

The Pontiac Area Vicariate Archdiocesan Tracking Committee Response

The Pontiac Area Vicariate's Together in Faith (TIF) Plan approved by Cardinal Maida included several goals, objectives or strategies to be met by certain deadlines. Below is the Progress Reported by the Vicariate Pastoral Council in each area, and the Tracking Committee's Response and Recommendations.

1. The vicariate identified a need for all to better understand the sacramental role of the Priest as Celebrants of Sacraments and as Pastors, through Adult Education.

Progress Reported: Currently individual parishes are responsible for implementing plan through homilies, celebration of sacraments, and faith formation programs. Adult Education: In partnership with the Archdiocese of Detroit the vicariate will contract the services of a qualified catechetical leader to develop during the 2007/2008 program year a vicariate-wide curriculum/ educational process around the topic of sacramentality to be approved by the Vicariate Catechetical Leaders for implementation in the following years in order to raise consciousness and deepen understanding of sacramentality and sacraments for all adults.

2007 TRACKING COMMITTEE RESPONSE: The vicariate identified a need for all to better understand the sacramental role of the Priest as Celebrants of Sacraments and as Pastors, through Adult Education. How will progress be monitored through these programs?

2008 YEAR TWO IMPLEMENTATION UPDATE: The Pontiac Area Vicariate Team has done an exceptional job in how they have approached the TIF process. They utilize technology to communicate their plan and track their efforts.

Objective Status Progress Reports

2006-2007: A PAV Ad-Hoc Committee of the VPC prepared a PAV Parish Management Plan to address the loss of one or more Pastors. The plan was delivered to the Vicariate Pastoral Council, March 2007.

2007-2008: No action has or will be taken on this objective. Our Pastoral Care Objective has taken precedent and is taking longer that originally anticipated. If we complete the Pastoral Care Objective, we may be able to advance this objective in 2008/2009.

2008-2009: No action has or will be taken on this objective. Our Pastoral Care Objective has taken precedent and is taking longer that originally anticipated. If we complete the Pastoral Care Objective, we may be able to advance this objective in 2009/2010.

2. There is a need to respond to the growing needs of the Hispanic Community.

Progress Reported: Presentation of Hispanic Pastoral Plan to Vicariate leadership (pastors, parish councils members, pastoral ministers, etc.) in September 2006. Discussion and proposals at the level of all parish councils. Final action plans to be consolidated by January 2007 for review and approval by Vicariate Pastoral Council

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2007 TRACKING COMMITTEE RESPONSE: Since the Hispanic Pastoral Plan is being reviewed by the Tracking Committee, there will be a need to make sure TIF and the Hispanic Plan are integrated.

2008 YEAR TWO IMPLEMENTATION UPDATE: The Vicariate is proactive with a number of activities related to the Hispanic Community and developing the Hispanic Pastoral Plan.

Objective Status Records

2006-2007: September 2006 PAV Hispanic Pastoral Plan Assembly was hosted for the PAV leadership. Feedback and parish implementation commitments from the assembly were integrated into a PAV Pastoral Plan

2007-2008: A PAV Ad Hoc Committee of the VPC has been meeting monthly to continue the implementation of the PAV Hispanic Plan within the parishes. In addition they have been charged with the tasks of 1) Integrating the PAV and Pontiac Catholic Community's Hispanic Pastoral Plan and 2) Implementing a Hispanic Component of the PAV Lay Minister Training program "A Call To Serve" (ACTS). The committee presented their first progress report to the VPC at the January 28, 2008 meeting with the following recommendations:

- Draft bulletin announcements/invitations in Spanish
- Identify Hispanic leadership currently involved in PAV parishes
- Request Spanish version of PAV newsletter
- Disseminate information at PAV parishes about Catholic Social Services of Oakland County Hispanic Outreach services
- Promote the inclusion of Spanish/bilingual liturgical songs
- Make Spanish/bilingual resources available to Directors of Religious Education
- Draft engaging and informative articles for the PAV newsletter to help dissipate animosity toward undocumented Hispanic population
- Provide for women to have parish-centered activities.

2008-2009: A PAV Ad Hoc Committee of the VPC has been meeting monthly to continue the implementation of the PAV Hispanic Plan within the parishes. In addition, they have been charged with the task of planning and executing a PAV Hispanic Catholic Gathering.

3. The increasing population in the northern part of the vicariate indicated a possible need for a new parish and an additional "vicariate" mass,

Progress Reported: Committee formed in summer 2006 to study both requirements and potential solutions. The committee included Pastors of parishes impacted as well as members of Vicariate Pastoral Council and AOD members. Report findings to Vicariate Pastoral Council in April 2007.

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2007 TRACKING COMMITTEE RESPONSE: The vicariate is encouraged to continue this study and keep the Tracking Committee informed as progress is made.

