

# Pastoral Planning

## *Southwest Region*

Cadillac | Copemish | Frankfort | Harrietta | Lake City | Manistee | Manton | Onkama



DIOCESE  
*of*  
GAYLORD

# Welcome



DIOCESE  
*of*  
GAYLORD

# Diocese of Gaylord Mission

To proclaim the saving message of God's love and invite missionary disciples to share the word of hope and charity to a troubled world.



# 2009 Pastoral Planning Report



**DIOCESE OF GAYLORD**

**PARISH AND PERSONNEL TASK FORCE**

September 5, 2007 – April 2, 2009

**FINAL REPORT**  
**LONG TERM RECOMMENDATIONS**

Submitted to:

Bishop Patrick R. Cooney  
April 27, 2009



# Criteria of Decision Making

The criteria included:

1. Does the recommendation provide access to sacramental care in the area?
2. Does the recommendation represent a reasonable workload for our priests?
3. Does the recommendation support current and/or shared programming?
4. Does the recommendation support other ministries in the affected locations?
5. Is the recommendation cost effective?
6. Is the option viable in the long term?
7. Is there consensus of the entire Task Force for the recommendation?



# Collaborative Ministry of All Believers

Throughout the consultative process undertaken by the Task Force, priests indicated a desire to spend the majority of their time in the ministry to which they were called – that is, preaching, teaching, providing sacramental care, and other direct ministry to the People of God – and less time on the administrative tasks of parish life. The same sentiment was also expressed by many lay people at various gatherings. The Task Force recognizes that pastoring a parish is more than just providing sacraments but also involves taking an active role in the total life and ministry of the parish and helping parishioners grow in their own faith development so that every Catholic may more fully live the Gospel in their daily lives as an example to the world. The laity also clearly indicated a desire and willingness to take a more active role in the ministries and governance of their parishes if provided the opportunity and proper guidance. Though the Church maintains a hierarchical structure, the Holy Scriptures and many Church documents support shared responsibility and the need for collaborative ministry among all the faithful—those called through the Sacraments of Initiation as well as those called through the Sacrament of Holy Orders—to carry on the mission of our Lord Jesus Christ.



## GENERAL RECOMMENDATION

# Parish Clustering

In many areas the Task Force is recommending additional clusters of parishes be created. The Task Force was instructed to plan for the long-term future of the Diocese and feels very strongly that, if adopted, sufficient time and support should be given to allow the collaborative ministries to develop and grow in the various areas. It has been recognized that over the course of history, clusters of parishes have been established and then broken apart before they had time to develop or even after they were working well. This has occurred both because additional clergy became available to serve in an area or a priest newly assigned to an area chose not to continue in a collaborative ministry style. While the Task Force hopes such “cluster-busting” will be avoided, certainly additional clergy should be welcomed to work collaboratively in the ministries of the cluster under the direction of the Pastor.



## GENERAL RECOMMENDATION

# Mass Scheduling

Parishioners must be willing to sacrifice “Masses of convenience” and be willing to compromise and adjust Mass times in order to serve the common good of the wider community. Because the Eucharist is the source and summit of Christian life, we must first strive toward well executed, spirit-filled liturgies with appropriate parish liturgical ministers. We must also protect the health and well being of the priests and ensure they have adequate time to greet parishioners before and after Masses, along with suitable time for travel between parishes.

Task Force recommendations are based on the premise that, to the greatest extent possible, priests should not be required to regularly celebrate more than three Masses each weekend. It is understood that additional Masses may be allowed, or even necessary, in certain unusual circumstances. The Task Force recommends following existing guidelines of the universal Church with regard to the number of Masses allowed on Sundays and other days.





## GENERAL RECOMMENDATION

# Parish Councils

In order to promote further collaboration and communication, as well as to reduce the amount of administrative work for clergy in multi-parish models, guidelines should be developed to assist parishes in moving from separate pastoral and finance councils to a model where there is one pastoral and finance council with representation from all parishes in the cluster.



