials																					
Wor	Healing Mass																					
Wor	Stations of the Cross																					
Youth	Youth Council																					
E&C	Alpha Training & Materials																					
E&C	RCIA Retreat																					
CSO	Job Club																					
CSO	Foreclosures & Emergency Housing																					
CSO	Tutoring / Literacy																					
Youth	Youth Events																					
CSO	Transportation																					
Youth	Inter-Generational Mentoring																					

- Program Development Period
- Expansion Period
- Production Period

Chapter V: Parish Reviews & Feedback

Timeline Parish Review

Parish	Council Presentation	Town Hall Presentation
Christ the King	Thurs. Oct 27	Sunday, Nov 6
Corpus Christi	Thurs. Oct. 20	Sat. Oct. 29 and Sun. Oct 30
Gesu	Thurs. Oct. 27	Sat. Nov. 5 and Sun. Nov. 6
Presentation/ Our Lady of Victory	Sat, Nov 5	Sun. Nov 6
St. Peter Claver Catholic Community	Mon. Oct. 24	Sun. Oct. 30
St. Scholastica	Wed, Oct 19	Sat, Nov 5

Comments and Insights

Corpus Christi

We used the Power Point Presentation concerning the plan prepared by the six Northern Edge parishes. We presented it to and discussed it with our Parish Council on October 20th and our parishioners after each of our three weekend Masses, October 29th and 30th. These three presentations were made in church immediately after the Masses.

An introductory comment: This was a very sensitive issue for our parish because we are in the process of selling the school and church buildings of the Immaculate Heart of Mary Center. As of December 18th, all three weekend Masses will be at the St. Gerard Center. Corpus Christi parish is now the result of the closing of St. Eugene Parish and the merger of Immaculate Heart of Mary Parish with St. Gerard Parish.

Both the Parish Council and the parish members were appreciative of the amount of work put into the planning efforts and were favorably impressed with the plans.

Some comments from parish members:

1. Wow, it looks like a lot of work has gone into all that planning. It should pay off over these next five years. (and similar remarks)
2. I was afraid this was going to be just like where I work – announcements of bad news only to be followed by more bad news. I am glad today's news was not like that.
3. Where I work we have been using Best Practices for some time. It's about time the Church caught up with that good idea.
4. Even my barber has been asking me about my parish closing -- now I can tell him about our plans.

Some comments from the parish staff observing the meetings:

1. Among some of the elderly, who have seen many AOD and parish programs over the years, there seemed to be a sense of “no surprises, no worries, no fears.”
2. There also seemed to be “numbness” since people have been hearing about closings for so many years – and a sense of “relief” in not hearing of any imminent closings.
3. Most of the comments voiced during the meetings were positive.
4. We did not have anyone step forward to say, “I'd like to work on one of those inter-parish programs.”
5. Some people thought it was a fine idea to have the pastors' visit and preach at other parishes in the Group – a chance to hear homilies from another perspective, a chance to meet other priests.

Gesu

The TIF 2 team from Gesu made a presentation of our proposed plan to the Parish Council on October 27, 2011. Council members were already aware of the general goals of the TIF 2 planning process. The Northern Edge Plan and its emphasis on inter-parish collaboration were well-received.

Town Hall-style presentations were advertised and made to Gesu parishioners after all Masses on the weekend of November 5 and 6, 2011. More than 100 parishioners attended these sessions, and the response was universally favorable. All who spoke endorsed this collaborative model, and applauded the effort to prevent further diminishment and preserve the Catholic Church's presence in our city and neighborhoods. Planning teams were thanked for developing a creative proposal that addresses practical concerns (i.e., costs, viability and sustainability) while also offering the possibility for new life, and growth.

One parishioner spoke for many when he commented that he liked the plan but its success – our success – will depend on the support of the Archdiocese as well all the churches throughout our area. While one active parishioner expressed concern about the additional work that such collaboration will involve (especially at the outset), others were reassured that our parishes will be “doing more with more”, and expressed excitement at the thought of building relationships and a stronger Catholic community in the city of Detroit – alongside, but also over and above our individual parish affiliations - together with our neighbors.

Another parishioner inquired about partnering with other nearby Catholic institutions, such as the University of Detroit Mercy, Marygrove College, and the PIME Missionaries, whose North American headquarters is located across the street from Gesu. While some forms of collaboration with each of these institutions is already underway (particularly between Gesu and U of D Mercy), it is our hope that increased cooperation and partnership can be an important aspect in the growth and development of this plan, moving forward.

Lastly, many parishioners voiced their support for the position of the Northern Edge parishes as a group: i.e., that “further reduction of Catholic presence in our neighborhoods is not in the best interest of ‘strengthening the Church in the City of Detroit.’” As a parish, Gesu strongly endorses this position and the underlying belief that by having a presence in the city we mean having vibrant, local worship and outreach together. Several parishioners also expressed a desire to convey their endorsement of and support for this plan to the Archdiocese.

St. Peter Claver

The presentation to St. Peter Claver Parish Council was adopted; however, there was a separate and related issue. For financial reasons, St. Peter Claver will be moving Sunday Mass to the chapel in our Annex, from the beginning of Advent until around Easter, depending on the weather. Notification of all parishioners by mail will occur probably sometime this week. The plans to move Mass was presented to parishioners along with the Northern Edge plan and were adopted by over-whelming margin.

Chapter VI: APPENDIX

- A. Parish Programming Charts
- B. Best Practices
- C. Future Programming Ideas
- D. Canon Law References
- E. Together In Faith City Catholic Schools Consortium (CCC) Plan
- F. WARM Training Center: Commercial Energy Assessment Services

Appendix A: Parish Programming Charts

Focus Area	Program	Potential to Share Across Vicariate (Y/N)	Parishes running similar programs	Provider	Who Served M=Members, C=Community O=Other	How Many?	Delivery Location	Cost
Evangelization & Catechesis	The Alpha Course	Yes	Corpus Christi Pres./OLVictory	Corpus Christi Team	M, C	130/yr	Rainbow Rm	TBD
	Better Men Outreach Program		Corpus Christi	5 Advisors - BMO Leadership	M, C	40-80/wk	New Site	None (\$200/yr banquet)
	Bible Study / Religious Education	Yes	Corpus Christi St. Peter Claver Gesu Pres./OLVictory Christ the King	Staff &/or trained Volunteers	M, C	TBD TBD 4	Local Parish	
	Faith Sharing Testimonials		St. Peter Claver	Mass Attendees	M	75-100	Local Parish	None
	Family Evangelization Program		St. Peter Claver	Evangelization Committee	M		Home	Minimal. Volunteers
	Catholic Issues Forum (Proposed)		St. Peter Claver	TBD	M	25-50	Church after Mass	Minimal. May request expert from AOD.
	Interfaith Services		St. Peter Claver	DION	M, C, O	200	Various	Participate in planning. Minimal Cost.
	Catholic Teaching Pod-Cast		Pres./OLVictory				Weely/Internet	
	Catechesis		All					
	First Reconciliation Prep		Corpus Christi St. Peter Claver					
	First Communion Prep		Corpus Christi St. Peter Claver					
	Generations of Faith		Corpus Christi					
	Catechesis		all					
	Lenten Reflections		Gesu St. Peter Claver					
	Friends and Family Day / Invite someone 2 Church		Gesu St. Peter Claver Presentation					
	Children's Liturgy of Word		All					
	Reconciliation – Private Communal		Christ the King Pres./OLVictory St. Peter Claver Corpus Christi					
	Anointing Mass		Christ the King					
	Healing Service	Yes	St. Peter Claver					
	Rosary Prayer Group		Scholastica Pres./OLVictory					
	Faith Formation Sessions		Scholastica Pres./OLVictory Corpus Christi					

