



**OUR FAITH, OUR FUTURE**  
**A PLAN FOR THE DIOCESE OF GRAND RAPIDS**

*Accepted and Approved*  
*April 5, 2012*



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# DIOCESE OF GRAND RAPIDS

*Office of the Bishop*

April 5, 2012

Dear friends in Christ,

As a diocese, we have reached an important milestone in continuing the work of the Lord in His Church. I have reviewed and reflected on *Our Faith, Our Future* pastoral study plan that has been underway for two years. This document is the result of extensive data collection, multiple regional consultations, and analyses of future oriented models which will strengthen the vitality of Catholic parish life in our diocese. The time and effort contributed by so many in this process is truly edifying. I am most grateful for your commitment to the church and our future.

Following consultation with the diocesan Presbyteral Council (comprised of priest representatives from all nine deaneries of the diocese), I wish to make the following observations:

- The plan effectively achieves the objectives originally established for this planning process.
- The document contains important recommendations enabling us to address the current factors which impact the vitality of parishes and vibrancy of faith life.
- The proposed recommendations and timelines while providing important directives will, in some instances, need further study and development as efforts towards implementation and special circumstances are further examined.
- The actions to implement these recommendations must be clearly outlined to incorporate consultation with the respective parishes, deaneries, and my office through the Office of Pastoral Services.

With this understanding, I gratefully receive the plan. After prayerful consideration, I give approval to move forward. *Our Faith, Our Future* pastoral plan is meant to be a living document, able to adapt over time, and provide consistency and guidance in making decisions with long-range implications.

I offer my full endorsement for the vision for vital parishes as a vision for all our parishes, whether accomplished individually or in concert with other parishes. The attached Vision and Criteria for Vital Parishes (**Appendix I**) shall be considered part of this plan as well as the attached Goals and Priorities to Strengthen Parish and School Vitality (**Appendix II**). Furthermore, we must work together both locally and on a diocesan level to implement the goals which will strengthen and vitalize our parishes and schools. All parishes will be expected to provide support for students of parishioners who choose Catholic schools at the elementary and secondary levels according to the norms established by the diocese.

The following summary highlights important directions adopted for the diocese. The plan offers additional explanation, so the following must be viewed in light of the entire plan. The attached *Our Faith, Our Future* Questions and Answers (**Appendix III**) will help address other matters.

I am most grateful to those who have participated in this planning process and the implementation that has already taken place with my approval. The implementation of this plan and our efforts to carry out the mission of Christ Jesus in the future will require the collaborative efforts of everyone in the Diocese of Grand Rapids. We must work together, under the guidance of the Holy Spirit, to realize "*Our Faith, Our Future.*"

With good wishes,

Fraternally yours in the Lord,

A handwritten signature in blue ink that reads "Walter A. Hurley". The signature is written in a cursive style with a cross at the beginning.

Most Reverend Walter A. Hurley  
Bishop of Grand Rapids

## GRAND RAPIDS SOUTH DEANERY

### **Cathedral of Saint Andrew**

As the Cathedral of the diocese, Saint Andrew is unlike a traditional parish. While parish life is a dimension of the Cathedral, it also serves the Bishop and the diocese with many functions. The Cathedral draws its membership from across the diocese with many parishioners not living in the neighborhood. The Cathedral will remain as a stand-alone parish, will continue to serve a diverse community and shall not be part of any cluster. Other parishes may however merge with the Cathedral. The ministry of the Paulists and the Catholic Information Center shall continue to be part of the various ministries of the Cathedral.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **Our Lady of Sorrows**

Established originally to serve the Italian community, it now serves a Hispanic community as well. Our Lady of Sorrows will remain a parish with a pastor until such time as the bishop accepts the resignation of the current pastor or other unexpected circumstances occur. At that time, Our Lady of Sorrows Parish will merge with either Cathedral of Saint Andrew or Shrine of St. Francis Xavier/Our Lady of Guadalupe and the present church shall be closed. By July 2, 2012, the parish shall identify and inform the Office of Pastoral Services the parish with which they wish to eventually merge and begin a collaborative ministry.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **St. Dominic, Wyoming**

St. Dominic Parish has a historical connection with St. John Vianney Parish, Wyoming, as well a geographical proximity. St. Dominic Parish will remain as a parish with a pastor until such time as the Bishop accepts the resignation of the current pastor or other unexpected circumstances occur. At that time, St. Dominic Parish shall merge with St. John Vianney Parish and the present church shall be closed as a worship site.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **St. John Vianney, Wyoming**

St. John Vianney Parish will remain as a stand-alone parish after St. Dominic Parish is merged with the parish. The parish should create a master site plan to address the need to update and renovate its facilities and by December 30, 2012, shall submit a draft stating to do so. In collaboration with the Office of Pastoral Services, a pastoral plan should be developed to transition into a more culturally, diverse community.

St. John Vianney Catholic School should continue and expand collaboration with neighboring parishes in order to serve as a regional Catholic School for the area.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **Our Lady of La Vang, Wyoming (personal parish)**