2008 YEAR TWO IMPLEMENTATION UPDATE: The Vicariate continues to review opportunities for acquiring property for expansion of facilities. The slowdown in housing developments is being tracked.

Objective Status Records

2006-2007: A PAV Ad-Hoc Committee of the VPC, included Pastors of parishes impacted as well as members of Vicariate Pastoral Council and AOD members, prepared a "New Parish" Study. The study was delivered to the Vicariate Pastoral Council April 2007.

2007-2008: Following a key recommendation from the new parish study, the Vicariate has met with the AoD offices regarding the need for purchasing of property. The St. Joseph Parish Council is further discussing the content of that meeting and will respond to the Ad Hoc Committee. Once this happens and if there is a positive support for the process, the Vicar and VPC officers will meet with the Cardinal and the Consultors!

2008-2009: [Continue to pursue AoD land acquisitions.](#)

4. The vicariate plans to develop a vicariate-wide approach to pastoral care in light of declining availability of ordained ministers and to develop better communications among parishes. To achieve this, they will create a mission statement to increase understanding of the vicariate as an "Area Church".

Progress Reported: Committee formed to study issues related to coordination of pastoral care for hospitals, retirement homes etc. Survey initiated in the summer of 2006 with large participation of all parishes, hospitals and retirement homes. Recommendations communicated to VPC and Pastoral Ministers Association in the fall of 2006. Final committee to be formed in January 2007 to formulate final recommendations and implementation plan for approval by VPC in the spring 2007. Should result in better coordination of pastoral services. At the same time, the VPC has engaged in several activities to reinforce the notion of "Area Church" in the vicariate. These activities included: 1) establishment of Operational Procedures for the Vicariate Pastoral Council, 2) the establishment of a Mission Statement defining the role of the VPC, 3) the formation of a PAV financial committee and 4) the publication of a quarterly vicariate newsletter distributed in all parishes with the Sunday bulletins.

2007 TRACKING COMMITTEE RESPONSE: The vicariate is encouraged to continue with this collaboration and keep the Tracking Committee informed as progress is made.

2008 YEAR TWO IMPLEMENTATION UPDATE: Work continues on providing Pastoral Care and the project is taking more time than originally

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projected. Please provide an update on this planning.

Objective Status Records

2005-2006: A PAV Pastoral Care Survey was completed

2006-2007: A PAV Ad-Hoc Committee of the VPC, included Pastors of parishes impacted as well as members of Vicariate Pastoral Council and AOD members, prepared a Sacrament of the Anointing of the Sick Report. The VPC and Vicar requested AOD Permission for Deacons and Lay Ministers to Administer the Sacrament. Finally, near the end of the 2006-2007 planning year a PAV Ad-Hoc Committee of the VPC was formed to begin implementation the recommendations from the report.

2007-2008: The PAV Pastoral Care Plan Ad Hoc Committee is continuing to work. The parishes have just completed a second Pastoral Care Survey "The View from the Pew", and the results will be presented to the PMA February 19th and the VPC on February 25th. It is taking longer than anticipated and will be our primary focus going forward. We will hold off working on other related Sacramentality Objectives until this is completed.

2008-2009: The PAV Pastoral Care Plan Ad Hoc Committee has completed the PAV Pastoral Care Plan and are now working to execute the plan.

5. The vicariate will identify and coordinate Christian Service activities, particularly with the Catholic Community Response Team.

Progress Reported: Through the efforts of the Christian Services ministers, the Catholic Community Response Team (CCRT) has been fully functioning in the last two years, serving more than 900 clients in Pontiac. Individual parishes are supporting these efforts through financial aid, direct involvement of youth groups and sponsoring of families at Christmas time. Efforts are presently made to communicate present status and present needs to all parish councils of the vicariate.

2007 TRACKING COMMITTEE RESPONSE: The vicariate is to be commended for its work. The parishes and vicariate should consider how to utilize agencies such as Catholic Social Services of Oakland County, Lighthouse, etc. to avoid duplication of efforts.

2008 YEAR TWO IMPLEMENTATION UPDATE: Christian Service and CCRT were not addressed, and should be.

Objective Status Records

2005-2006: A PAV Catholic Community Response Team was developed and implemented supported by one to twelve representatives from each parish

2006-2007: The PAV created and executed a 2006-7 CCRT Action Plan

2007-2008: The PAV created and executed a 2007-8 CCRT Action Plan.

The Vicariate held our Leadership Assembly on October 22, 2007 at Christ the Redeemer Parish. We had about 100 parish council reps and pastoral ministers including our pastors present. We highlighted all of the various Outreach Services especially the Catholic Social

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Services of Oakland County and the Catholic Community Response Team to advance our coordination of our Christian Service efforts in the vicariate. We will be monitoring our Christian Service efforts to see if this gathering helped our awareness and leads to better coordination.