Focus Area	Program	Potential to Share Across Vicariate (Y/N)	Parishes running similar programs	Provider	Who Served M=Members, C=Community O=Other	How Many?	Delivery Location	Cost
	Protecting God's Children		All					
	Vicariate Workshop		Scholastica					
	Eucharistic Ministry / Nursing Home / Home bound		St. Peter Claver Scholastica Pres.OLVictory Corpus Christi					
	Confession		Scholastica Pres./OLVictory St. Peter Claver					
	Memorial Mass		Scholastica Pres./OLVictory					
	Marriage Mass		Scholastica					
	Corpus Christi Procession		Scholastica					
	Lenten Mass/w Reflections & Soup and Bread Dinner		Scholastica St. Peter Claver					
	Northern Edge Mass (Proposed)	Yes	St. Peter Claver		M, C		TBD	
	Northern Edge Revival(Proposed)	Yes	St. Peter Claver					
	Northern Edge Penance Services (Proposed)	Yes	St. Peter Claver					
	Advent & Lenten Services (Proposed)	Yes	St. Peter Claver					
	Northern Edge Choir / Concert (Proposed)	Yes	St. Peter Claver					Profit split participating parishes for Choirs, Christian Service, etc.
	Choir		St. Peter Claver Corpus Christi					
	Liturgical Dance		St. Peter Claver Corpus Christi					
	Holy Day Masses / Crowning of Mary		St. Peter Claver					
	Weddings & Baptisms / Marriage Prep		St. Peter Claver Corpus Christi					
	Manresa Retreat		St. Peter Claver					
	Black History Month		St. Peter Claver					
	RCIA		All					

Focus Area	Program	Potential to Share Across Vicariate (Y/N)	Parishes running similar programs	Provider	Who Served M=Members, C=Community O=Other	How Many?	Delivery Location	Cost
Youth and Young Adult Ministry	Theology of the Body Reflections	Yes	Vicariate : Corpus Christi		M, C	30/ 8 sess	Various Parishes	\$200 materials & Food / \$400 Stipend
	Joint Confirmation Preparation for Youth	Yes	Vicariate : Corpus Christi St. Peter Claver Gesu Christ the King Pres./OLVictory		M, C	50	Christ the King	\$300 Food
	3 Teen Lockins	Yes	Corpus Christi		M, C	40/event	Corpus Christi	\$250 Food
	3 Evenings of Reflection	Yes	Vicariate : Corpus Christi		M, C	20/event	Various Parishes	\$300 materials & Food
	Young Men's Group Adolescent Life Coach		St. Peter Claver Gesu	Lay Minister	M, C	6	Church Facility	None
	Youth Council (Proposed)		St. Peter Claver	Lay Minister	M	25	Church Facility	None
	Youth Empowerment Day		St. Peter Claver	Christian Service	M, C	100	Church Yard	\$2,000 Annually Food/ Activities. Volunteers.
	Team Activities (Proposed)		St. Peter Claver	Parishioner Volunteers	M	25	TBD	TBD
	Youth Choir (Proposed)		St. Peter Claver	Youth Members	M	10	Church Facility	Minimal.
	Youth Program		Pres./OL Victory Corpus Christi					
	VIBES		Pres./OL Victory					
	Youth Movement		Gesu					
Christian Service Outreach	SVDP Food Pantry	No	Corpus Christi St. Peter Claver Pres./OL Victory Gesu Christ the King		M, C			
	Service Referral Program / Seniors Referral Network / Senior Outreach	Yes (Proposed)	Corpus Christi St. Peter Claver Gesu		M, C		Local Parish	TBD
	Prayer Shawl Ministry/ Blanket Making for Elderly		St. Peter Claver Pres./OL Victory	Lay Minister	M, C	6	Community	None
	Health Fair / Screenings / Podiatrist / Flu Shots		St. Peter Claver Christ the King Scholastica Corpus Christi	Christian Service	M, C	150	Church Facility	Minimal; Donations & Volunteers;
	Seniors Workshops (health, government resources, etc.)		St. Peter Claver	Christian Service	M, C	TBD	Church Facility	Minimal

Focus Area	Program	Potential to Share Across Vicariate (Y/N)	Parishes running similar programs	Provider	Who Served M=Members, C=Community O=Other	How Many?	Delivery Location	Cost
	Youth Tutoring		St. Peter Claver Christ the King	Christian Service	M, C	TBD	Church Facility	Minimal
	Computer Education		St. Peter Claver	Christian Service	M, C	TBD	Church Facility	\$500 / May include an additional cost of \$500
	Health Events: Hustle Class, Relaxation Class, CPR Training		St. Peter Claver	Christian Service	M, C	50	Church Facility	Minimal
	Sock Gathering		Pres./OL Victory		M, C	150		Volunteers
	Christmas Gifts / Giving Tree for Nursing Homes		Pres./OL Victory St. Peter Claver Gesu Corpus Christi		M, C		Various	Donations
	Sick & Shut-in Ministry		St. Peter Claver Pres./OL Victory Scholastica Corpus Christi		M, C		Various	
	Homecoming Mass		Pres./OL Victory					
	AA for Christ		Pres./OL Victory		M, C			
	Choir Outreach / Noel Night		Gesu Presentation St. Peter Claver					
	Transportation Ministry		Gesu					
	Operation Rice Bowl / Donate Warming Center		Gesu St. Peter Claver					
	Soup Kitchen		Gesu Christ the King					
	Bereavement Support Group / Commeration of the Dead / Lunch		Gesu Presentation St. Peter Claver Corpus Christi					
	Homeless Shelter / Warming Center		Gesu Christ the King					
	Peace and Justice Committee		Gesu Corpus Christi					
	Moses		St. Peter Claver					
	Homeless Taskforce		Gesu					
	Job Club		Gesu					
	Bread for the World		Gesu					
	Red Cross Blood Drive	Yes	Gesu Scholastica					
	Communities United		Gesu					