## GENERAL RECOMMENDATION

# Implementation of Recommendations

The Task Force recommends an implementation committee and a process for transition should be established to assist parishes and leadership as changes are carried out. Assistance in dealing with personnel concerns, financial issues and stewardship, training and formation, along with the spiritual, psychological and grieving issues due to experiencing change, should all be available, particularly if a parish is going to be closed, merged, clustered or without weekend Mass. It is recognized that substantial expertise in each of these areas exists within the Diocesan staff and existing structures. Additional qualified individuals also exist in most areas of the diocese who would likely volunteer in this important ministry. Further, transition processes have existed in this diocese in the past and other dioceses have also recently completed similar restructuring processes. The experience of the Task Force with local individuals as well as those from other dioceses is that substantial assistance and models for implementation of changes already exist and everyone has been graciously willing to share ideas, materials and experiences for the benefit of all. It would not be necessary to create brand new models or processes, but instead to carefully review and adapt existing models and processes to fit the Diocese of Gaylord.



## GENERAL RECOMMENDATION

# Existing Leadership

As stated in the Introduction, the Diocese of Gaylord has been blessed with retired, extern and religious order priests as well as Pastoral Administrators/Parish Life Coordinators who faithfully serve and care for the people of our diocese. In areas where these individuals currently have assignments, the Task Force recommends the Bishop and Assignment Board evaluate how these individuals might be best utilized, particularly during the transition process. It may be that a retired, extern, religious order priest or Pastoral Administrator/Parish Life Coordinator successfully serving a parish should remain in that position in order to assist parishioners in the transition as well as to allow time for new structures to be put in place or for newly assigned Pastors to get acclimated to the area. In all cases, however, in order to remain in their current position, these individuals must be willing to work collaboratively toward a successful transition.



## GENERAL RECOMMENDATION

# Deacons

It is apparent that confusion exists among a number of faithful of the diocese as to the appropriate role of ordained deacons in the Church and within the Diocese of Gaylord. Additional education to provide more clarity regarding the role and ministry of deacons in this diocese should be made available. Further, there is significant support for reinstating the Deacon Formation Program in the Diocese of Gaylord and for expanding the ministries of deacons as deemed appropriate by the universal Church and in accordance with their particular gifts and training.



## GENERAL RECOMMENDATION

# Sunday Celebrations in Absence of a Priest

A significant number of parishioners requested the Bishop reconsider the possibility of including distribution of Holy Communion during Sunday Celebrations in the Absence of a Priest. The Task Force recommends further education take place to explain the appropriate occasions for utilizing this rite of the Church as well as the rationale for the Bishop's decision not to offer Holy Communion during the Sunday Celebration in the Absence of a Priest.



## GENERAL RECOMMENDATION

# Catholic Schools

The Task Force strongly supports continued accessibility to Catholic School education in the Diocese of Gaylord. In 2008, the Diocese hired a full-time Superintendent for Catholic Schools. The Superintendent is charged with responsibility for the operation of schools as well as working collaboratively to ensure academic excellence and faith formation are maintained in our Catholic schools. With the assignment of the new Superintendent, the time constraints for completion of the Final Report and a desire to have additional expertise on the committee with regard to education, the Task Force did not complete a thorough review of Catholic schools. Therefore, the Task Force has made few specific recommendations regarding Catholic schools in this document. However, the Task Force does recommend that a committee with appropriate expertise and vision be appointed to work with the diocesan Superintendent as well as school and parish leadership to develop recommendations to maintain Catholic school education in this diocese. Further, the Task Force recommends that all parishes in the vicinity of a Catholic school work together to provide a measure of support to the school which may include a commitment of both human and financial resources. Finally, the Task Force recommends the possibility for providing diocesan-wide support for all Catholic schools should continue to be explored and encouraged.