[2008-2009:](#) The PAV created and executed a 2008-9 CCRT Action Plan. In addition, a VPC Standing Committee “PAV Services Operations Committee” was created to support and sustain the PAV Operations, which includes CCRT.

6. Every parish and school will coordinate youth ministry.

Progress Reported:

- 2004/2005 - Youth Ministry/Teens: First - to bring together the youth ministers of our vicariate to *unify us as a team*. We need to hear their desires, wants and needs so we as a group can find out how we are best able to support, uphold and challenge one another. We need to talk about our *parish and vicariate vision for youth ministry, to examine where we are and where we want to be in 2007*. This can only be accomplished through shared time and information (the challenges to shared time, in particular, are multi-faceted). Young Adults/Genesis Ministries: Continue to support and participate in the Oakland County Wide Genesis Ministries, i.e. to reach single and married young adults between 18-35 years old in the 59 parishes in Oakland County of the AOD by collaborating with exiting programs at campus and parish levels, and providing a foundation for future growth to address young adults' unique and spiritual and social needs -- functioning with AOD since July 1, 2006.
- 2005/2006 - Youth Ministry/Teens: Second - through the newfound unity of *the youth ministers, share the vision and mission of our area church with our young people*. We hope to accomplish this through intentional collaboration in vicariate events that bring the teens (and families of teens) together in shared prayer and worship, service and community life. Young Adults/Genesis Ministries: Continue to support and participate in the Oakland County Wide Genesis Ministries

2007 TRACKING COMMITTEE RESPONSE: The vicariate again is to be commended for its progress with Youth Ministry and, in particular, Young Adult/Genesis programs that serve as a model for other vicariates.

2008 YEAR TWO IMPLEMENTATION UPDATE: The Youth Ministry and Young Adult/Genesis Programs continue to serve as models for other Vicariates.

Objective Status Records

2005-2006: PAV Inventory of all parish youth, young adult and young family programs completed, Youth Minister Study completed, PAV Youth Minister and Program Plan including collaboration in vicariate events and support for Genesis Ministries executed.

2006-2007: PAV Youth Minister and Program implemented, 2006-7 PAV Genesis Ministries Support Plan executed.

2007-2008: Our Genesis Ministries Young Adult Ministry continues to reach out very effectively. The Genesis Ministries' Board continues to meet quarterly to monitor the accomplishment of its objectives. Our Youth Ministry (teens) objective is moving along

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very well. Young adults will be participating in World Youth Day from Oakland County. The Youth Ministers will be making their report to the VPC at the February 25, 2008, meeting including implementation of the teen's "Call To Serve" program.

2008-2009: The PAV created and executed a 2008-9 Genesis Ministries Action Plan as well as a Youth Ministry Action Plan. In addition, a VPC Standing Committee "PAV Services Operations Committee" was created to support and sustain the PAV Operations, which includes Genesis Ministries and Youth Ministry. Also, a PAV Youth Ministry Ad-Hoc Committee has been charged with the tasks of 1) Creating and implementing a Youth Ministry and Catholic School Activity Coordination Plan and 2) Creating and implementing a plan for "Called to Serve - Protecting God's Children".

7. The vicariate plan calls for a stewardship education program.

Progress Reported: In the spring of 2006, PAV sponsored a vicariate-wide workshop on "True Stewardship" presented by the Institute for School and Parish Development. More than 100 leaders from the vicariate participated in the workshop. Presently studying the possibility of a vicariate-wide Sunday dedicated to 'stewardship'.

2007 TRACKING COMMITTEE RESPONSE: What was the outcome of the Stewardship Workshops? Is there a plan in place to monitor results?

2008 YEAR TWO IMPLEMENTATION UPDATE: Stewardship programs continue to be reviewed. Please provide an update on this planning.

Objective Status Records

2005-2006: PAV Stewardship Assembly Executed

2007-2008: Update: While the workshop went very well and was well attended, we have not surveyed the individual parishes and schools regarding their progress. We do not have a plan in place to monitor the progress. This may be an objective in the future when we set up a Stewardship Weekend for the entire vicariate. However, no action has been taken at this point.

2008-2009: The area of stewardship this year will be addressed only in communicating awareness of the AoD Parish Business Manager Training throughout the Vicariate.

8. Vicariate-wide coordination of lay and ordained programs, education and certification of lay leadership, and a study of the role of deacons will address the vicariate's needs for pastoral care.

Progress Reported: In the spring and summer of 2006, a group of pastoral ministers supported by AOD developed a training program for lay volunteers called "A Call To Serve" (ACTS). First workshop with 20 participants delivered in the fall of 2006. Other workshops planned for winter, spring and fall 2007 with a Hispanic component for the Pontiac Catholic Community in development now.

2007 TRACKING COMMITTEE RESPONSE: Are there tangible results of the Workshop for lay volunteers? The vicariate is to be commended for beginning this

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effort and is encouraged to continue to involve laity in the TIF Plan.