Focus Area	Program	Potential to Share Across Vicariate (Y/N)	Parishes running similar programs	Provider	Who Served M=Members, C=Community O=Other	How Many?	Delivery Location	Cost
	Busines Networking		St. Peter Claver					
	St. Vincent GED		Christ the King					
	Siena Adult Literacy		Christ the King					
	Right to Life Group		Scholastica					
	Justice and Peace Activity such as trip Haiti (Proposed)	Yes	St. Peter Claver Corpus Christi					
	Letter Writing Campaign for Poor (Proposed)	Yes	St. Peter Claver					
	Knights & Ladies Auxiliary		St. Peter Claver Corpus Christi					
	Angel Fund	Yes	Corpus Christi					
Lay Leadership	New Joint Evangelization Training Program	Yes (Proposed)	Representaive from each Parish		M	30	Various Parishes	TBD
	Recruit Parish Leadership		Gesu		M		Parish/Annual	
	Ministers of Service Training		Gesu Presentation St. Peter Claver	Detroit Catholic Pastorial Alliance				
	Guidelines & Tools for Discernment		Gesu	Ignation Spirituality - Jesuits				
	Anti-Racism Subcommittee		Gesu					
	Liturgical Ministers Training		Gesu Scholastica Presentation					
	Parish Town Hall Meetings		Scholastica					
	New Mass Training		All					
	Hospital Visitor's Training		St. Peter Claver					
	Castlelot Scripture Training		St. Peter Claver					
	Vicariate Workshop		All					
Stewardship & Administration	Steward Commission		Gesu Pres./OL Victory Corpus Christi					
	Invest in Gesu		Gesu					
	Invest in Corpus Christi		Corpus Christi					
	Capital Funds Day		St. Peter Claver					
	States Tea		St. Peter Claver					
	Planning Day		St. Peter Claver					
	Town hall meetings		St. Peter Claver					

Focus Area	Program	Potential to Share Across Vicariate (Y/N)	Parishes running similar programs	Provider	Who Served M=Members, C=Community O=Other	How Many?	Delivery Location	Cost
Catholic School Education								
Vocations	New Central Region Pastorial Training Program	Yes(Proposed)	New pastors & pastoral staff		M	10	Various Parishes	Proposed budget: \$8,000/ 2 yrs for facilitators & presenters
Social Activities	Appreciation Dinner		Pres./OL Victory St. Peter Claver Corpus Christi	TBD Knights/Ladies Hosp Commission	M, C		TBD	
	Ice Cream Social		Pres./OL Victory St. Peter Claver Scholastica		M, C		Parish	
	All Saints Gathering		Pres./OL Victory		M, C	100	Parish	
	All Souls Mass		Pres./OL Victory					
	Apple Orchard Trip		Pres./OL Victory					
	Afternoon Luncheons		Pres./OL Victory					
	Play / Escape Gathering		Pres./OL Victory					
	Ethnic Potluck		Gesu					
	Welcome Breakfast		Gesu St. Peter Claver	Staff /Volunteers Ladies/Knights				
	Parish Picnic		Gesu St. Peter Claver Corpus Christi					
	Jazz on the Grass		St. Peter Claver					
	Community Green (playground)		Gesu ST. Peter Claver					
	Community Garden		Gesu St. Peter Claver					
	Parish Sing-along		Gesu					
	Annual Men's Retreat		Christ the King			15-20		
	OctoberFest / Halloween Party		Christ the King St. Peter Claver Corpus Christi			250		
	Alumni Night		Christ the King			250		
	Mardi Gras		Christ the King			250		

Focus Area	Program	Potential to Share Across Vicariate (Y/N)	Parishes running similar programs	Provider	Who Served M=Members, C=Community O=Other	How Many?	Delivery Location	Cost
	(Lenten) Fish Fry		Christ the King St. Peter Claver			100		
	Family Games Night		Christ the King St. Peter Claver			250		
	Festival		Christ the King			300		
	Egg Rolls		Christ the King			300		
	Soul Food Sunday		Christ the King			300		
	Parish Encounter		Christ the King			70		
	Bundle Days		Scholastica					
	Concerts		Scholastica					
	Food Pantry		Scholastica					
	Baseball Field		Scholastica					
	Christmas Outreach		Scholastica Pres./OL Victory					
	Parish Christmas Party		Scholastica					
	Choir Gathering		Scholastica			20		
	Men's Retreat		Scholastica			5		
	DADS' Club Scholarship Party		Scholastica			80		
	Women of St. Scholastica		Scholastica					
	Thanksgiving Outreach		Presentation					
	Canning Class		St. Peter Claver					
	Green for Sustainability							
	Canary for Collaboration							
	Orchid for Organization							

9

Best Practices

The following activities are currently in motion here among the parishes of the Northern Edge Group. They have the earmarks of “Best Practices”, i.e., programs that demonstrate some of the greatest creativity and benefits for communities. We see them as already relating to the AOD/APC Focus Areas and they may well serve as a foundation for the Group’s efforts over the next five years.

Evangelization & Catechesis– AOD/APC Focus Area 1

1. Catechesis of the Good Shepherd – Corpus Christi and Gesu Parishes

This catechetical program makes use of Montessori learning techniques. Level I is for children ages 3 – 6 and Level II is for children ages 7 – 9. A key to the learning process is “kinesthetic learning” or “hands-on learning”. For example, in Level I, the children pour water on their hands and learn to make the sign of the cross in front of a mirror. Level II is primarily oriented towards the Eucharist and reception of First Holy Communion. Among the things children learn to do is to set the altar with the liturgical colors of the season. They learn to place the pattern, chalice, purificator and corporal on the altar --- by actually going through the motions themselves. Parents of children in the program report its remarkable impact on the children.

2. Yearly Breast Cancer Healing Service – St. Peter Claver

Sponsored to the Sisters Network (an organization of Black breast cancer survivors), it takes place at St. Peter Claver each Fall. (Coming up on November 13, 6:00 p.m.) Thoroughly ecumenical, the Healing Service includes Moslems, Jews, Catholics, Protestants, as well as others. Jointly sponsored also by the American Cancer Society and the Karmanos Foundation, the cost is minimal. Many people come together to pray for healing. Other parishes are welcome to join with St. Peter Claver in sponsoring the Service. Or it could be a model for a "Diabetes Healing Service," or a "Healing Service for Victims of Abuse, etc. It targets a group of people who are in need of God's healing for a special reason (evangelization), and taps the resources of organizations which care for them (stewardship).

Christian Service & Outreach – AOD/APC Focus Area 2

1. Christ the King Service Corp – Christ the King Parish

The Christ the King Service Corp is a group of young adult volunteers who have graduated from college, some with graduate degrees and professional certificates (such as teaching). They live together in an intentional Catholic community as members of Christ the King parish, and they serve the needs of the local community -- at this point they teach in Christ the King School and work as community organizers for the M.O.S.E.S. organization. They work for a modest living stipend, just enough to pay their living expenses.

It is conceivable that they would find a place as one of the professional pastoral staff that we envision serving our group of parishes.

2. Siena Adult Literacy – Christ the King Parish

Siena Adult Literacy at 16888 Trinity uses volunteers to tutor adults in reading (bring them up to 8th grade level) and math (up to basic algebra). The program is inspired by the Dominican Sisters in Adrian, Mich. Parish members as well as community volunteers are welcome.