This parish shall remain as a personal parish to serve the needs of the Vietnamese Catholic Community. To provide for the growing number of younger people, one of the three Masses currently being celebrated must be in English. This parish should assist other parishes with a significant number of Vietnamese families to celebrate those feasts traditionally celebrated.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **Holy Name of Jesus, Wyoming**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner to be implemented when the present pastor is no longer available and a pastor is not available to be assigned to the parish. The parish should reduce its Mass schedule from four weekend Masses to three, so that one priest can celebrate all Masses. The parish should continue to collaborate with Shrine of St. Francis Xavier/Our Lady of Guadalupe and St. Joseph the Worker Parish in serving the needs of the Hispanic Community. This collaboration shall include San Juan Diego Academy.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **Shrine of St. Francis Xavier/Our Lady of Guadalupe**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner in the event that the present pastor is not available and a pastor is not available to be assigned to the parish. Given the seating capacity of the church and attendance, the parish should reduce its weekend Mass schedule from five Masses to three, so that one priest can celebrate all Masses. The parish should continue to collaborate with Holy Name of Jesus Parish and St. Joseph the Worker Parish in serving the needs of the Hispanic Community. The collaboration includes San Juan Diego Academy.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **St. Joseph the Worker, Wyoming (personal parish)**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner in the event that the present pastor is not available and a pastor is not available to be assigned to the parish. The parish should continue to collaborate with Holy Name of Jesus Parish and Shrine of St. Francis Xavier/Our Lady of Guadalupe in serving the needs of the Hispanic community. The parish should pay particular attention to the new immigrants from Central America and maintain the collaboration and support of San Juan Diego Academy.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

**Holy Redeemer, Jenison**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner in the event that that present pastor is not available and a pastor is not available to be assigned to the parish. The parish should continue its collaborative ministry with neighboring parishes with Crossroads as the example.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

**St. Sebastian, Byron Center**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner in the event that the present pastor is not available and a pastor is not available to be assigned to the parish. The parish should continue its collaborative ministries with the neighboring parishes and should complete a master site plan and develop a ministry plan that provides for present and future growth.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

**St. Pius X, Grandville**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner in the event that the present pastor is not available and a pastor is not available to be assigned to the parish. The parish should continue and expand the collaborative ministry that is currently in place with neighboring parishes.

The parish shall continue to cooperate with Catholic Schools and actively promote and support Catholic education. The parish shall provide moral and financial support to families who may choose Catholic education for their children.

## GRAND RAPIDS WEST DEANERY

### **Holy Family, Sparta**

When the present pastor retires or is otherwise not available, Holy Family Parish will be clustered with Holy Trinity Parish, Comstock Park.

Holy Family Parish should continue the discussion with Holy Trinity Parish to develop greater collaboration on staffing and ministries. This collaboration should continue to include Catholic schools in the area.

In collaboration with Holy Trinity Parish, Comstock Park, a plan should be made to fully integrate its growing Hispanic Community into its ordinary life of the parish.

The parishes shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **Holy Trinity, Comstock Park**

When the pastor of Holy Family Parish, Sparta retires, the parish will be clustered with Holy Trinity Parish with one pastor serving both parishes.

Holy Trinity Parish should begin to look for areas of continued collaboration to develop economies of staff and programs.

In collaboration with Holy Family Parish, Sparta, a plan should be made to fully integrate its growing Hispanic Community into its ordinary life of the parish.

Holy Trinity Catholic School should continue to participate in collaboration efforts with neighboring parishes and schools.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children. While continuing to provide support for the parish school, the parish subsidy from the offertory collection is to be gradually reduced to the diocesan recommended 35% in order to free up funds to respond to currently unmet needs as part of a vital parish serving the needs of all.

### **Holy Spirit**

The parish shall remain as a separate parish as long as the present pastor is available. When that is no longer so and a pastor is not available to be assigned, the parish shall be clustered with St. Anthony of Padua Parish.

These parishes and their respective schools shall continue to collaborate where there are possibilities to accomplish economies of scale and programming.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.



### **St. Anthony of Padua**

The parish shall remain as a separate parish as long as the present pastor is available. When that is no longer so and a pastor is not available to be assigned, the parish shall be clustered with Holy Spirit Parish.

These parishes and their respective schools shall continue to collaborate where there are possibilities to accomplish economies of scale and programming.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **Basilica of St. Adalbert**

At the time of the retirement of the present pastor, the Basilica of St. Adalbert shall be staffed by a pastor, associate pastor and a deacon to serve the needs of the lower west side. By July 2, 2012, St. James Parish shall merge with the Basilica of St. Adalbert. For now, the merged parish shall maintain two worship sites. The use or disposition of other buildings shall be recommended by the merged parish.

Upon the retirement of the present pastor at the Basilica of St. Adalbert, St. Mary Parish and SS Peter and Paul Parish shall also merge with the Basilica of St. Adalbert maintaining both worship sites for now.

The Basilica shall continue and implement the plan to expand its parking facilities and develop a large central facility for parish administration and parish programs utilizing the former school building.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **Sacred Heart of Jesus**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner, in the event that the present pastor is not available and a pastor is not available to be assigned to the parish.

To strengthen parish life in its various aspects, a strategic plan to meet the marks of a vital parish is to be developed. While continuing to provide support for the parish school, the parish subsidy from the offertory collection is to be gradually reduced to the diocesan recommended 35% in order to free up funds to respond to currently unmet needs as part of a vital parish serving the needs of all.

The Latin Mass “community” is to be integrated into the ordinary life of the parish. Given the seating capacity of the church and current mass attendance, the Mass schedule should be reduced, so that one priest is able to celebrate all three Masses, if necessary.

### **SS Peter and Paul**

The parish shall remain as a separate parish until either the present pastor retires or is transferred or the pastor of the Basilica retires. The church shall remain as a worship site. At that time, SS Peter and Paul will merge with the Basilica of St. Adalbert. By July 2, 2012, the parish shall submit a plan to the Office of Pastoral Services for approval, for collaboration with the Basilica of St. Adalbert and the other lower west side parishes to plan for the merger when it takes place.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **St. James**

The parish has been clustered with the Basilica of St. Adalbert for some time. By July 2, 2012, the two parishes shall be merged retaining two worship sites, one administrative office and common programming and staff to serve the merged parish.

