

9. How does the data, maps and statistics provided support these recommendations?

Recommendation One	Supporting Data
<p>Data is somewhat misleading, data does not recognize that the Catholic population is declining, and the Muslim population is increasing.</p>	
Recommendation Two	Supporting Data
<p>Based on the 2010 census, the number of registered households in Hamtramck is understated in data presented to us by nearly 2000 households. (compared to SEMCOG data)</p>	
Recommendation Three	Supporting Data
<p>The data, statistics, maps, etc provided are consistent with our review and recommendations in questions 1-8.</p>	

8. Does the condition of the current buildings and facilities meet the needs and projected needs of each of the parishes in your planning group? Of the schools, if any? Could a parish better serve its population and mission in a different location and where?

Recommendation One

Supporting Data

Current conditions of our structures meet our current and projected needs. However, St. Ladislaus school building and rectory are for sale, Transfiguration school building is up for sale, St. Hyacinth school building can be sold or leased, and the St. Hyacinth activities building (parish home) is also for sale.

Recommendation Two

Supporting Data

We do not believe relocating any of our parishes would be feasible because of the history of the parishes and history of the church structures.

Recommendation Three

Supporting Data

7. If there are no Catholic Schools within the planning group, how will the parishes ensure that Catholic School Education is available to students within their parishes? How will the parishes support Catholic School Education?

Recommendation One	Supporting Data
<p>To ensure the vitality of a parish, young families must be attracted and retained. Parishioners must become active in the church. To retain young families in the planning group, the Archdiocese needs to conduct a needs assessment to determine if a Catholic school is needed in the planning group and if one school could be sustained through a major fundraising campaign outside of the parishes. Such a school would need to concentrate on the Polish immigrant children, and a support base would need to be established in the Polish American community in the Archdiocese.</p>	

Recommendation Two	Supporting Data
<p>In 2010, 152 children attended religious education. One school in our vicariate operates with fewer than 90 students. We believe that there are at least 500 Catholic children living within the planning group, using assumptions based on statistics.</p> <p>If a need is identified but a school is not sustainable, the parishes would collaboratively invest in building a stronger religious education program to instill catechetical formation.</p>	<p>Statistics provided by SEMCOG and Piast Institute.</p>

Recommendation Three	Supporting Data
<p>For those churches that have charter school/public school income from rental of school buildings, in lieu of sending the Archdiocese a proportion of the rental income, we could offer a stipend/scholarship to parishioners who attend other Catholic schools in the Archdiocese. This amount, along with archdiocesan grant amount, could help to lessen the cost of yearly tuition at the school of parents' choice.</p>	

6. Could a parish or worship site in its current form close and solely operate as an outreach center or to serve some other ministerial activity? How would that increase the activities identified through the initial reflection process? What resources will be needed, including people, time, talent and treasure?

Recommendation One	Supporting Data
<p>In a worst case scenario, if worship sites were closed, there would not be any source of financial support (weekly collections) of parishioners, making it impossible to continue operating as an outreach center. Unless the Archdiocese would provide funding, such an option wouldn't be feasible.</p>	<p>Financial statistics</p>

Recommendation Two	Supporting Data
<p>If St. Florian were to lose parish status, it might be able to operate as a mission for Our Lady of Czestochowa, Sterling Heights – who is also operated by the Society of Christ order.</p>	

Recommendation Three	Supporting Data
<p>Due to zoning laws in Hamtramck, it would be hard to convert a building from a religious to a non-residential use.</p>	<p>City zoning laws</p>

Recommendation Four	Supporting Data
<p>Our churches are properly and architecturally “church” structures, not designed for any other uses, nor easily converted to other uses.</p>	

5. Could parishes within the planning group combine financial and administrative activities to result in a merged parish with possibly one or more worship sites? Which ones? How would this increase the activities identified through the initial reflection process?