3. St. Vincent Sarah Fisher Learning Experience – Christ the King Parish

St. Vincent Sarah Fisher Learning Experience at 16800 Trinity (in a wing of the school) is sponsored by the Daughters of Charity. They tutor young at-risk parents and their children. The parents are prepared to successfully take the GED; if they are too far behind to understand the GED materials, they are referred to Siena for basic literacy as a prerequisite). The children of these parents, as well as neighborhood children are tutored after school to keep them progressing in school. They focus on the Brightmoor neighborhood, but any family in need is welcome. Most of the volunteers in this and the Siena Adult Literacy program are Catholic, and our group of parishes would be more than welcome to encourage their parishioners to take part in either of these literacy programs.

4. Neighborhood Summer Camp – Corpus Christi Parish

A one-month summer camp has been offered for neighborhood children for several years. The camp is a four-week summer enrichment program for youth ages 6 to 17 in our community. The camp is partially supported by grants from several outside groups. This last summer was typical with 130 children registered and an average of 88 children attending on a given day. Activities cover a very broad range: sports, learning to play musical instruments, money management, acting (as for a play), and social skills (such anti-bullying).

5. Neighborhood Service Organization (NSO) – Gesu

Gesu teamed up with the Neighborhood Service Organization (NSO) to support its new development at the Bell Building on Oakman Ave to provide permanent housing for 155 homeless men and women coming off the streets of Detroit and Highland Park. Gesu hosts an informational to learn about an exciting and fun way to contribute practical household items that will be needed to furnish the apartments at the Bell Building when it opens its doors next summer. The fundraiser takes the form of “Housewarming Parties” that individuals or groups can sponsor beginning this holiday season.

Youth and Young Adult - AOD/APC Focus Area 3

1. Better Men Outreach (BMO) – Corpus Christi Parish

The Better Men Outreach (BMO) is a program to enhance the physical, social and ethical growth of young men. The program is for young men 18 to 40 years of age. It consists of a weekly gathering on Sunday afternoons of young men who

- play an hour of basketball,
- have a one-hour guided reflection period, and
- play another hour of basketball.

The program has been going for 2 years. 460 have attended at some point during that time. Typical attendance is 30 men per week.

Stewardship & Administration – AOD/APC Focus Area 5

1. Greening Project – Gesu Parish

Gesu recently made a presentation to the Christian Service Commission and the Peace and Justice Committee about Gesu's efforts to become "green", that is, environmentally responsible. The current approach to environmental issues at Gesu is driven primarily by economics (saving Gesu money). Other considerations include pollution control, climate change, and stewardship of our environment. Steps Gesu has taken fall into several categories, including water, drainage, heat, electricity, and pollution control.

A. Water

Waterless urinals have been installed in Gesu School. This eliminated an outdated "flush" system that ran 24 hours, 7 days a week, thus saving a good amount of water and expense.

B. Drainage

Although drainage is reflected in the bills from the Water Department, it is a separate issue from water usage. At Gesu drainage costs are a function of property size and the amount of impermeable surfaces that drain directly into the storm sewers. After considerable review into water drainage rates, combined with a survey of impermeable surfaces, Gesu has identified a potential savings of \$1000 a month if the asphalt from the rectory parking lot is removed. Further savings of \$15k-\$20k would be possible if we were to totally eliminate storm runoff into the drains. Additionally, a roof drainage system with a collection cistern was installed by Gloryland Garden. Water that drains off the garage roof is collected and used to water the garden, preventing the rainwater from going into the storm drains.

C. Electricity

Compact florescent lights are now being used for the Church, gym, school, and Church exterior. Separate electrical meters have been installed in all the buildings to facilitate monitoring of electricity use and to enable adjustments to be made. All utilities are monitored weekly so that any problems such as water leaks, thermostat irregularities, or other situations can be readily discovered.

D. Heat

Gauges to measure gas used relative to the daily temperature are regularly monitored.

The church blower controls have been reconfigured so the fans in the winter only turn on when there is steam in the heater core. This prevents cold air being blown into the church when the boiler cycles off. It also facilitates a steadier church temperature and more efficient use of the boilers. Fans in the Church ceiling help prevent loss of heat from floor level to the ceiling. In the summer, timers control the fans so they are not inadvertently left on long after the church is empty. Louver controls allow outside air to be brought in to cool the church, but not when the outside temperature is higher than that inside the church. The main boiler controls have been rewired to facilitate separate automated control of the heat at the church and the school. Data loggers are being placed on the main control valves so a better understanding can be obtained of how much gas is needed for various events and at what temperatures. This will also help in determining sufficient lead time to heat the buildings before use. A temperature data logger is also being utilized in the church.

Finally, installation of glass block windows in the Parish Center has resulted in greater security as well as some savings in the heat bill.

E. Recycling

Gesu parishioners have an opportunity to recycle their newspapers and junk mail by bringing them to the recycling paper bins in the Parish Center parking lot. This keeps the paper out of landfills, and yields a small income for Gesu School.

F. Other

Future environmental actions, after more study, potentially could include extending roof run-off collection to water the Gesu Green, revamping the Parish Center heating system, solar heat, solar electricity, windmill power, storm windows, and improvement of school ventilation.

Vocations – AOD/APC Focus Area 7

1. Service Corp – Christ The King (See: Service Corp under Christian Service)

The Christ the King Service Corp is a good example of promoting schools and vocations at the same time. The young adults who join the Corp are motivated by a desire to live together in an intentional Catholic community of service and prayer. Their willingness to work for a year or two for virtually no personal wages is the same motivation that inspired thousands of religious school-teaching sisters. They do not all explicitly intend to enter a seminary or take solemn vows, but at least one of them, in a magazine interview, stated that she was thinking about formal religious life. Every parish could sponsor a Service Corps.

Worship – Northern Edge Focus Area

1. Seasonal Liturgical Planning – Corpus Christi Parish

For over twenty years the parish has been planning the three key liturgical seasons of the year – Advent, Lent and Easter Seasons. Typically 20 to 30 parish members – pastor, worship commission members, choir members, lectors and other interested parish members – meet from 9:00am to noon on a Saturday to read the Scriptures for the season, sample music suggested for the season, determine a theme for the season, and lay the foundation for various actions to be taken – for example, the church environment (inside and outside), special activities (like the Advent giving tree), special events (like the Lenten soup fund raiser for a non-parish cause), and materials for the members (like booklets with daily readings for the season) .

Future Programming Ideas

Organizational Structure

Vision The Northern Edge collaborates across our parish boundaries to enhance the quality and effectiveness of our parish leadership, both pastors and pastoral staff ministers.

Training for new Central Region Pastors and Pastoral Ministers

Purpose:

- To provide training for 10 pastors and pastoral staff ministers who are new to city ministry

Program Development:

- This is a series of meetings beginning with a three day workshop followed by periodic days of theological reflection on ministerial experiences.