## GENERAL RECOMMENDATION

# Evangelization

Many parishioners expressed a desire for assistance in the area of evangelization and for particular outreach to youth, young adults and families. The diocese is requested to continue, and even expand, opportunities which will assist parishes with the development of programming and ministry in these areas.



## GENERAL RECOMMENDATION

# Continued Long-Range Planning

The recommendations of the Parish and Personnel Task Force are made based upon history, current circumstances and future projections. Because change is inevitable, the Task Force recommends that a similar committee be appointed every five years to review implementation progress. Their goal should also be to review, research and provide updated recommendations reflective of the facts and circumstances of the time as well as to look forward into the future.





# Common Themes

1. The Church should allow married clergy.
2. The Church should allow women clergy.
3. The Diocese should recruit more foreign clergy.
4. Prayer services with the distribution Holy Communion should be permitted.
5. The laity should be allowed to take on some of the pastoral and administrative functions of the parish, thus allowing priests to have more time for sacramental duties.
6. There is universal concern about the workload of the clergy in today's Church.
7. Parishes and parishioners need continued formation and expanded assistance from the Diocese to minister effectively.
8. Efforts to promote vocations, particularly to priestly ministry, must be expanded at all levels.
9. Parishioners are willing to accept additional responsibility for local parish administration and ministries, but need and desire guidance as to what to do and the appropriate processes and methods to do so.
10. There is significant fear surrounding possible parish closings.
11. Many parishes, and parishioners, are experiencing financial difficulty. There is a lack of understanding about why Catholic Services Appeal (CSA) targets continue to increase and how those targets are determined.



## MANISTEE AREA

# Specific Recommendations

St. Ann | St. Theresa | St. Stephen | St. Edward | St. Raphael | St. Joseph

St. Ann | St. Mary of Mt. Carmel | St. Joseph | Guardian Angels

**#1:** The parishes of St. Joseph, St. Mary and Guardian Angels (Manistee) should continue their efforts to work collaboratively as the Catholic Community of Manistee with the goal of formally merging into one parish for the city of Manistee within three years (by 2012). One Pastor and one Parochial Vicar should be assigned to Manistee. The Bishop/Diocese should provide support and assistance to help the leadership and parishioners continue efforts to maximize resources and exercise appropriate stewardship to address financial concerns, strengthen collaborative ministry programs, aid in transition and ensure quality Catholic school education continues in this region.

**#2:** St. Joseph (Onkama) and St. Raphael (Copemish) should continue with one shared Pastor. With a Hispanic population in the Onkama area, particularly in the summer months, the community might be best served if the Pastor assigned to these parishes were bilingual (English and Spanish).



## MANISTEE AREA

# Specific Recommendations

St. Ann | St. Theresa | St. Stephen | St. Edward | St. Raphael | St. Joseph  
St. Ann | St. Mary of Mt. Carmel | St. Joseph | Guardian Angels