2008 YEAR TWO IMPLEMENTATION UPDATE: Vicariate wide coordination of lay leadership programs was not addressed, and should be.

Objective Status Records

2005-2006: "Try It On" and "Mission Possible" Coordination Plan Created and Implemented, Lay Ministry Coordination Plan Created

2006-2007: ACTS (A Call to Service) Implemented

2007-2008: Our ACTS program continues to take place twice a year. We had some 20 participants at our September 29, 2007, ACTS Evening. There is another ACTS scheduled in the Second Semester at St. Andrew's. Also we are working on a Spanish version of the ACTS program. It is currently being translated. Post training surveys support that growth of the participant's understanding of their lay ministry roles has increased.

2008-2009: The PAV created and executed a 2008-9 ACTS Action Plan. In addition, a VPC Standing Committee "PAV Services Operations Committee" was created to support and sustain the PAV Operations, which includes ACTS.

9. The Vicariate will emphasize support of Catholic Education, studying specifically the Marist Academy on St. Benedict's campus.

Progress Reported: This was completed in 2004/2005 fiscal year and continues in development currently.

2007 TRACKING COMMITTEE RESPONSE: There is a need to keep close contact with the schools to ensure they are in compliance with the guidelines. The vicariate is commended for its work so far, and encouraged to continue working with the Office for Catholic Schools for assistance and resources.

2008 YEAR TWO IMPLEMENTATION UPDATE: School enrollment is down but there is continuing outreach to grow the schools. The expansion of the "order" run schools has diluted the numbers for the parish schools.

Objective Status Records

2005-2006: PAV Vision 2000 Implemented, Marist Academy Elementary School Scholarships supported

2006-2007: Vision 2000 Phase 1 Completed

2007-2008: The vicar meets a couple times a year with the President of the Marist Schools, Fr. Leon Olszamowski, to keep abreast of the schools' development. While the school's student population is down most likely due to the economic challenges in southeast Michigan, there is very positive progress toward reaching out to the local area including our Pontiac Catholic Community. The Youth and Young Adult Adults Ad-Hoc Committee is charged with the task of reviewing and studying the various programs in our parishes and schools that relate to youth ministry and then recommending the type of activities and programs that would better serve our high school youth and our schools and parishes through coordination with our parishes and schools.

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2008-2009: Holy Family, Regional and St Joseph's schools have increased their enrollment this year. The Marist schools have all seen a decrease. The PAV is continuing with the execution of the Vision 2000 Phase II plan.

Has your vicariate made any significant changes, amendments or additions to your TIF Plan since it has been approved? Please describe below, including rationale for change, timeline and projected outcomes. Attach any detailed reports.

2007 GENERAL TRACKING COMMITTEE RESPONSE: How is the TIF Plan being communicated on the Vicariate level and on the individual Parish level? There is a concern that there might be a perception that the laity is not aware of what is going on.

2008 YEAR TWO IMPLEMENTATION: Since 2007, has your vicariate made any significant changes, amendments or additions to your TIF Plan? Please describe, including rationale for change, timeline and projected outcomes. Attach any detailed reports.

Objective Status Records

2006-2007: Progress Reported: No major changes in the plan at this time. One initiative not mentioned in this document has to do with a present study of potential clustering or any other form of sharing ordained minister.

2007-2008: Our VPC has taken upon itself to ask all Ad Hoc Committees who are reporting their TIF objectives to the VPC to prepare reports with specific information that is to be taken back to our parish councils to educate those in the pew. We are also including articles and reports in our PAV newsletter regarding the work of the TIF Ad Hoc Committees.

2008-2009: The PAV continues to make progress towards our original TIF Goals. Each year objectives are chosen and resourced through Ad Hoc committees that bring us closer to our goals. Please review the attached detail (Attachment A) to see the progress and changes that have occurred since the journey began in 2005.

In addition, the VPC has assigned each parish an "Affiliate" Partner in response to the request that each parish have a cluster partner. "Affiliate" Partner differs from "Cluster" Partner in that formal merger is not a goal.

Clustered: Catholic Community St. Michael, St. Joseph Shrine and St. Vincent de Paul

Affiliate Partners: Sacred Heart of the Hills, Auburn Hills and St. Benedict, Waterford

Affiliate Partners: St. Andrew, Rochester and St. Mary of the Hills, Roch Hills

Affiliate Partners: St. Irenaeus, Rochester Hills and St. John Fisher, Auburn Hills

Affiliate Partners: St. Joseph, Lake Orion and Christ the Redeemer, Orion Twp

Not Partnered: St. Paul Albanian, Roch Hills

The VPC has chosen "Affiliate" Partner instead of "Cluster" Partner after discernment over the following:

- o The 2006-7 PAV study (reference Attachment B) verified that, with the exception of St. Michael, St. Joseph Shrine and St. Vincent de Paul, who are already clustered as

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the Pontiac Catholic Community, our parishes have met all of the viability criteria (i.e., sacramental, sustainable and strategic) of Together in Faith.