Facilities:

- Rotated among affected parish centers

Resources:

- Archdiocesan grant for 1/3
- Outside grant for 1/3
- Vicariate 1/3 of cost
- Facilitators and presenters over a two year period: Cost \$8,000

Timeline:

- TBD.

Additional Inter-Parish Programs Under Consideration

These ideas have been proposed by various members of the Group but have not had the benefit of broader discussion and discernment by the Group representatives at the half-day meeting held on October 8th at St. Scholastica.

AOD/APC Focus Area 2: Christian Service & Outreach

Vision: The Northern Edge collaborates across our parish boundaries to enhance our corporal and spiritual services to those in need both within our boundaries, whether members or non-members, and across those boundaries.

In addition, being a genuinely Christian Church in the City means passionately pursuing peace through justice in response to the social and economic structures and the political forces that deny and obstruct the free exercise of basic human rights. As Catholics, we seek peace and justice by pursuing understanding of Scripture and Catholic tradition on peace and justice and by reflecting that tradition through prayer, study, discernment, teaching and social action.

Grant Writing at the Northern Edge Group Level (an extension of a “Best Practice” at Corpus Christi)

Purpose:

- To bring additional financial resources to our Group by utilizing existing grant writing skills and expertise to solicit grant funding for Christian Service activities for the Group – or possibly for the Vicariate.

Program Development:

- Corpus Christi has sent its Christian Service staff person to a grant writing class.
- This new skill plus her prior experience at grant writing provides a resource that could be used in a broader venue, namely, the Group – or possibly the Vicariate – for projects that are larger than single-parish programs.

Facilities:

- Existing

Resources:

- Talents of experienced and trained grant writer; reimbursement by Group or Vicariate for time spent writing grants so that other routine Christian Service work can still be staffed and accomplished; possible use of a Service Corps type person to “back-fill” other tasks for grant writer.

Timeline:

- Suggested for second half of 2012

AOD/APC Focus Area 3: Youth & Young Adults

Vision: Our Group collaborates across our parish boundaries to enhance formation and social experiences for our Youth and Young Adults while seeking to reduce the costs of parishes individually providing the programs or experiences.

Better Men Outreach – “Best Practice” - Extension to other parishes

Purpose:

- To enhance the physical, social and ethical growth of young men.
- To bring this program to additional parishes in the Group

Program Development:

- This program is for young men 18 to 40 years of age.
- It currently consists of a weekly gathering on Sunday afternoons of young men who
 - play an hour of basketball,
 - have a one-hour guided reflection period, and
 - play another hour of basketball.

Facilities:

- The use of a gym with basketball equipment

Resources:

- A church staff person or volunteer to provide access to the gym and to guide the reflection period – either directly or through an invited guest.

Timeline:

- Currently a program at Corpus Christi for several years
- Extension to other Group parishes in 2012.

AOD/APC Focus Area 4: Lay Leadership

Vision: Our Group collaborates across our parish boundaries to enhance formation of lay leaders to take on even greater roles in the parishes and the Northern Edge Group.

Replicate a new evangelization program now functioning in the SW Vicariate

Purpose:

- To develop additional lay leadership for our church communities, whether at the parish, group or vicariate level.

Program Development:

- The target would be to train 30 new leaders who would attend three weekend courses over a period of a year.
- Suggested involvement would be three parishes interested in this approach to forming new leaders.

Facilities:

- Sufficient to accommodate 30 people for the training sessions.

Resources:

- Check with the Southwest Vicariate to determine costs in their program which would be a model for the Northern Edge Group.
- .

Timeline:

- TBD

AOD/APC Focus Area 7: Vocations

Vision: Programs have been created and are operating for people to understand religious life, clerical leadership roles and various opportunities for participation in the Catholic Church

Promotion and Support of SHMS Vocation Events (e.g., “Try It On”)

Purpose:

- The end purpose is to develop additional vocations to the priesthood
- The local effort in the Group (possibly Vicariate) is to collaborate with and enhance the efforts of the SHMS in developing possible vocations in our young people.

Program Development:

- The SHMS Vocation Events calendar will be provided to the Group/Vicariate councils for planning actions of a Vocations Committee.
- A Vocations Committee will be formed of persons who are concerned about having priests available for future generations in this local area.
- Priests and laypersons of the Committee will publicly announce these SHMS events, and more importantly, identify candidates for the events and personally invite them to attend.

Facilities:

- N/A

Resources:

- Volunteers and drivers to transport young people to the SHMS vocation events

Timeline:

- Consider this for the 2012-2013 planning year.

Program Area: Worship

Vision: Because Worship is the source and summit of our communal experience and because it is the source of our energy for serving the Lord and his people, Our Group collaborates across our parish boundaries to share special liturgies and their ministries several times per year.

Collaborative Seasonal Liturgy Planning**Purpose:**

- To extend seasonal liturgy planning efforts currently done by individual parishes in the Group into a single effort.
- To discern a common seasonal theme for the Group so that parish priests/administrators will have a common theme for the season when they preach at different parishes in the Group.

Program Development:

- See “Best Practices” for a description of this effort at a parish level.
- Several parishes do seasonal planning for one or more key liturgical seasons of the year: typically Advent, Lent, and/or Easter seasons. Planning is sometimes done for Ordinary Time or the Christmas.
- Usual attendees for these planning sessions are the pastor, worship commission members, choir members, liturgy planners, lectors and other interested members. For example, at Corpus Christi we usually have 25 to 30 people and the planning takes all of a 3-hour Saturday morning block.
- It would take some effort to upsize this planning meeting to 6 parishes since it would take a lot of coordination to have this type of planning for 100 or more people.
- These planning sessions are typically 5 or 6 weeks before the beginning of the liturgical season to allow time for the various groups to prepare – notably the church environment (decorating) teams that must create an environment that fits the season and addresses the theme.
- If parishes do not utilize the idea of a “liturgical season theme” they may choose to participate or not. The planning effort is spiritually uplifting even if theme is not used – it creates a spiritual foundation for the season in the individual attendee.
- When a theme is chosen by the Group planning process it should be disseminated to all the pastors/administrator so they can be aware of it when they preach at other parishes in the Group.

Facilities:

- Space for 100-plus people and several other rooms for break-out sessions for the various weeks of the liturgical season.

Resources:

- No new resources appear to be needed.

Timeline:

- TBD – one idea would be to choose at least one season to plan for the upcoming B-Cycle (Dec. 11 – Nov. 12)

Canon Law References

Canon 204

1. The Christian faithful are those who, inasmuch as they have been incorporated in Christ through baptism, have been constituted as the people of God. For this reason, made sharers in their own way in Christ's priestly, prophetic, and royal function, they are called to exercise the mission which God has entrusted to the Church to fulfill in the world, in accord with the condition proper to each.
2. This Church, constituted and organized in this world as a society, subsists in the Catholic Church governed by the successor of Peter and the bishops in communion with him.