### **St. Mary**

Until the retirement of the present pastor at the Basilica of St. Adalbert, St. Mary Parish shall remain as a separate parish with a priest administrator. By July 2, 2012, the administrator shall submit and implement specific plans to the Office of Pastoral Services for approval, to begin to share personnel and facilities with the Basilica of St. Adalbert and locate them in the newly renovated "Basilica Parish Center" that is located in the former school building. Given the seating capacity of the church, St. Mary Parish shall further reduce the Mass schedule so that the administrator would not celebrate more than three weekend Masses. Given the availability of at least three Sunday evening Masses in neighboring parishes, the Sunday evening Mass should be discontinued to attain that goal.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

## GRAND RAPIDS NORTH DEANERY

### **Blessed Sacrament**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner in the event that the present pastor is not available and a pastor is not available to be assigned to the parish. The parish will continue as a sponsor of All Saints Academy.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **St. Alphonsus**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner in the event that the present pastor is not available and a pastor is not available to be assigned to the parish, should the Redemptorists leave the parish. The parish will continue as a sponsor of All Saints Academy.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **St. Isidore**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner in the event that the present pastor is not available and a pastor is not available to be assigned to the parish. The parish will continue as a sponsor of All Saints Academy.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **St. Jude**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner in the event that the present pastor is not available and a pastor is not available to be assigned to the parish. The parish will continue as a sponsor of All Saints Academy.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **Mary Queen of Apostles, Sand Lake**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner in the event that the present pastor is not available and a pastor is not available to be assigned to the parish.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **Santa Clara Mission, Coral**

Santa Clara Mission shall be merged into Mary Queen of Apostles, Sand Lake, and serve as a summer chapel (oratory) from approximately Easter through October, as long as it is possible to have a priest available.

When it is not possible to have Mass available every Sunday, the building may continue to be used for special occasions depending on a study of the church building to determine its safety for use and code issues. The diocese will conduct this study.

### **St. Margaret of Scotland (Harvard), Cedar Springs**

Effective July 2, 2012, St. Margaret of Scotland shall serve as a chapel (oratory) attached to Mary Queen of Apostles, Sand Lake. The chapel (oratory) shall remain a worship site until such time as it is moved to a new site in Cedar Springs. In the future, the Mission will be established as a parish.

By December 3, 2012, a plan is to be developed to move the Sunday Mass to a central location in Cedar Springs.

### **Assumption of the Blessed Virgin Mary, Belmont**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner in the event that the present pastor is not available and a pastor is not available to be assigned to the parish. The parish shall continue its support of the parish school.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **Our Lady of Consolation, Rockford**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner in the event that the present pastor is not available and a pastor is not available to be assigned to the parish. The parish shall continue its support of the parish school.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **St. Patrick, Parnell**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner in the event that the present pastor is not available and a pastor is not available to be assigned to the parish. The parish shall continue its support of the parish school.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

## GRAND RAPIDS EAST DEANERY

### **Immaculate Heart of Mary**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner in the event that the present pastor is not available and a pastor is not available to be assigned to the parish. Plans should be developed and implemented to work together with the cluster partner, sharing personnel and services where possible. The parish should continue to respond to the needs of an increasingly culturally, diverse community.

Immaculate Heart of Mary Catholic School should continue to seek opportunities for collaboration with neighboring schools in sharing of personnel and services.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **St. Mary, Lowell**

Effective May 30, 2012, St. Anthony Parish, Saranac, shall be clustered with St. Mary Parish as was announced with the appointment of the present pastor. The parish shall continue to collaborate with St. Patrick Parish in Parnell in its support of the parish school.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **St. Paul the Apostle**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner in the event that the present pastor is not available and a pastor is not available to be assigned to the parish. Plans should be developed and implemented to work together with the cluster partner to search out opportunities for collaboration and economies of scale with personnel and programming.

St. Paul the Apostle Catholic School should continue to seek opportunities for collaboration with neighboring schools in sharing of personnel and services.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **St. Stephen**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner, to be implemented when the present pastor retires, if a pastor is not available to be assigned to the parish. Plans should be developed and implemented to work together with the cluster partner to search out opportunities for collaboration and economies of scale with personnel and programming.

St. Stephen Catholic School should seek opportunities for collaboration with neighboring schools in sharing personnel and services.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children. While continuing to provide support for the parish school, the parish subsidy from the offertory collection is to be gradually reduced to the diocesan recommended 35% in order to free up funds to respond to currently unmet needs as part of a vital parish serving the needs of all.

### **St. Thomas the Apostle (Grand Rapids)**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner in the event that the present pastor is not available and a pastor is not available to be assigned to the parish. Plans should be developed and implemented to work together with the cluster partner to search out economies of scale in personnel and programming.

St. Thomas the Apostle Catholic School should seek opportunities for collaboration with Aquinas College and neighboring schools in sharing personnel and services.

By December 31, 2012, a master site plan should be developed and submitted for approval through the Office of Pastoral Services to address present and future needs of the parish and school.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **Holy Family, Caledonia**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner in the event that the present pastor is not available and a pastor is not available to be assigned to the parish.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **St. Robert of Newminster, Ada**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, a cluster partner in the event that a pastor is not available to be assigned.

The parish should develop a long-range strategic plan to serve the growing community.

The parishes shall continue to cooperate with Catholic Schools to actively promote Catholic education. The parishes should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **St. Mary Magdalen, Kentwood**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner in the event that the present pastor is not available and a pastor is not available to be assigned to the parish. The parish shall reduce its Mass schedule, so that one priest can celebrate all Masses.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

## IONIA DEANERY

### **St. Charles Borromeo, Greenville**

By July 2, 2012, the parish shall form and submit to the Office of Pastoral Services for approval, a cluster plan with St. Joseph Parish, Belding. The Mass schedule will need to be reduced by one so that the pastor is not celebrating more than three weekend Masses in accordance with church law.