**#3:** St. Ann (Frankfort) should continue as a stand-alone parish with one Pastor assigned.

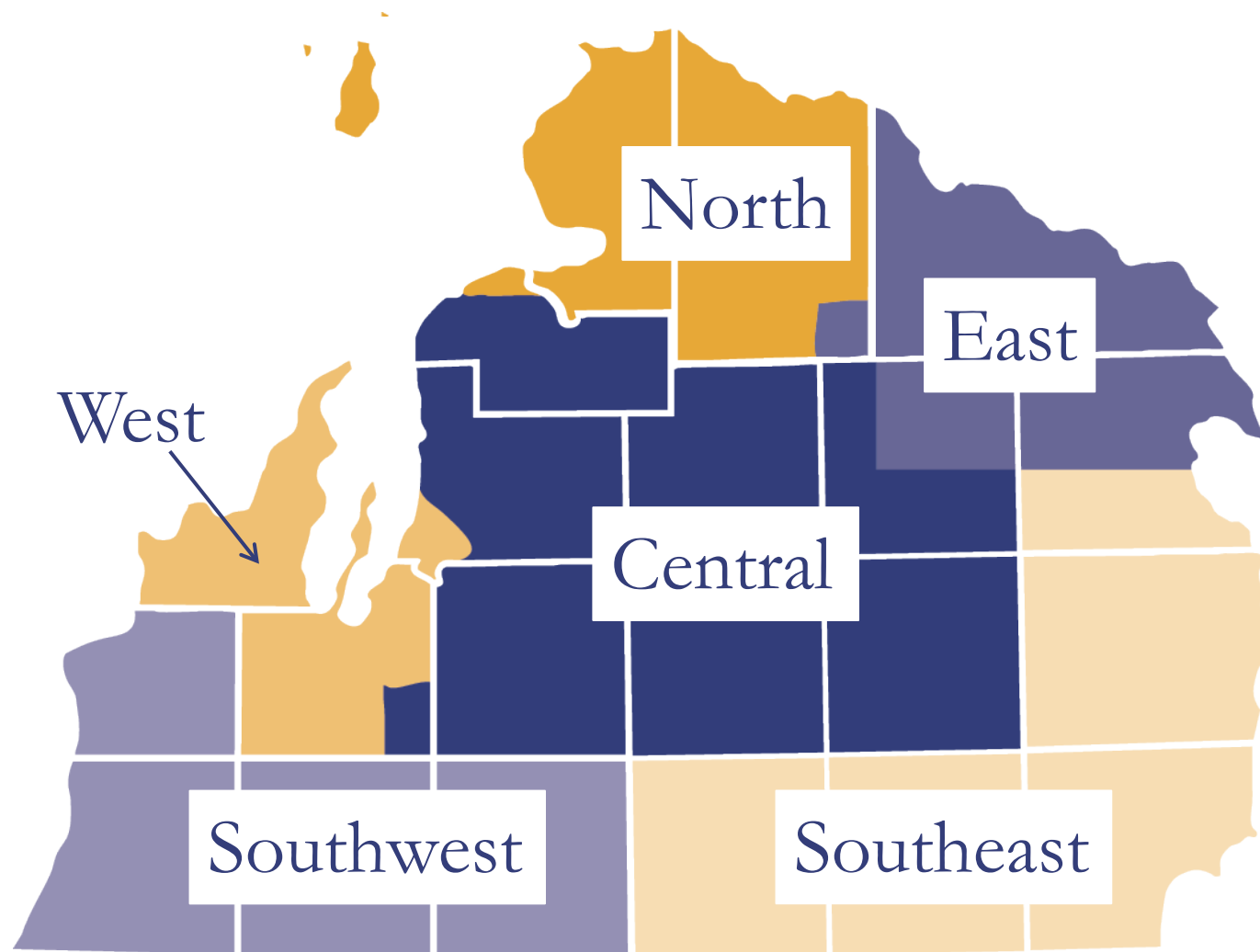
**#4:** The existing cluster of St. Ann (Cadillac), St. Edward (Harrietta), St. Stephen (Lake City) and St. Theresa (Manton) should continue with one Pastor and one Parochial Vicar.

**Additional Note:** If it becomes necessary due to an increased shortage of priests, St. Joseph (Onkama) should be clustered with Manistee and served by the existing Pastor and Parochial Vicar in Manistee. St. Anne (Frankfort) and St. Raphael (Copemish) could be clustered and served by one Pastor, but additional seasonal assistance may be needed for the summer months. St. Ann (Cadillac), St. Stephen (Lake City), St. Edward (Harrietta) and St. Theresa (Manton) could be served by one Pastor. No weekend Masses would be celebrated at either St. Edward (Harrietta) or St. Theresa (Manton), but the parishes could be maintained as long as a sustainable faith community exists in each location.