Canon 208

From their rebirth in Christ, there exists among all the Christian faithful a true equality regarding dignity and action by which they all cooperate in the building up of the Body of Christ according to each one's own condition and function.

Canon 216

Since they participate in the mission of the Church, all the Christian faithful have the right to promote or sustain apostolic action even by their own undertakings, according to their own state and condition. Nevertheless, no undertaking is to claim the name Catholic without the consent of competent ecclesiastical authority.

Canon 218

Those engaged in the sacred disciplines have a just freedom of inquiry and of expressing their opinion prudently on those matters in which they possess expertise, while observing the submission due to the magisterium of the Church.

Canon 225

1. Since, like all the Christian faithful, lay persons are designated by God for the apostolate through baptism and confirmation, they are bound by the general obligation and possess the right as individuals, or joined in associations, to work so that the divine message of salvation is made known and accepted by all persons everywhere in the world. This obligation is even more compelling in those circumstances in which only through them can people hear the gospel and know Christ.
2. According to each one's own condition, they are also bound by a particular duty to imbue and perfect the order of temporal affairs with the spirit of the gospel and thus to give witness to Christ, especially in carrying out these same affairs and in exercising secular functions.

Canon 228

1. Lay persons who are found suitable are qualified to be admitted by the sacred pastors to those ecclesiastical offices and functions which they are able to exercise according to the precepts of the law.
2. Lay persons who excel in necessary knowledge, prudence, and integrity are qualified to assist the pastors of the Church as experts and advisors, even in councils according to the norm of law.

Canon 230

1. Lay men who possess the age and qualifications established by decree of the conference of bishops can be admitted on a stable basis through the prescribed liturgical rite to the ministries of lector and acolyte.

Nevertheless, the conferral of these ministries does not grant them the right to obtain support or remuneration from the Church.

2. Lay persons can fulfill the function of lector in liturgical actions by temporary designation. All lay persons can also perform the functions of commentator or cantor, or other functions, according to the norm of law.
3. When the need of the Church warrants it and ministers are lacking, lay persons, even if they are not lectors or acolytes, can also supply certain of their duties, namely, to exercise the ministry of the word, to preside offer liturgical prayers, to confer baptism, and to distribute Holy Communion, according to the precepts of the law.

Canon 231

1. Lay persons who permanently or temporarily devote themselves to special service of the Church are obliged to acquire the appropriate formation required to fulfill their function properly and to carry out this function conscientiously, eagerly, and diligently.
2. Without prejudice to the prescript of can. 230, §1 and with the precepts of civil law having been observed, lay persons have the right to decent remuneration appropriate to their condition so that they are able to provide decently for their own needs and those of their family. They also have a right for their social provision, social security, and health benefits to be duly provided.

Canon 517

1. When circumstances require it, the pastoral care of a parish or of different parishes together can be entrusted to several priests *in solidum*, with the requirement, however, that in exercising pastoral care one of them must be the moderator, namely, the one who is to direct the joint action and to answer for it to the bishop.
2. If, because of a lack of priests, the diocesan bishop has decided that participation in the exercise of the pastoral care of a parish is to be entrusted to a deacon, to another person who is not a priest, or to a community of persons, he is to appoint some priest who, provided with the powers and faculties of a pastor, is to direct the pastoral care.

Canon 518

As a general rule a parish is to be territorial, that is, one which includes all the Christian faithful of a certain territory. When it is expedient, however, personal parishes are to be established determined by reason of the rite, language, or nationality of the Christian faithful of some territory, or even for some other reason.

Canon 519

The pastor (*parochus*) is the proper pastor (*pastor*) of the parish entrusted to him, exercising the pastoral care of the community committed to him under the authority of the diocesan bishop in whose ministry of Christ he has been called to share, so that for that same community he carries out the functions of teaching, sanctifying, and governing, also with the cooperation of

other presbyters or deacons and with the assistance of lay members of the Christian faithful, according to the norm of law.

Canon 520

1. A juridic person is not to be a pastor. With the consent of the competent superior, however, a diocesan bishop, but not a diocesan administrator, can entrust a parish to a clerical religious institute or clerical society of apostolic life, even by erecting it in a church of the institute or society, with the requirement, however, that one presbyter is to be the pastor of the parish or, if the pastoral care is entrusted to several in solidum, the moderator as mentioned in can. 517.1.
2. The entrusting of a parish mentioned in §1 can be made either perpetually or for a specific, predetermined time. In either case it is to be made by means of a written agreement between the diocesan bishop and the competent superior of the institute or society, which expressly and accurately defines, among other things, the work to be accomplished, the persons to be assigned to the parish, and the financial arrangements.

Canon 521

1. To become a pastor validly, one must be in the sacred order of the presbyterate.
2. Moreover, he is to be outstanding in sound doctrine and integrity of morals and endowed with zeal for souls and other virtues; he is also to possess those qualities which are required by universal or particular law to care for the parish in question.
3. For the office of pastor to be conferred on someone, his suitability must be clearly evident by some means determined by the diocesan bishop, even by means of an examination.

Canon 522

A pastor must possess stability and therefore is to be appointed for an indefinite period of time. The diocesan bishop can appoint him only for a specific period if the conference of bishops has permitted this by a decree.

Canon 526

1. A pastor is to have the parochial care of only one parish; nevertheless, because of a lack of priests or other circumstances, the care of several neighboring parishes can be entrusted to the same pastor.
2. In the same parish there is to be only one pastor or moderator in accord with the norm of can. 517.1; any contrary custom is reprobated and any contrary privilege whatsoever is revoked.

Canon 528

1. A pastor is obliged to make provision so that the word of God is proclaimed in its entirety to those living in the parish; for this reason, he is to take care that the lay members of the Christian faithful are instructed in the truths of the faith, especially by giving a homily on Sundays and holy days of obligation and by offering catechetical instruction. He is to foster works through which the spirit of the gospel is promoted, even in what pertains to social justice. He is to have particular care for the Catholic education of children and youth. He is to make every effort, even with the collaboration of the Christian faithful, so that the

message of the gospel comes also to those who have ceased the practice of their religion or do not profess the true faith.

2. The pastor is to see to it that the Most Holy Eucharist is the center of the parish assembly of the faithful.

He is to work so that the Christian faithful are nourished through the devout celebration of the sacraments and, in a special way, that they frequently approach the sacraments of the Most Holy Eucharist and penance. He is also to endeavor that they are led to practice prayer even as families and take part consciously and actively in the sacred liturgy which, under the authority of the diocesan bishop, the pastor must direct in his own parish and is bound to watch over so that no abuses creep in.