- Archdiocese of Detroit input into the study encouraged the vicariate and parishes to develop and propose creative solutions to the Vicariate Pastoral Council.
- Additionally the AoD notified our PAV committee that PAV, due to the size and dynamics of the remaining parishes, is unlikely to be affected by the shortage of priests in the foreseeable future.
- Similar to the AoD input, PAV Parish Pastor input into the study, indicated no support for clustering (leading to merging), of parishes that were all meeting or exceeded the criteria to be Sacramental, Sustainable and Strategic.

**The Pontiac Area Vicariate TiF Plan Tracking Detail
Archdiocesan Tracking Committee Response – Attachment A**

Pastoral Plan Focus Area L Goals L Objectives	Yearly Objective Status			
	2005-6	2006-7	2007-8	2008-9
1. Sacramental Focus				
1.1 Sacramental Focus Area Goal #1. Strengthen our understanding of the Gift of Sacraments, how Sacraments are the essential celebration and how the priests as a whole in the vicariate will service the sacramental needs.	No Plan	Progress	Effort Redirected	No Plan
1.1.1 A PAV Parish Management Plan to address the loss of one or more Pastors	No Plan	Complete	---	---
1.1.2 A PAV Sacramentality Curriculum	No Plan	No Plan	Effort Redirected	No Plan
1.1.3 Defined Sacramental "Quality" and "Needs" best practices	No Plan	No Plan	No Plan	No Plan
1.1.4 Implemented Sacramental "Quality" and "Needs" best practices	No Plan	No Plan	No Plan	No Plan
1.2 Sacramental Focus Area Goal #2. Respond to the demand for sacraments from the Hispanic community. Find ways of supporting the development of Hispanic ministry in all of the parishes and schools of the vicariate	No Plan	Progress	Progress	In Process
1.2.1 Execute a Hispanic Pastoral Plan Assembly	No Plan	Complete	---	---
1.2.2 Create a PAV Hispanic Pastoral Plan	No Plan	Complete	---	---
1.2.3 Create an ACTS Program Hispanic component	No Plan	Started	Complete	---
1.2.4 A Hispanic Ministry Liaison from each PAV parish	No Plan	Not Started	Effort Redirected	No Plan
1.2.5 Plan and Execute a PAV Hispanic Catholic Gathering	No Plan	No Plan	No Plan	In Process
1.2.6 Implement the PAV Hispanic Pastoral Plan	No Plan	No Plan	Started	In Process
1.3 Sacramental Focus Area Goal #3. Address the growth in the Northern part of the Vicariate.	No Plan	Progress	Effort Redirected	No Plan
1.3.1 Create a "New Parish" Business Case	No Plan	Complete	---	---
1.3.2 PAV Northern Sunday Evening Mass Study	No Plan	No Plan	Effort Redirected	No Plan
1.3.3 New Parish Planning	No Plan	No Plan	Effort Redirected	No Plan
1.4 Sacramental Focus Area Goal #4. Respond to the decline of ordained ministers relative to the demands of hospitals and retirement homes for the Sacrament of the Anointing of the Sick	Progress	Progress	Progress	In Process

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Pastoral Plan Focus Area L Goals L Objectives	Yearly Objective Status			
	2005-6	2006-7	2007-8	2008-9
1.4.1 A PAV Pastoral Care Survey	Complete	---	---	---
1.4.2 A Sacrament of the Anointing of the Sick Report	No Plan	Complete	---	---
1.4.3 Request AOD Permission for Deacons and Lay Ministers to Administer the Sacrament	No Plan	Complete	---	---
1.4.4 Establish Pastoral Care Implementation Committee	No Plan	Complete	---	---
1.4.5 Implemented Sacrament of the Anointing of the Sick Report Recommendations	No Plan	No Plan	Started	In Process
1.4.6 Execute the PAV Pastoral Care Plan	No Plan	No Plan	Started	In Process
2. Strategic Focus				
2.1 Strategic Focus Area Goal #1. Initiate dialog regarding the needs within the Vicariate and provide education, information and communication.	Progress	Progress	Progress	In Process
2.1.1 PAV Communication Plan	Complete	---	---	---
2.1.2 Execute a PAV TiF Assembly	Complete	---	---	---
2.1.3 PAV Website	Complete	---	---	---
2.1.4 Publish a PAV Fall 2005 Newsletter	Complete	---	---	---
2.1.5 Publish a PAV Spring 2006 Newsletter	Complete	---	---	---
2.1.6 Execute a PAV "True Stewardship" Assembly	Complete	---	---	---
2.1.7 A PAV Mission Statement	No Plan	Complete	---	---
2.1.8 Create VPC Guidelines	No Plan	Complete	---	---
2.1.9 Create a PAV Finance Committee	No Plan	Complete	---	---
2.1.10 Publish a PAV Fall 2006 Newsletter	No Plan	Complete	---	---
2.1.11 Execute a PAV Racism Assembly	No Plan	Complete	---	---
2.1.12 Execute Individual Parish Presentations	No Plan	Complete	---	---
2.1.13 Schedule Priest /Parish /Liturgy Familiarization Rotation	No Plan	No Plan	Effort Redirected	No Plan
2.1.14 Create Common Projects	No Plan	No Plan	Effort Redirected	No Plan
2.1.15 Publish a PAV Fall 2007 Newsletter	No Plan	No Plan	Complete	---
2.1.16 Publish a PAV Winter 2008 Newsletter	No Plan	No Plan	Complete	---
2.1.17 Publish a PAV Spring 2008 Newsletter	No Plan	No Plan	Complete	---
2.1.18 Publish a PAV Summer 2008 Newsletter	No Plan	No Plan	Complete	---