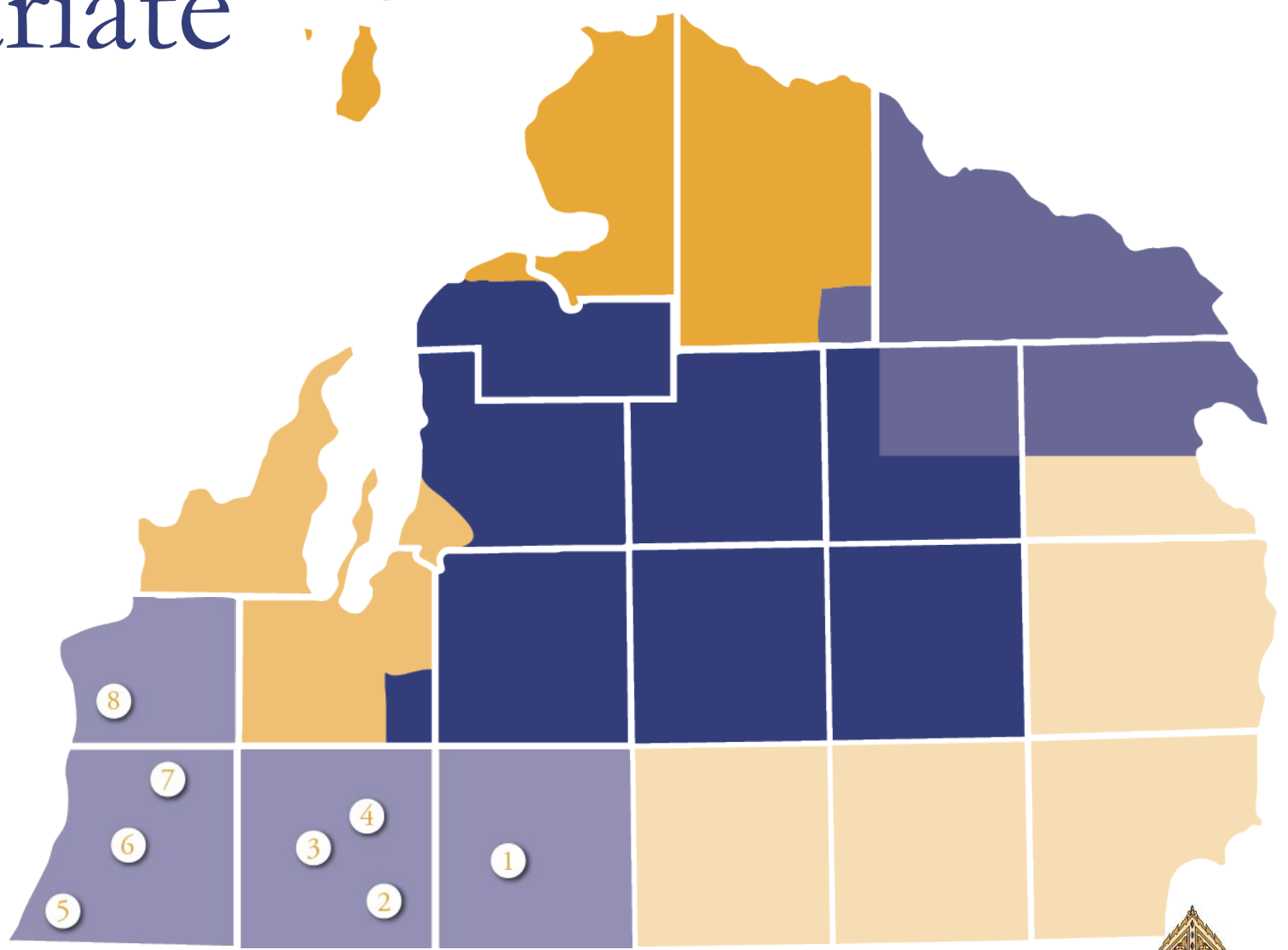
# Diocese of Gaylord

6 Vicariates



# Southwest Vicariate

1. St. Stephen, Lake City
2. St. Ann, Cadillac
3. St. Edward, Harietta
4. St. Theresa, Manton
5. Divine Mercy, Manistee
6. St. Joseph, Onekama
7. St. Raphael, Copemish
8. St. Ann, Frankfort