Canon 529

1. Therefore he is to visit families, sharing especially in the cares, anxieties, and griefs of the faithful, strengthening them in the Lord, and prudently correcting them if they are failing in certain areas. With generous love he is to help the sick, particularly those close to death, by refreshing them solicitously with the sacraments and commending their souls to God; with particular diligence he is to seek out the poor, the afflicted, the lonely, those exiled from their country, and similarly those weighed down by special difficulties. He is to work so that spouses and parents are supported in fulfilling their proper duties and is to foster growth of Christian life in the family.
2. A pastor is to recognize and promote the proper part which the lay members of the Christian faithful have in the mission of the Church, by fostering their associations for the purposes of religion. He is to cooperate with his own bishop and the presbyterium of the diocese, also working so that the faithful have concern for parochial communion, consider themselves members of the diocese and of the universal Church, and participate in and sustain efforts to promote this same communion.

Canon 530

The functions especially entrusted to the parish priest are as follows:

- 1) administer baptism;
- 2) administer confirmation to those in danger of death;
- 3) administer Viaticum and anointing of the sick;
- 4) assist at marriages;
- 5) conduct funerals;
- 6) bless the baptismal font, conduct processions and give solemn blessings outside the church;
- 7) preside at the more solemn celebration of Eucharist on Sundays and holydays of obligation.

Canon 543

1. If the pastoral care of some parish or of different parishes together is entrusted to priests *in solidum*, each of them is obliged to perform the tasks and functions of pastor mentioned in cann. 528, 529, and 530 according to the arrangement they establish. All of them have the faculty of assisting at marriages and all the powers to dispense granted to a pastor by law; these are to be exercised, however, under the direction of the moderator.
2. All the priests who belong to the group:

- 1) are bound by the obligation of residence;
- 2) are to establish through common counsel an arrangement by which one of them is to celebrate a Mass for the people according to the norm of can. 534;
- 3) the moderator alone represents in juridic affairs the parish or parishes entrusted to the group.

Canon 544

When a priest from the group mentioned in can. 517.1 or its moderator ceases from office as well as when one of them becomes incapable of exercising his pastoral function, the parish or parishes whose care is entrusted to the group do not become vacant. It is for the diocesan bishop, however, to appoint another moderator; before someone is appointed by the bishop, the priest in the group who is senior in appointment is to fulfill this function.

Canon 774

1. Under the direction of legitimate ecclesiastical authority, solicitude for catechesis belongs to all members of the Church according to each one's role.
2. Parents above others are obliged to form their children by word and example in faith and in the practice of Christian life; sponsors and those who take the place of parents are bound by an equal obligation.

Canon 776

By virtue of his function, a pastor is bound to take care of the catechetical formation of adults, youth, and children, to which purpose he is to use the help of the clerics attached to the parish, of members of institutes of consecrated life and of societies of apostolic life, taking into account the character of each institute, and of lay members of the Christian faithful, especially of catechists. None of these are to refuse to offer their help willingly unless they are legitimately impeded. The pastor is to promote and foster the function of parents in the family catechesis mentioned in can. 774.2.

Canon 781

Since the whole Church is by its nature missionary and the work of evangelization must be held as a fundamental duty of the people of God, all the Christian faithful, conscious of their responsibility, are to assume their part in missionary work.

Canon 785

1. Catechists are to be used in carrying out missionary work; catechists are lay members of the Christian faithful, duly instructed and outstanding in Christian life, who devote themselves to setting forth the teaching of the gospel and to organizing liturgies and works of charity under the direction of a missionary.
2. Catechists are to be formed in schools designated for this purpose or, where such schools are lacking, under the direction of missionaries.

Canon 835

1. The bishops in the first place exercise the sanctifying function; they are the high priests, the principal dispensers of the mysteries of God, and the directors, promoters, and guardians of the entire liturgical life in the church entrusted to them.
2. Presbyters also exercise this function; sharing in the priesthood of Christ and as his ministers under the authority of the bishop, they are consecrated to celebrate divine worship and to sanctify the people.
3. Deacons have a part in the celebration of divine worship according to the norm of the prescripts of the law.
4. The other members of the Christian faithful also have their own part in the function of sanctifying by participating actively in their own way in liturgical celebrations, especially the Eucharist. Parents share in a particular way in this function by leading a conjugal life in a Christian spirit and by seeing to the Christian education of their children.

Canon 1748

If the good of souls or the necessity or advantage of the Church demands that a pastor be transferred from a parish which he is governing usefully to another parish or another office, the bishop is to propose the transfer to him in writing and persuade him to consent to it out of love of God and souls.

Canon 1752

In cases of transfer the prescripts of can. 1747 are to be applied, canonical equity is to be observed, and the salvation of souls, which must always be the supreme law in the Church, is to be kept before one's eyes.

City Catholic School Consortium (CCC) Plan



Together in Faith II



Final Recommendations:
Central Region Catholic Schools
November 1, 2011



Central Region Catholic Schools Planning
Group

Christ the King
Gesu
Holy Redeemer
Most Holy Trinity
St. Bartholomew
St. Scholastica



Introduction

In the spring and fall of 2011, representatives from the six Catholic elementary schools remaining in the City of Detroit met multiple times to review demographic data, discuss their common challenges, and assess the relevance of Catholic schools in the City. After much research and heartfelt discussion, we reached the following conclusions:

- While the population of Detroit (both overall and Catholic) is declining, the six remaining Catholic schools serve a very small percentage of students in grades K-8.
- With a very large geographical area and limited public transportation system in the City of Detroit, further reduction in the number of Catholic schools in Detroit would prevent us from meeting one of the primary goals of the Catholic School Planning Process, that Catholic schools be accessible to any Catholic child that desires a Catholic education.
- Given the difficult economic situation and high unemployment in Detroit, many families that desire a quality Catholic education are denied access to our schools due to their inability to pay the full cost of tuition. We must find ways to lower the cost for such families to send their children to Catholic schools.
- Our schools are blessed with faithful, talented and creative faculty and staff that help students achieve academically and grow spiritually in a strong and supportive Catholic atmosphere. Given the many academic and social challenges facing students in the City, we must continually strengthen our instructional programs and educational support systems in order to be centers of academic excellence.
- City Catholic schools serve as one of the best vehicles for the strengthening and sharing of the Catholic faith in the City of Detroit.
- City Catholic schools must do a better job of marketing themselves to both potential students and potential supporters.
- By working more closely together, the six Catholic schools in the City can make more efficient use of existing resources, generate additional resources, better market themselves, and strengthen academic achievement.