Recommendation One

Supporting Data

<p>In essence we could, however if all the parishes in the planning group were to combine and assume the debt of St. Florian, the existing church buildings would need to close and be sold in order to make this merger financially sustainable. Such a combination would not be feasible. We feel it would be detrimental due to the number of people we would alienate and who would establish connections with suburban parishes. Since more than 50% of parishioners within the planning group live outside parish boundaries, logic indicates they would attend Mass closer to their homes rather than a church where they have no personal connection.</p>	<p>Most recently, when Our Lady Help of Christians parish closed, none of the neighboring parishes saw any measurable increase in Mass attendance. When St. Stanislaus, Immaculate Conception, and Resurrection parishes closed, St. Hyacinth did not see any measurable increases in Mass attendance. This was also evidenced during school closures. Upon school closure at Queen of Apostles, children went to suburban schools instead of attending St. Florian.</p>
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Recommendation Two

Supporting Data

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Recommendation Three

Supporting Data

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4. What recommendations can be made about future clusters, mergers, or different parishes configurations? Which ones and when? How would that increase or grow the activities identified through the initial reflection process?

Recommendation One	Supporting Data
St. Ladislaus, Transfiguration/Help of Christians, and St. Louis the King are already in the merger process to form a new parish, come the new fiscal year.	

Recommendation Two	Supporting Data
Queen of Apostles and St. Hyacinth will not identify a formal cluster partnership, but will work in a collaborative nature with each other until issues such as pastor re-assignment, death/serious illness, etc are reached	

Recommendation Three	Supporting Data
<p>The planning group is concerned about St. Florian’s growing debt. The remaining parishes in the planning group are without debt and have the ability to maintain individual parish status.</p> <p>Recommendations from the planning group regarding St. Florian include:</p> <ul style="list-style-type: none"> • Upon the Society of Christ order vacating the parish, the church would operate as a mission for Our Lady of Czestochowa Sterling Heights or close and all parish properties would be sold to reduce or pay the debt owed to the Archdiocese • If the order leaves and the parish is debt free, then the remaining collaborating parishes in the group would be open to cluster discussion. 	Financial data presented by the Archdiocese indicates from \$1,243,650 as of June 30, 2004 to \$1,805,973 as of December 31, 2010).

Recommendation Four	Supporting Data
Parishes will collaborate on coordination of Mass schedules.	<p>Data indicates many of our Masses are being celebrated at the same time (e.g. four of the six churches in the planning group have a Mass at 4:00 p.m.)</p> <p>Data also shows there is an overcapacity of seating relative to the number of Masses and the number of people attending</p>

Recommendation Four

Supporting Data

<p>In terms of Leadership, learn to better foster and cultivate leaders. For young adults, establish a mentor/mentee relationship. For example, using the Rel. Ed program, the DRE can initiate a mentoring relationship with young adult catechists to help their development, and enrichment classes to eventually grow to leadership role. Offer formal training possibilities for Eucharistic Ministers, Lectors, and Hospital/homebound ministry. Perform a talent survey of parishioners for roles/responsibilities in the church</p>	<p>Parishes would financially support the training costs.</p>
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Recommendation Five

Supporting Data

<p>In terms of Stewardship, each parish will form separate stewardship and finance councils, as no parish has separate councils at this time. The parishes will establish a better communication tool to convey parish finances on a yearly basis.</p>	
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3. Review the final recommendations from the Archdiocesan Pastoral Council. How will the parishes improve on what they are already doing, in response to the APC plans, or how will these plans be implemented in the future? How are these plans supported by the data and the planning process to date? What resources will be needed, including people, time, talent and treasure?

Recommendation One	Supporting Data
<p>In terms of youth, the planning group offers two religious education programs – one in Polish language, one in English language. All the churches in the planning group should encourage sending youth to either the English or Polish religious education program. Also, look to see if there are social activities to organize for youth and young adults, outside of formal education program.</p>	<p>The instructors would be trained and certified, and the combined congregations would pull resources to support such program(s). As a result of this exercise St. Hyacinth has decided to organize a formal youth group.</p>

Recommendation Two	Supporting Data
<p>In terms of Christian service/outreach, the group will comprise a needs list and share with all Churches in the planning group. All current services that are offered at each parish will be presented, a contact list will be established, and collaboration with churches will commence. In this fashion, we expect to see synergy and efficiencies.</p>	