Responsibilities for St. Margaret of Scotland Mission, Harvard, shall be transferred to the responsibility of Mary Queen of Apostles Parish, Sand Lake.

### **St. Joseph, Belding**

Effective July 2, 2012, the parish shall be clustered with St. Charles Borromeo Parish, Greenville. A plan should be formulated, submitted and implemented to the Office of Pastoral Services identifying areas where a common staff will help to effect economies of scale, cost and efficiency.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **St. Mary, Miriam**

The parish has been served by the pastor of St. Joseph Parish, Belding for many years. By July 2, 2012, the parish shall merge with St. Joseph Parish, Belding, and be maintained as a chapel (oratory) with Mass celebrated on Sunday, as long as possible. A plan should be formulated, submitted and implemented to the Office of Pastoral Services for approval.

### **SS Peter and Paul, Ionia**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, a cluster partner in the event that the present pastor is not available and a pastor is not available to be assigned. For now, St. Edward Parish, Lake Odessa, shall be clustered with SS Peter and Paul Parish, Ionia

The parish should continue its support of the parish school and continue with its efforts for opportunities for expansion of enrollment.

The parish shall continue to collaborate and support with neighboring parishes, in integrating ministries to the Hispanic Community into ordinary life of the parish and neighboring parishes. By July 2, 2012, until another priest is available, the parish Mass schedule should be reduced to three so that one priest can celebrate all Masses in accord with church law.

### **St. Edward, Lake Odessa**

St. Edward Parish shall be clustered with SS Peter and Paul Parish, Ionia by July 2, 2012. The Mass schedule should be reviewed to determine if there should be a summer and a winter schedule. A plan should be formulated, submitted and implemented to the Office of Pastoral Services for approval.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education and Hispanic Ministry. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

**St. Anthony, Saranac**

Effective May 30, 2012, the parish shall be clustered and eventually merged with St. Mary Parish, Lowell, and moved to the Grand Rapids East Deanery.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education and Hispanic Ministry. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

**St. John the Baptist, Hubbardston**

The parish shall retain its cluster relationship with St. Mary Parish, Carson City, and continue to seek opportunities for collaboration for greater economies of scale and operations.

**St. Mary, Carson City**

The parish shall retain its cluster relationship with St. John the Baptist Parish, Hubbardston, and continue to seek opportunities for collaboration for greater economies of scale and operations.

**St. Joseph, Pewamo**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, a cluster partner when the present pastor is not available and a pastor is not available to be assigned.

The parish shall continue its support of St. Joseph Catholic School and Hispanic Ministry balancing school and parish needs.

**St. Patrick, Portland**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, a cluster partner when the present pastor is not available and a pastor is not available to be assigned.

A strategic plan and master site plan should be developed to address the future needs of the existing facilities.

St. Patrick Catholic School should continue and invite collaboration with neighboring parishes in order to serve as a regional Catholic School for the area.



## MUSKEGON DEANERY

### **Prince of Peace, North Muskegon**

By July 2, 2012, a plan is to be formulated, submitted and implemented to the Office of Pastoral Services for approval, for St. Mary of the Woods Chapel, Lakewood Club to merge with Prince of Peace Parish, maintaining two worship sites. The Mass schedule at Prince of Peace Parish should be reduced by one, so that one priest is able to celebrate no more than three weekend Masses.

The parish shall continue to provide financial support, promotion and recruitment of students for the Muskegon Catholic Schools and for parishioners of other Catholic Schools who may choose Catholic education for their children.

### **St. Mary of the Woods, Lakewood Club**

By July 2, 2012, a plan is to be formulated, submitted and implemented to the Office of Pastoral Services for approval, to merge with Prince of Peace Parish, North Muskegon and become a chapel (oratory) for the parish. The merged St. Mary of the Woods Chapel will be part of the Muskegon Deanery. For now, one weekend Mass will be offered at the chapel (oratory). During the summer months with visitors, Mass may be celebrated in the larger parish hall.

### **Our Lady of Grace**

By July 2, 2012, a plan is to be formulated and submitted to the Office of Pastoral Services for approval, to cluster and move toward a merger with St. Jean Baptiste Parish and St. Mary of the Immaculate Conception Parish no later than December 30, 2012, when the pastor of Our Lady of Grace is transferred. The number of weekend Masses and the Mass schedule at the parishes should be reviewed and revised. Regular sacramental assistance will be needed.

A merger of the parishes should be carefully planned. A master site plan should be developed to address the future needs of the clustered parishes and existing facilities.

The parish shall continue to provide financial support, promotion and recruitment of students for the Muskegon Catholic Schools and for parishioners of other Catholic Schools who may choose Catholic education for their children.

### **St. Jean Baptiste**

By July 2, 2012, a plan is to be formulated and submitted to the Office of Pastoral Services for approval, to merge St. Jean Baptiste Parish with St. Mary of the Immaculate Conception Parish and to cluster with Our Lady of Grace Parish no later than December 30, 2012. The number of weekend Masses and the Mass schedule at the parishes should be reviewed and revised in anticipation of the merger. Regular sacramental assistance will be needed.

The future merger of the parishes should be planned. A master site plan should be developed to address the future needs of the merged parishes and existing facilities.

The parish shall continue to provide financial support, promotion and recruitment of students for the Muskegon Catholic Schools and for parishioners of other Catholic Schools who may choose Catholic education for their children.