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Pastoral Plan Focus Area L Goals L Objectives	Yearly Objective Status			
	2005-6	2006-7	2007-8	2008-9
2.1.19 Conduct PAV Priests' Meetings	No Plan	No Plan	Effort Redirected	No Plan
2.1.20 Publish a PAV Fall 2008 Newsletter	No Plan	No Plan	No Plan	Complete
2.1.21 Publish a PAV Winter 2008 Newsletter	No Plan	No Plan	No Plan	In Process
2.1.22 Publish a PAV Spring 2009 Newsletter	No Plan	No Plan	No Plan	In Process
2.1.23 Publish a PAV Summer 2009 Newsletter	No Plan	No Plan	No Plan	In Process
2.1.24 Plan and Execute a Fall PAV Leadership Assembly	No Plan	No Plan	No Plan	Complete
2.1.25 Plan and Execute a Spring PAV Leadership Assembly	No Plan	No Plan	No Plan	In Process
2.1.26 Create a VPC Standing Committee "PAV Services Operations Committee"	No Plan	No Plan	No Plan	In Process
2.2 Strategic Focus Area Goal #2. Coordinate Parish activities to increase the development of Christian Service and support for social agencies within Pontiac	Progress	Progress	Progress	In Process
2.2.1 Execute a PAV Catholic Community Response Team supported by one to twelve representatives from each parish	Complete	---	---	---
2.2.2 A 2006-7 CCRT Action Plan	No Plan	Complete	---	---
2.2.3 A 2007-8 CCRT Action Plan	No Plan	No Plan	Complete	---
2.2.4 A PAV Christian Service Activity Coordination Plan	No Plan	No Plan	Effort Redirected	No Plan
2.2.5 Execute a PAV CSSOC Assembly	No Plan	No Plan	Complete	---
2.2.6 Create and Execute a PAV CSSOC Awareness Support Plan	No Plan	No Plan	Effort Redirected	No Plan
2.2.7 Create and Execute a 2008-9 CCRT Operations Support Plan	No Plan	No Plan	No Plan	In Process
2.3 Strategic Focus Area Goal #3. Involve and engage youth, young adults and young families in the life of the Parish communities and Vicariate	Progress	Progress	Progress	In Process
2.3.1 A PAV Inventory of all parish youth, young adult and young family programs	Complete	---	---	---
2.3.2 A Youth Minister Study	Complete	---	---	---
2.3.3 A PAV Youth Minister and Program Plan including collaboration in vicariate events and support for Genesis Ministries	Complete	---	---	---
2.3.4 PAV Youth Minister and Program Implementation	No Plan	Complete	---	---