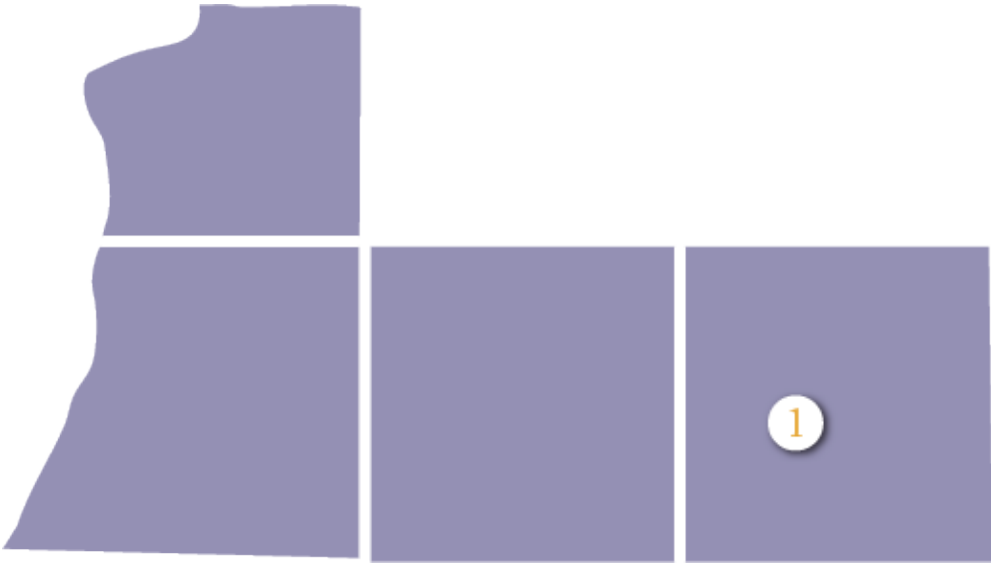
# Southwest Vicariate

Vicariate Profile					
Name:			SOUTHWEST VICARIATE		
	2025 Survey	Trending*	2024 OCD	2005 OCD	1995 OCD
Households	2051	↓	2149	3117	3547
Baptisms	47	↓	35	116	126
Marriages	13	↓	12	41	57
Deaths	102	↓	84	108	141
^Funerals					



1. St. Stephen, Lake City

# Southwest Vicariate



Parish Profile					
Name: Saint Stephen			City: Lake City		
	2025 Survey	Trending*	2024 OCD	2005 OCD	1995 OCD
Households	180	—	168	212	180
Baptisms	8	↑	8	8	7
Marriages	1	↓	1	2	4
Deaths	6	↑	4	4	2
^Funerals					