Recommendation Three	Supporting Data
<p>In terms of Evangelization/Catechesis, each parish will establish an evangelization committee, as no formal groups presently exist. Priority for evangelization will be to search out non-practicing Catholics and attract them back to the Church, re-engage people through publicizing traditional aspect of services or finding an innovative way to welcome and draw people back.</p>	<p>Piast Institute has identified 6000 (in Hamtramck only) Catholics in the city, and the statistics point to 1100 (approximately) active individual registered Catholics within our church group.</p>

2. What are some best practices that should be duplicated in other parts of the vicariate, region or archdiocese that are not occurring now? What can other parishes and vicariates learn from this planning group?

Recommendation One	Supporting Data
Strong emphasis in religious formation of youth (Polish and English language) Planning group recommendation is to have a stronger emphasis for catechesis for Polish speaking HS aged students. Enrollment falls from 90 grade school to 5 high school students at St. Florian (Polish), compared to the 40 grade school to 22 high school students at Queen of Apostles (English)	62 English students, 95 Polish students per statistics

Recommendation Two	Supporting Data
Collection from associate parishioners	St. Hyacinth contribution envelopes

Recommendation Three	Supporting Data
Ecumenical dialogue , which enables a better opportunity for evangelization	Average of 2 to 4 conversions a year

Recommendation Four	Supporting Data
Maintaining Polish cultural traditions	Devotions such as Gorzkie Żale (lamentations), Corpus Christi processions, 40 hour devotions, etc.

Recommendation Five	Supporting Data
Would like to establish a sister parish relationship(s) that has a predominately Polish congregation in the suburbs to revitalize the mother parishes of the Polish-American community on the east side of Detroit	Missions, communal confessions

Recommendation Six	Supporting Data
Would like to establish direct debit from bank accounts for weekly collections	

Recommendation Seven	Supporting Data
What can people learn from this planning group: Tolerance Polish Tradition Strong Alumni association ties/databases	Acceptance of the Muslim Call to Prayer

1. Based on the reflections and dialogue, and parish activities now and proposed for the future, what are the most important aspects of the Church's presence within the planning group, and in the vicariate? In the region? What are the most exciting things? How can these activities continue and grow?

Recommendation One	Supporting Data
<p>The Church maintaining a visible sign of Catholicism in a Muslim community, by celebrating Mass/sacraments. Caring for the spiritual needs of the faithful who still live in the neighborhood</p>	<p>Mission of the Catholic Church Sacramental statistics</p>

Recommendation Two	Supporting Data
<p>Co-existence with numerous ethnic groups and ecumenical dialogue.</p>	<p>Catholics and Muslims united to defeat gay rights ordinance in Hamtramck. Without such a coalition, the City Council would have passed a new ordinance.</p>

Recommendation Three	Supporting Data
<p>Providing Christian service and outreach opportunities for the needy (both Catholic and non-Catholic) providing basic sustenance.</p>	<p>Soup kitchens, food pantries, Westiarki sister activities (homebound ministry) and Christmas giving trees</p>

Recommendation Four	Supporting Data
<p>Providing religious education opportunities in both English and Polish language to the 152 youth in the metro area in 2010.</p>	<p>Sacramental statistics</p>

Recommendation Five	Supporting Data
<p>Historical nature of the parishes; we desire to maintain the beautiful architectural structures and historical nature of these churches and parishes</p>	<p>Parishes in the planning group are at least 85 years old</p>

Recommendation Six	Supporting Data
<p>Continuity depends on good relations with all organizations, cooperation of priests and parishioners, good leadership, dedicated (and certified) catechetical instructors. The participating parishes in the planning group would also like to create a monthly bulletin to distribute amongst themselves of all upcoming activities.</p>	

Final Recommendations

- Reflect on the life giving qualities of each parish, and the hopes and dreams for the future from the first meetings.
- Reflect on the Key Planning Group Findings, Basic Assumptions, and Key Archdiocesan Statistics.
- Reflect on the comments from the parish councils, and develop consensus on recommendations.
- Indicate Data which supports recommendations
- Have Pastors sign, indicating they have reviewed these initial recommendations.