**The Pontiac Area Vicariate TiF Plan Tracking Detail
Archdiocesan Tracking Committee Response – Attachment A**

Pastoral Plan Focus Area L Goals L Objectives	Yearly Objective Status			
	2005-6	2006-7	2007-8	2008-9
2.3.5 Execute a 2006-7 PAV Genesis Ministries Support Plan	No Plan	Complete	---	---
2.3.6 Execute a 2007-8 PAV Genesis Ministries Support Plan	No Plan	No Plan	Complete	---
2.3.7 Create and Execute a 2008-9 Genesis Ministries Support Plan	No Plan	No Plan	No Plan	In Process
3. Sustainable Focus				
3.1 Sustainable Focus Area Goal #1. Coordinate and educate the vicariate on stewardship	Progress	No Plan	Effort Redirected	In Process
3.1.1 Execute a PAV Stewardship Assembly	Complete	No Plan	---	---
3.1.2 3-4 Vicariate Stewardship Letters	No Plan	No Plan	Effort Redirected	No Plan
3.1.3 A Cross Vicariate/Faith Stewardship Study	No Plan	No Plan	No Plan	No Plan
3.1.4 A PAV Stewardship Day Program	No Plan	No Plan	No Plan	No Plan
3.1.5 A PAV Stewardship Best Practices Study	No Plan	No Plan	No Plan	No Plan
3.1.6 Communicate Awareness of AoD Parish Business Manager Training	No Plan	No Plan	No Plan	In Process
3.2 Sustainable Focus Area Goal #2. Undertake a effort for engaging and developing lay women and men ministers to support all sacramental and pastoral activities	Progress	Progress	Progress	In Process
3.2.1 "Try It On" and "Mission Possible" Coordination Plan and Implementation	Complete	---	---	---
3.2.2 Lay Ministry Coordination Plan	Complete	---	---	---
3.2.3 Implement ACTS	No Plan	Complete	---	---
3.2.4 "Role of Deacons" Study	No Plan	No Plan	Effort Redirected	No Plan
3.2.5 Create and Execute a 2008-9 ACTS Operations and Support Plan	No Plan	No Plan	No Plan	In Process
3.2.6 ACTS Operations - Offer two ACTS sessions in the Pontiac Area Vicariate	No Plan	No Plan	Complete	---
3.3 Sustainable Focus Area Goal #3. Support the financial needs of the Catholic Schools and their integration in the pastoral and Sacramental life of the Parish communities.	Progress	Progress	Progress	In Process
3.3.1 PAV Vision 2000 Implementation	Complete	---	---	---
3.3.2 Marist Academy Elementary School Scholarships	Complete	---	---	---
3.3.3 Complete Vision 2000 Phase 1	No Plan	Complete	---	---

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Pastoral Plan Focus Area └ Goals └ Objectives	Yearly Objective Status			
	2005-6	2006-7	2007-8	2008-9
3.3.4 Youth Ministry and Catholic School Activity Coordination Plan and Implementation	No Plan	No Plan	Started	In Process
3.3.5 Execute PAV Vision 2000 Phase II Plan	No Plan	No Plan	Started	In Process
3.3.6 PAV School Development Plan coordinated with the AoD Catholic School Plan (waiting for Aod Plan Definition)	No Plan	No Plan	No Plan	In Process
3.3.7 Create and Execute a 2008-9 Youth Ministries Operations and Support Plan	No Plan	No Plan	No Plan	In Process
3.3.8 Create a Called to Serve - Protecting God's Children Implementation Plan	No Plan	No Plan	Started	In Process
3.3.9 Host a High School Youth Encounter	No Plan	No Plan	Started	Effort Redirected

PAV AD HOC COMMITTEE
Report on May 7, 2007
IMPLICATIONS OF THE PRIEST SHORTAGE

- **Introduction**

- The assignment:

To develop a plan based on a variety of scenarios on what the Pontiac Area Vicariate would do in response to a sudden loss of one of the Parish pastors and other implications and solutions to the priest shortage...

- This study was more complex and sensitive than expected

- Generally not viewed as an urgent issue;
- Deep seated resistance to change compounded by many of the “unknowns” of Church policies;
- A mindset that it is the responsibility of the Archdiocese to provide pastoral replacement planning.

- **The Committee process**

- Created questions for AoD guidance;

- Formulated a plan to interview potentially impacted priests and Parish Council members, as well as others with relevant experience;

- Researched TIF website for other Vicariate strategies;

- Attended AoD leadership seminar on clustering for ideas and models.

- **Recent Developments**

- AoD is encouraging Vicariates and Parishes to develop and propose creative solutions as part of the TIF process but has directed that plans must be presented to the Vicariate Pastoral Council of each vicariate involved in any proposed arrangement.

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- With the clustering of the Pontiac Catholic Community, AoD has notified the PAV that it is unlikely to be affected by the shortage of priests for the “foreseeable future” due to the size and dynamics of the remaining Parishes.

- **Recommendations**

- In the context of a Parish which meets all of the criteria of TIF (i.e. sacramental, sustainable, strategic) it appears that the only alternative would be a direction by the Archdiocese that the Parish affected would “partner” with another Parish nearby in an arrangement which we propose calling “affiliation” because it needs a term of its own:
 - Unlike clustering, “affiliation” would maintain two distinct Parishes (as canonical entities) *until such time as another solution emerged.*
 - The assignment of a shared Pastor would not necessarily be new to both Parishes.
 - Collaboration within and between Parishes would be necessary to coordinate pastoral and sacramental coverage, and to provide sufficient re-alignment of staffs and Parish Council responsibilities to diminish Pastor “burn out”.
 - Based on size and logistics at this point, the Parishes most likely to be affected by such a scenario would be:
 - St. Benedict, Waterford: possible affiliation with the Pontiac Catholic Community (within the Vicariate) or more likely with St. Perpetua (Lakes Vicariate)
 - St. John Fisher, Auburn Hills: possible affiliation with Sacred Heart of the Hills, Auburn Hills, or St Irenaeus, Rochester Hills.
 - Sacred Heart of the Hills, Auburn Hills: possible affiliation with St. John Fisher, Auburn Hills, St. Irenaeus, Rochester Hills, or St. Elizabeth Ann Seton, Troy (BBT Vicariate)
 - St Irenaeus, Rochester Hills: possible affiliation with Sacred Heart of the Hills, Auburn Hills, or St John

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Fisher, Auburn Hills.