The Plan -- City Catholic (Schools) Consortium

1. In response to the common challenges facing Catholic schools in Detroit, we believe our six schools must work more closely together in an official and organized way. We therefore wish to create the **City Catholic (Schools) Consortium**, or **CCC**.
 - a. The mission of the City Catholic Consortium is to maximize the impact of Detroit Catholic schools by facilitating collaboration amongst the schools and identifying additional resources to further the ministry of each institution and the consortium as a whole.
 - b. All six schools will retain operational independence and strong connections with their parish and surrounding parishes that do not possess Catholic schools.
 - c. Detailed planning for the CCC will begin as soon as approval is received to move forward.
2. Schools and the parishes they serve will provide individuals with a commitment to Catholic education and professional expertise to serve on the Consortium's governing board.
 - a. The board is projected to have 15-21 members, including individuals with expertise in the law, development, finance, operations, facilities management, child development and education.
 - b. In addition to providing board members, parishes will provide financial and human resources to support the schools in their region.
3. To fulfill its goal of strengthening all aspects of the Catholic schools in Detroit, the CCC board will take an active role. Initial board committees will focus on Development, Marketing & Recruiting, and Curriculum & Academic Programs.
 - a. These committees will work to increase enrollment and resources while striving to provide the most relevant and effective school programs possible.
 - b. The Curriculum & Academic Programs committee, in collaboration with the Office for Catholic Schools, will work to implement expanded educational offerings, quality after-school experiences, early-childhood instruction, life-skills training, and parent-education programs.
 - c. The consortium may create additional committees to support such areas as Faith Formation, Facilities Management, and Athletics & Extra-Curricular Activities.

- d. At both the school and consortium levels, families will be encouraged to become actively involved in their children's education and school operations.
 - e. The consortium will collaborate closely with vicariates and regional parish groupings to promote parish membership and promote student and family involvement in worship and faith development activities.
4. In order to reduce dependence on Archdiocese funding in future years, the CCC board will hire a professional Director of Development & Marketing. The primary goal of this individual will be to significantly increase funds available for tuition assistance and school advancement.
 - a. This individual will be responsible for coordinating joint fundraising efforts, including major gifts campaign, for the schools of the CCC.
 - b. In addition, the Director will work with development committees in each school and parish to support individual fundraising activities.
 - c. The principal objective of all development activities will be to provide tuition assistance and keep tuition affordable for families that want to send their children to Detroit Catholic schools.
 - d. The Director will work to market the CCC schools as a joint entity throughout the Archdiocese and Metropolitan Detroit.
 - e. The CCC schools will approach companies and firms that have strong business relationships with the Archdiocese (e.g., O'Meara, Ferguson, Whelan and Conway) to solicit major donations to support Detroit Catholic schools.
 - f. Development efforts will include contacting the many thousands of alumni in Metro Detroit that attended Catholic schools and recognize the importance and success of Catholic schools in breaking the cycle of poverty.
 - g. The Development Committee and Director will also work with parishes and pastors throughout the Archdiocese to communicate the successes of consortium schools and engage parishes in supporting City Catholic schools as a mission shared by all.
5. While the City Catholic Consortium will work to develop new funding sources and identify cost-savings generated by collaboration, it needs and desires a close relationship with the Archdiocese of Detroit. All six schools already receive financial support from the School Outreach Fund and instructional support from the Office for Catholic Schools. We have identified several additional ways the Archdiocese of Detroit can provide support to the consortium schools. Some of

these measures are temporary, while others will be ongoing.

- a. We ask that the total amount of School Outreach Fund dollars given to CCC schools be maintained at or above the current level for at least three years while additional funding sources are identified.
- b. We ask that the Archdiocese of Detroit enforce all prior commitments to share proceeds by parishes with revenue from charter school rentals.
- c. We request start-up funding in the amount of \$250,000 over five years to be used specifically for the purpose of building an effective marketing and development program, including the hiring of the director. With an eye toward becoming more self-sufficient, this funding would be phased out over the five-year period:
 - i. Year 1 -- \$80,000
 - ii. Year 2 -- \$70,000
 - iii. Year 3 -- \$50,000
 - iv. Year 4 -- \$30,000
 - v. Year 5 -- \$20,000
- d. We ask that a portion of charter school rentals for former Catholic schools in the City of Detroit be used to support current operations and create an endowment for City Catholic schools. While charter revenue cannot be guaranteed indefinitely, it can be used to create an endowment that can provide ongoing funds for tuition assistance and institutional advancements.
- e. We ask that Archbishop publicize and endorse the City Catholic Schools Consortium, lending his prestige to our vision and emphasizing the important mission they serve in the City of Detroit. As part of this visible support, we ask that...
 - i. The Archbishop participates in one major fundraiser or appeal per year with a fundraising goal of \$100,000 or more.
 - ii. The Archbishop endorses an annual collection throughout the Archdiocese specifically to support City Catholic Schools.

Conclusion

The challenges facing Catholic schools in the City of Detroit are daunting, as the closing of many Detroit Catholic schools over the past 40 years demonstrate. Yet the need for quality schools imbued with the Catholic spirit and culture is greater than ever. By working *Together in Faith*, we believe the six remaining Catholic schools in the City of Detroit can and will continue to serve the Church and the children of Detroit.

Yours in Christ,

Holy Redeemer
Catherine Jackson
Jessica Orzechowski

Saint Scholastica
Donald Hurt
David Flanagan
Michele Mooney

St. Bartholomew
Florine Anderson
Anita Colo
G. Paul Billion
Maria Marshall

Most Holy Trinity
Marifer Calleja
Catherine Baloh

Christ the King
Terrence M. George
Nancy Soisson
Rebecca George
Ray Tchou

Gesu
Terrence Berg
Kevin Byrnes

WARM Training Center: Commercial Energy Assessment Services



WARM provides energy assessment services to help your facility save money and resources as well as reduce carbon emissions. Our goal is to help you prioritize energy improvements that make sense for you and help you enact those priorities.

Commercial Energy Assessment Services

Building Energy Use Comparison

This service will provide you with an overview of your energy use and a comparison to how your building's energy use compares to similar facilities in our region. It provides a base starting point for assessing just how bad your energy usage is. We will also create an account for you to continue to track and monitor your energy usage over time using the ENERGYSTAR Portfolio Manager.

Walkthrough Assessment

An Energy Analyst from WARM will walk through your facility to assess primary opportunities for saving energy and water. You will then receive a report that provides clear, easy to understand and prioritized recommendations for saving energy and water in your building. The Energy Analyst will also meet with you to review the results of the assessment and discuss strategies for how to proceed. This service also includes the Building Energy Use Comparison service above.

Walkthrough Assessment with estimates

This service provides the Walkthrough Assessment described above. In addition, it provides rough estimates of energy savings for the major proposed improvements. These estimates are based on reliable calculations and estimating tools, but they are not as detailed or comprehensive as the analysis provided through the Full Energy Assessment described below. No improvement costs, return on investment or simple payback calculations are provided.

Full Energy Assessment with modeling and cost analysis

An Energy Analyst from WARM will visit your facility to gather information about the construction, systems and operations of the building. In some cases, this may involve diagnostic equipment such as infrared cameras, blower doors, and light meters. The entire building's energy use will then be modeled to understand how all the different components of the building interrelate to effect energy use.

You will then receive a report that provides clear, easy to understand and prioritized recommendations for saving energy and water in your building. This report will include cost estimates, energy savings and payback periods for all major recommendations. The Energy Analyst will also meet with you to review the results of the assessment and discuss strategies for how to proceed. This service also includes the Building Energy Use Comparison service above.



WARM Training Center – www.warmtraining.org – 4835 Michigan Ave., Detroit, MI 48210