### **St. Mary of the Immaculate Conception**

By July 2, 2012, a plan is to be formulated, submitted and implemented to the Office of Pastoral Services for approval, to cluster with Our Lady of Grace Parish, Muskegon and merge with St. Jean Baptiste Parish, Muskegon no later than December 30, 2012, when the pastor is transferred to cluster with Our Lady of Grace Parish. The number of weekend Masses and the Mass schedule at the parishes should be reviewed and revised. Regular sacramental assistance will be needed.

A master site plan should be developed to address the future needs of the merged parishes using existing facilities, where feasible.

The parish shall continue to provide financial support, promotion and recruitment of students for the Muskegon Catholic Schools and for parishioners who may choose other Catholic schools for their children.

### **St. Francis de Sales (Norton Shores)**

By July 2, 2012, the parish should form and submit to the Office of Pastoral Services for approval, the necessary process and administrative structure to cluster with St. Michael Parish, Muskegon. The number of weekend Masses and the Mass schedule should be reviewed and revised. A master site plan should be developed to address the future needs of the existing facilities.

The parish shall continue to provide financial support, promotion and recruitment of students for the Muskegon Catholic Schools and for parishioners who may choose other Catholic schools for their children.

### **St. Michael**

By July 2, 2012, the parish should form and submit to the Office of Pastoral Services for approval, the necessary process and administrative structure to cluster with St. Francis de Sales Parish, (Norton Shores) Muskegon. The number of weekend Masses and the Mass schedule should be reviewed and revised. A master site plan should be developed to address the future needs of the existing facilities.

The parish shall continue to provide financial support, promotion and recruitment of students for the Muskegon Catholic Schools and for parishioners who may choose other Catholic schools for their children.

### **Sacred Heart, Muskegon Heights**

By July 2, 2012, the parish should form and submit to the Office of Pastoral Services for approval, the necessary process and administrative structure to cluster with St Thomas the Apostle Parish, Muskegon Township. The number of weekend Masses and the Mass schedule should be reviewed and revised. A master site plan should be developed to address the future needs of the existing facilities.

The parish shall continue to provide financial support, promotion and recruitment of students for the Muskegon Catholic Schools and for parishioners who may choose other Catholic schools for their children.

### **St. Thomas the Apostle, Muskegon Township**

By July 2, 2012, the parish should form and submit to the Office of Pastoral Services for approval, the necessary process and administrative structure to cluster with Sacred Heart Parish, Muskegon Heights. The number of weekend Masses and the Mass schedule should be reviewed and revised. A master site plan should be developed to address the future needs of the existing facilities.

The parish shall continue to provide financial support, promotion and recruitment of students for the Muskegon Catholic Schools and for parishioners who may choose other Catholic schools for their children.

## **BIG RAPIDS DEANERY**

### **Sacred Heart, Ewart**

The present cluster arrangement with St. Agnes Parish, Marion, shall continue until the present pastor retires or is otherwise not available. At that time, the parish shall be merged and become a chapel (oratory) of St. Philip Neri Parish, Reed City. The parish should begin to build collaborative ministries with St. Philip Neri Parish and continue collaborative ministry with St. Agnes Parish, Marion.

### **St. Agnes, Marion**

The present cluster arrangement with Sacred Heart Parish, Ewart, shall continue until the present pastor retires and is otherwise not available. At that time, the parish shall be merged and become a chapel (oratory) of St. Philip Neri Parish, Reed City. The parish should begin to build collaborative ministries with St. Philip Neri Parish and continue collaborative ministry with Sacred Heart Parish, Ewart.

### **St. Philip Neri, Reed City**

When the present pastor of Sacred Heart Parish, Ewart and St. Agnes Parish, Marion, retires or is no longer available, Sacred Heart Parish and St. Agnes Parish will be merged with St. Philip Neri Parish, maintaining all three sites as long as feasible. Additional sacramental assistance will be required.

### **St. Anne Mission, Paris**

When Sacred Heart Parish, Ewart and St. Agnes Parish, Marion are merged with St. Philip Neri Parish, Reed City, St. Anne Mission shall also merge with and become a seasonal chapel (oratory) of St. Philip Neri Parish.

### **St. Mary, Big Rapids**

By July 2, 2012, St. Mary Parish shall be merged with St. Paul Parish, Big Rapids. The merged parish shall be known as St. Mary-St. Paul Parish and shall function with two sites operating with a common staff operating out of St. Mary's parish office. Special focus is to be continued to serve the needs of Ferris State University's student and faculty community.

The parish shall develop a master site plan as well as a strategic plan for the parish and St. Mary Catholic School and continue to provide financial support to the school, as possible.

### **St. Paul Campus Parish, Big Rapids**

By July 2, 2012, St. Paul Campus Parish shall be merged with St. Mary Parish, Big Rapids. The merged parish shall be known as St. Mary-St. Paul Parish and shall function with two sites operating with a common staff operating out of St. Mary's parish office. Special focus is to be continued to serve the needs of Ferris State University's student and faculty community.

### **St. Michael the Archangel, Remus**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner in the event that the present pastor is no longer available and no pastor is available to be assigned. Once selected, the parish should work with the cluster partner selected to determine areas of cooperation and collaboration.

As part of the parish, St. Michael the Archangel Catholic School should continue to follow and update their strategic plan. While continuing to provide support for the parish school, the parish subsidy from the offertory collection is to be gradually reduced to the diocesan recommended 35% in order to free up funds to respond to currently unmet needs as part of a vital parish serving the needs of all.

### **Christ the King, Howard City**

Christ the King Parish has recently merged with St. Francis de Sales Parish, Lakeview, and is now known as Christ the King-St. Francis de Sales Parish. Both churches shall be used as worship sites as long as possible and feasible with the possibility of the Lakeview cluster being used seasonally and for special celebrations; such as, funerals, weddings, etc.