## 2. St. Ann, Cadillac

# Southwest Vicariate

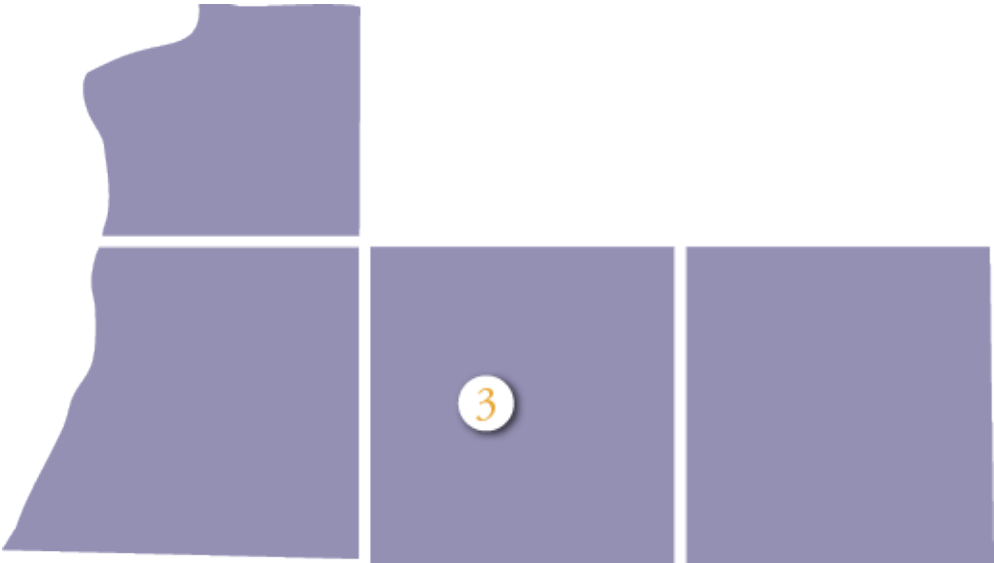
Parish Profile					
Name:	Saint Ann			City:	Cadillac
	2025 Survey	Trending*	2024 OCD	2005 OCD	1995 OCD
Households	592	↓	718	805	883
Baptisms	11	↓	7	25	36
Marriages	8	↑	8	7	4
Deaths	23	↓	15	17	37
^Funerals					





3. St. Edward, Harietta

# Southwest Vicariate



Parish Profile					
Name:		Saint Edward		City: Harrietta	
	2025 Survey	Trending*	2024 OCD	2005 OCD	1995 OCD
Households	0	<div></div>	13	0	0
Baptisms	0	<div></div>	0	0	0
Marriages	0	<div></div>	0	0	0
Deaths	0	<div></div>	0	0	0
^Funerals					



## 4. St. Theresa, Manton

# Southwest Vicariate

Parish Profile					
Name:	Saint Theresa			City:	Manton
	2025 Survey	Trending*	2024 OCD	2005 OCD	1995 OCD
Households	30	↓	28	42	37
Baptisms	2	↑	0	1	0
Marriages	0	▬	0	1	0
Deaths	0	↓	0	0	2
^Funerals					