- Although the actual strategy to “affiliate” is heavily dependent upon the Parishes (and Pastors) involved, the key “next steps” require committees which will focus on:
 - The oversight of the collaboration and implementation required for the entire transition process (which would necessarily involve the respective Parish Councils);
 - Meeting coordination: people, timing, and agendas to support the transition process;
 - The preparation and dissemination of early, often, and transparent communications;
 - The evaluation and coordination of training opportunities for greater involvement by the staff and laity.
- **Observations**
 - Any changes in Archdiocesan leadership and/or Church policy relating to the qualifications and assignment of priests as well as priestly sacramental duties will directly affect how Priests and Parishes view and respond to this issue. In fact, there are at least four interrelated dynamics at work:
 - Church policy and discipline;
 - Sacramental requirements;
 - Economics;
 - The support and involvement of the Faithful.
 - Without policy changes, there seems to be little doubt that a priest shortage is looming (see attachments), however, very little awareness that it is on the horizon. It’s much more preferable to assume policies will change, or that the effects will be felt at another time and place – for others to confront.
 - There seems to be a comforting belief that “God will provide” without any willingness to explore scenarios if we were to “receive what we need but not necessarily what we want”.

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- The resistance appears to be so strong that nothing short of “crisis” will be required to get significant movement by clergy and laity – even towards developing contingency plans.
 - There is no clear understanding of the role that Vicariates will play in this type of change. Many assume that it will be minimal, but based on current situations where parishes are clustering and/or merging, the VPC can and will be an integral part – particularly where the VPC accepts the current AoD invitation to offer proactive input and solutions.
- **Summary**
 - Unfortunately, these findings lend themselves to only a limited number of current “action steps” which Parishes can consider in anticipation of the coming Priest shortage:
 - An open discussion -- at least at the Parish Council level in the four Parishes most likely affected in the future -- of a hypothetical scenario where an “affiliation” would be required;
 - A consideration of the factors to be considered in a proposed “affiliation” (e.g. unique characteristics, demographic data, geography, facilities, staff, ministries, traditions, etc.);
 - A renewed effort between Parishes to increase collaboration of effort and resources and to decrease parochialism.
 - This report should probably be updated as significant events and announcements occur.

**ARCHDIOCESE OF DETROIT
TOGETHER IN FAITH PLAN
PONTIAC VICARIATE**

ADDENDUM: Implications of the Priest Shortage

• **Introduction**

- As a follow up to the TIF process, the Pontiac Area VPC created an Ad Hoc Committee to study and report on the implications of the Priest shortage.
- The Committee reviewed all information available from the AoD – including plans from other Vicariates, formulated a series of interviews with knowledgeable clergy, and discussed various scenarios which could affect this Vicariate.

• **Summary of Findings**

- With the formation of the Pontiac Catholic Community cluster, it appears that the remaining Parishes in this Vicariate are not only large enough (i.e. at least 700 registered families), but viable enough (in terms TIF criteria) that further clustering is not an option for the foreseeable future.
- In the context of a Parish which meets all of the criteria of TIF (i.e. sacramental, sustainable, strategic) it appears that the only alternative would be a direction by the Archdiocese that the Parish affected would “partner” with another Parish nearby in an arrangement which we propose calling “affiliation” because it needs a term of its own:
 - Unlike clustering, “affiliation” would maintain two distinct Parishes (as canonical entities) until such time as another solution emerged.
 - The assignment of a shared Pastor who would not necessarily be new to both Parishes.
 - Collaboration within and between Parishes would be necessary to coordinate pastoral and sacramental coverage,

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and to provide sufficient re-alignment of staffs and Parish Council responsibilities to diminish Pastor “burn out”.

- Based on size and logistics at this point, the Parishes most likely to be affected by such a scenario would be:
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 - St Irenaeus, Rochester Hills: Sacred Heart of the Hills, Auburn Hills, or St John Fisher, Auburn Hills.

• Observations

- Without policy changes, there seems to be little doubt that a priest shortage is looming, however, very little awareness that it is on the horizon. It’s much more preferable to assume policies will change, or that the effects will be felt at another time and place – for others to confront.
- There is no clear understanding of the role that Vicariates will play in this type of change. Many assume that it will be minimal, but based on current situations where parishes are clustering and/or merging, the VPC can and will be an important participant – particularly where the VPC accepts the current AoD invitation to offer proactive input and solutions.