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a cluster partner in the event that the present pastor is not available and a pastor is not available to be assigned to the parish.

### **St. Francis de Sales, Lakeview**

St. Francis de Sales Parish has recently merged with Christ the King Parish, Howard City, and is now known as Christ the King-St. Francis de Sales Parish. Both churches shall be used as worship sites as long as possible and feasible with the possibility of St. Francis de Sales being used seasonally and for special celebrations; such as, funerals, weddings, etc.

### **St. Margaret Mary Alacoque, Edmore**

By July 2, 2012, the parish shall be merged with St. Bernadette of Lourdes Parish, Stanton, and maintain as long as possible and feasible retaining both churches as worship sites. The parish offices shall be moved to the St. Bernadette of Lourdes site which will serve as the principal site for the merged parish. The parish business office of the merged parish shall be located at Stanton and a long-range facility master plan should be developed and submitted to the Office of Pastoral Services for approval. The merged parish shall be named St. Bernadette-St. Margaret Mary Parish.

By July 2, 2012, the merged parish shall select a cluster partner in the event that the present pastor is not available and a pastor is not available to be assigned to the parish.

### **St. Bernadette of Lourdes, Stanton**

By July 2, 2012, the parish shall be merged with St Margaret Mary Alacoque Parish, Edmore, and maintain as long as possible and feasible retaining both churches as worship sites. The parish offices shall be at the St. Bernadette of Lourdes site which will serve as the site for the merged parish. The parish business office of the merged parish shall be located at Stanton and a long-range facility master plan should be developed and submitted to the Office of Pastoral Services for approval. The merged parish shall be named St. Bernadette-St. Margaret Mary Parish.

By July 2, 2012, the merged parish shall select a cluster partner in the event that the present pastor is not available and a pastor is not available to be assigned to the parish.

## GRAND HAVEN DEANERY

### **Our Lady of the Lake, Holland**

By July 2, 2012, the parish shall select and submit to the Office of Pastoral Services for approval, a cluster partner in the event that the present pastor is no longer available and a pastor is not available to be assigned to the parish.

Working with other parishes in the area, including Grand Haven, the parish should continue to review services and ministries to the Hispanic Community and explore areas of greater collaboration and assist in providing personnel and support for this ministry.

As a sponsor of Corpus Christi Catholic School, the parish shall continue to be actively involved and promote enrollment and provide financial support for the school as well as for students who choose Catholic high school education.

### **St. Francis de Sales, Holland**

By July 2, 2012, the parish shall select and submit to the Office of Pastoral Services for approval, a cluster partner in the event that the present pastor is no longer available and a pastor is not available to be assigned to the parish.

Working with Our Lady of the Lake Parish, Holland, and other surrounding parishes including Grand Haven, the parish should continue to review services and ministries to the Hispanic Community and explore areas of greater collaboration and assist in providing staff and support for this ministry.

As a sponsor of Corpus Christi Catholic School, the parish shall continue to be actively involved with and promote enrollment and provide financial support for the school as well as for students who choose Catholic high school education.

### **St. Patrick, Grand Haven**

By July 2, 2012, the parish shall complete the merger of St. Anthony Mission, Robinson, with St. Patrick Parish. Facilities at St. Anthony Mission shall be retained at the discretion of the merged parish that will be known as St. Patrick-St. Anthony Parish.

By July 2, 2012, the parish shall select and submit to the Office of Pastoral Services for approval, a cluster partner in the event that the present pastor is no longer available and a pastor is not available to be assigned to the parish. If no weekend assistance is available, the Mass schedule must be retained at three, so the pastor can offer all three Masses.

The parish shall continue to complete and submit to the Office of Pastoral Services for final approval, the master plan that has been underway for some time.

The parish shall continue to support and promote enrollment and provide financial support for Catholic education at St. Mary Catholic School, Spring Lake, as well as other Catholic schools at the elementary and secondary levels, where parishioners may choose Catholic education for their children.

Working with other parishes in the area, including Grand Haven, the parish should continue to review services and ministries to the Hispanic Community and explore areas of greater collaboration and assist in providing staff and support for this ministry.

**St. Mary, Spring Lake**

By July 2, 2012, the parish shall select a cluster partner in the event that the present pastor is not available and no pastor is available to be assigned.

As a sponsor of St. Mary Catholic School, the parish shall continue to be actively involved with and promote enrollment and provide financial support for the school as well as for students who choose Catholic high school education.

The parish shall develop a master site plan to address the needs of the facilities used by the school.

Working with other parishes in the area, including Grand Haven, the parish should continue to review services and ministries to the Hispanic Community and explore areas of greater collaboration and assist in providing staff and support for this ministry.

**St. Anthony Mission, Robinson**

By July 2, 2012, the parish shall complete the merger of St. Anthony Mission with St. Patrick Parish, Grand Haven. Facilities at St. Anthony Mission shall be retained at the discretion of the merged parish that will be known as St. Patrick-St. Anthony Parish. Any sale or disposition of the church and property will require the permission of the Bishop after he has followed the required canonical process.

The merged parish shall continue to complete and submit for final approval the master plan that has been underway for some time.

**St. Mary, Marne**

With the retirement of the present pastor on June 30, 2012, the parish shall be clustered with St. Michael Parish, Coopersville, with the residence of the pastor at Marne. Areas of collaboration, sharing of staff and planning should be explored and implemented.

By September 3, 2012, the cluster shall select a cluster partner and submit the name to the Office of Pastoral Services in the event that the assigned pastor is not available and no pastor is available to be assigned.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **St. Michael, Coopersville**

With the retirement of the present pastor of St. Mary Parish, Marne on June 30, 2012, the parish shall be clustered with St. Mary Parish, Marne with the residence of the pastor at Marne. Areas of collaboration, sharing staff and planning should be explored and implemented. The parish shall continue to be supportive of Catholic schools at the elementary and secondary levels. Of particular note is the support of the school program that is part of the "Wings" Project that involves St. Joseph Parish, Wright and St. Catherine Parish, Ravenna. Should the parish decide to withdraw from the Wings Project, the school will immediately close. School subsidy may not exceed 35% of the offertory income.