5. Divine Mercy, Manistee

# Southwest Vicariate

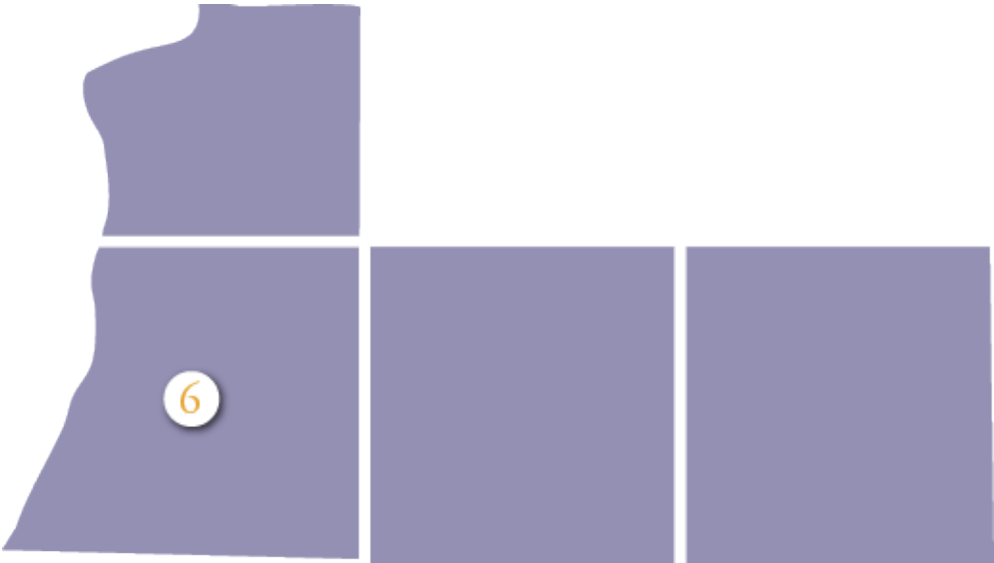


Parish Profile					
Name: Divine Mercy			City: Manistee		
	2025 Survey	Trending*	2024 OCD	2005 OCD	1995 OCD
Households	855	↓	858	1508	1880
Baptisms	17	↓	13	60	65
Marriages	1	↓	1	25	39
Deaths	57	↓	48	58	86
^Funerals					



6. St. Joseph, Onekama

# Southwest Vicariate

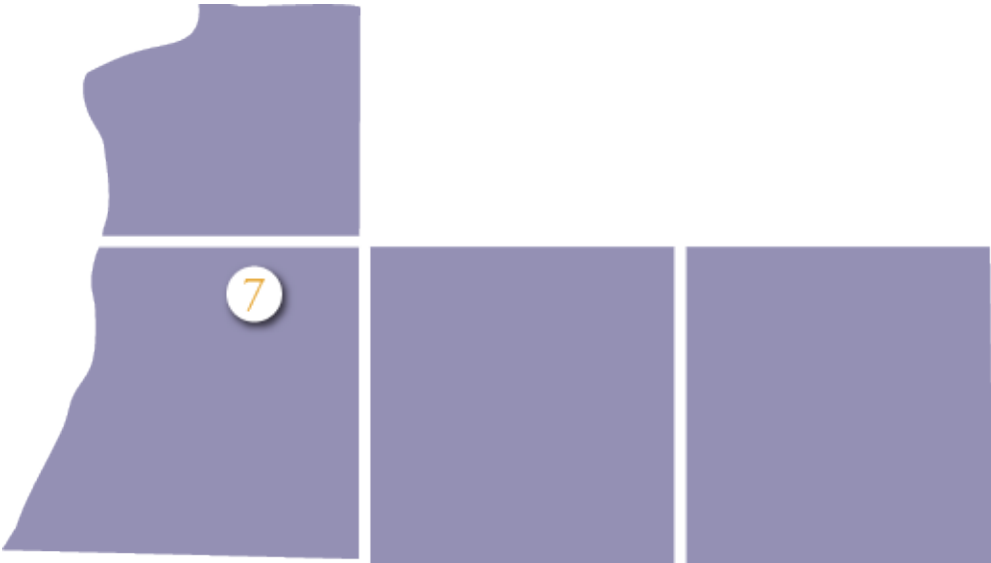


Parish Profile					
Name:		Saint Joseph		City: Onekama	
	2025 Survey	Trending*	2024 OCD	2005 OCD	1995 OCD
Households	126	↓	105	210	190
Baptisms	4	↓	4	11	12
Marriages	1	↓	1	4	4
Deaths	4	▬	9	17	4
^Funerals					



7. St. Raphael, Copemish

# Southwest Vicariate



Parish Profile					
Name: Saint Raphael		City: Copemish			
	2025 Survey	Trending*	2024 OCD	2005 OCD	1995 OCD
Households	63	↓	56	135	125
Baptisms	0	↓	0	5	1
Marriages	0	▬	0	0	0
Deaths	2	↓	2	7	4
^Funerals					



8. St. Ann, Frankfort

# Southwest Vicariate



Parish Profile					
Name:		Saint Ann		City: Frankfort	
	2025 Survey	Trending*	2024 OCD	2005 OCD	1995 OCD
Households	205	↓	203	205	252
Baptisms	5	—	3	6	5
Marriages	2	↓	1	2	6
Deaths	10	↑	6	5	6
^Funerals					



# Questions & Comments



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