By September 3, 2012, the cluster shall select a cluster partner and submit the name to the Office of Pastoral Services for approval, in the event that the assigned pastor is not available and no pastor is available to be assigned.

### **St. Joseph, Wright**

The parish has recently been clustered with St. Catherine Parish, Ravenna and St. Francis Xavier Parish, Conklin with one pastor. Wright is the location of the offices for the cluster and the residence of the pastor. A common council has already been established for the three parishes. One Catholic school, with one administration, with three sites serves the region. The school subsidy is not to exceed 35% of the offertory income. The parish is encouraged to seek further areas where greater collaboration can take place within the cluster.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

### **St. Catherine, Ravenna**

The parish has recently been clustered with St. Joseph Parish, Wright and St. Francis Xavier Parish, Conklin with one pastor. Wright is the location of the offices for the cluster and the residence of the pastor. A common council has already been established for the three parishes. One Catholic school, with one administration, with three sites serves the region. The school subsidy is not to exceed 35% of the offertory income. The parish is encouraged to seek further areas where greater collaboration can take place within the cluster.

### **St. Francis Xavier, Conklin**

The parish has recently been clustered with St. Catherine Parish, Ravenna and St. Joseph Parish, Wright with one pastor. Wright is the location of the offices for the cluster and the residence of the pastor. A common Council has already been established for the three parishes. One Catholic school, with one administration, with three sites serves the region. The parish shall continue to be financially supportive of Catholic elementary and secondary education. The parish is encouraged to seek further areas where greater collaboration can take place within the cluster. The school subsidy is not to exceed 35% of the offertory income.

### **St. Luke University, Allendale**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, a written plan with projected timelines indicating progress in establishing facilities, parish identity and ministries with particular focus on the students at Grand Valley State University.

The parish shall continue to cooperate with Catholic Schools to actively promote and support Catholic education. The parish should continue to provide moral and financial support to families who may choose Catholic education for their children.

## NORTHWEST LAKESHORE DEANERY

### **St. Ann, Baldwin-St. Ignatius, Luther**

The parish and the mission have already been merged and the parish continues to operate at two sites with St. Ignatius serving as a chapel (oratory). By July 2, 2012, the parish should submit to the Office of Pastoral Services for approval, a long-range master plan for a new church that will serve the area.

### **St. Bernard, Irons**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a preferred cluster partner when the present pastor is no longer available and no pastor is available to be assigned. The choices for a cluster partner would be St. Mary Parish, Custer or St. Ann Parish, Baldwin.

### **St. John Cantius, Free Soil**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, the name of a preferred cluster partner when the present pastor is no longer available and no pastor is available to be assigned. The choices for a cluster partner would be St. Mary Parish, Custer or St. Ann Parish, Baldwin.

### **St. Jerome, Scottville**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, a plan to merge with St. Mary Parish, Custer by January 1, 2013. Custer will be the main site with the pastor in residence there. Scottville will serve as a chapel (oratory).

### **St. Mary, Custer**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, a plan to merge with St. Jerome Parish, Scottville by January 1, 2013. Custer will be the main site with the pastor in residence there. Scottville will serve as a chapel (oratory).

### **St. Simon, (Sacred Heart Mission, Victory), St. Stanislaus, Ludington**

The newly merged and reconstituted St. Simon Parish shall continue to explore, with the necessary permissions of the Bishop of the Diocese, the use or disposition of the facilities that are no longer in use.

The parish shall continue to support and promote the parish school and develop plans to continue to have it serve as a school for the region. While continuing to provide support for the parish school, the parish subsidy from the offertory collection is to be gradually reduced to the diocesan recommended 35% in order to free up funds to respond to currently unmet needs as part of a vital parish serving the needs of all.

### **St. Vincent Mission, Pentwater**

For now, as long as the present administrator is available, St. Vincent Mission shall merge with St. Joseph Parish, Weare, and serve as a seasonal chapel (oratory) from April 1 through October 31. By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, an implementation plan. The plan should consider creating a more suitable worship space for the summer months with the many tourists that visit.

Particular attention to the needs of the Hispanic Community in the area needs to be provided for by St. Vincent Mission and the surrounding parishes, including the personnel and financial funding of this pastoral work which is part of the responsibility of all the parishes in the area.



### **St. Joseph, Weare**

St. Vincent Mission, Pentwater, shall serve as a chapel (oratory) of St. Joseph Parish and operations merged with St. Joseph Parish. When the present administrator is no longer available, the parish shall be clustered with St. Gregory Parish, Hart. Plans to collaborate with St. Gregory Parish should begin to be formulated, outlining areas of collaboration, and submitted to the Office of Pastoral Services for approval, by September 3, 2012.

Particular attention to the needs of the Hispanic Community in the area needs to be provided for by St. Joseph Parish and the surrounding parishes, including the personnel and financial funding of this pastoral work which is part of the responsibility of all the parishes in the area.

### **St. Gregory, Hart**

Working with Our Lady of Fatima Parish, Shelby, the parish shall submit to the Office of Pastoral Services for approval, a plan to cluster with Our Lady of Fatima Parish. The main site of the clustered parishes shall be in Hart. When there is no longer a pastor or administrator available at the combined St. Joseph Parish, Weare and St. Vincent Mission, Pentwater, this merged parish shall be clustered with St. Gregory Parish. By September 3, 2012, a draft plan shall be submitted to the Office of Pastoral Services for approval, to implement this plan. Sacramental assistance and a possible associate pastor will need to be provided.

Particular attention to the needs of the Hispanic Community in the area needs to be provided for by St. Gregory Parish and the surrounding parishes, including the personnel and financial funding of this pastoral work which is part of the responsibility of all the parishes in the area.

### **Our Lady of Fatima, Shelby**

By July 2, 2012, the parish shall cluster with St. Gregory Parish, Hart. This plan is to be submitted to the Office of Pastoral Services for approval. Plans are to be submitted by September 3, 2012 for a future merger.

Particular attention to the needs of the Hispanic Community in the area needs to be provided for by Our Lady of Fatima and the surrounding parishes, including the personnel and financial funding of this pastoral work which is part of the responsibility of all the parishes in the area.

### **St. James, Montague**

By July 2, 2012, the parish shall develop and submit to the Office of Pastoral Services for approval, a plan to cluster with Our Lady of the Assumption Parish, Rothbury and St. John the Baptist Parish, Claybanks.

### **Our Lady of the Assumption, Rothbury**

By July 2, 2012, the parish shall submit to the Office of Pastoral Services for approval, a plan to cluster with St. James Parish, Montague and St. John the Baptist Parish, Claybanks.

Particular attention to the needs of the Hispanic Community in the area needs to be provided for by Our Lady of the Assumption Parish and the surrounding parishes, including the personnel and financial funding of this pastoral work which is part of the responsibility of all the parishes in the area.

### **St. John the Baptist, Claybanks**

By July 2, 2012, St. John the Baptist Parish shall be returned to the care of St. James Parish, Montague, and shall function as a mission and seasonal chapel (oratory) from approximately Easter Sunday through Christmas each year.

### **Christ the King, Hesperia**

By July 2, 2012, Christ the King Parish shall be merged with St. Michael Parish, Brunswick and the facilities considered a chapel (oratory) of St. Michael Parish, Brunswick. The merged parish shall be clustered with All Saints Parish, Fremont. One weekend Mass shall continue to be offered as long as possible.

### **St. Michael, Brunswick**

By July 2, 2012, Christ the King Parish, Hesperia, shall be considered a chapel (oratory) of St. Michael Parish. By July 2, 2012, plans should be submitted to the Office of Pastoral Services for approval, to form a cluster with All Saints Parish, Fremont. The Mass schedule must be reviewed so that the pastor, with any assistance available, would not celebrate more than three weekend Masses.

### **All Saints, Fremont**

By July 2, 2012, Christ the King Parish, Hesperia shall be considered a chapel (oratory) of St. Michael Parish, Brunswick which shall be clustered with All Saints Parish. By July 2, 2012, the responsibility for the pastoral care of St. Joseph Parish, White Cloud shall be transferred to the pastor of Newaygo. The debt of All Saints Parish does not transfer to other parishes.

By September 3, 2012, tentative plans should be made to expand the seating capacity of the church. The plans should be submitted to the diocese for approval to the Office of Pastoral Services for approval. The Mass schedule must be reviewed so that the pastor, with any assistance available, would not celebrate more than three weekend Masses. All Saints Parish and St. Bartholomew Parish, Newaygo will need to collaborate with Hispanic ministry and its funding.

### **St. Bartholomew, Newaygo**

The merger of St. Bartholomew with Our Lady of Guadalupe has already taken place. By July 2, 2012, St. Joseph Parish, White Cloud, shall be clustered with St. Bartholomew Parish. The Mass schedule at Newaygo should be reduced to two weekend Masses and one Mass that is offered at White Cloud, so that the pastor is not celebrating more than three weekend Masses. Particular attention needs to be given to the large Hispanic Community in the area that is now served by the parish. All Saints Parish, Fremont, should continue to work collaboratively with the parish in this ministry including its funding. One staff shall serve both parishes (Newaygo and White Cloud).

Our Lady of Guadalupe Mission in Grant has already been merged with St. Bartholomew Parish and all services are provided there. By July 2, 2012, a plan shall be submitted to the Office of Pastoral Services for approval, for the use or disposition of the properties once diocesan authorization has been given.

### **St. Joseph, White Cloud**

By July 2, 2012, a plan shall be implemented to cluster with St. Bartholomew Parish, Newaygo and be served by one staff. Mass schedules are to be adjusted to provide one Mass at White Cloud. A structural study of the church will be done by the diocese to determine the safety and accessibility of the present church building. If there are issues with the present church or the space is inadequate to accommodate the parish at one Mass and cannot be easily resolved, the present church building is to be abandoned and a new church created within the newly constructed parish center. Otherwise, the church will be closed.

# APPENDIX

## VISION AND CRITERIA FOR VITAL PARISHES

### A. Rationale for and Development of Vision and Criteria

A vital parish should have the resources necessary to achieve the vision for vital parishes either as a single entity or in collaboration with other parishes. This means new structures may be needed where parish vitality is not possible under the current organization, or it may call forth new leadership models. The principles in the vision should be adapted to each local situation and provide criteria from which local parishes will develop their own plans.

These elements are necessary for the building of parish communities that are faithful to the Gospel of Jesus Christ, vibrant in worship and united in purpose. In being true to the Word of God and consistent with the teachings of the Church, the following elements are necessary and desired.

### B. Criteria

#### WORSHIP AND THE SACRAMENTS

1. Liturgical celebrations are carefully prepared and well-attended with enthusiastic participation.
2. Homilies are thought-provoking and challenging. Parishioners are challenged to grow and live as disciples of Jesus Christ.
3. Sacramental preparation is provided and conducted in accord with approved guidelines.
4. The prayer life of parishioners extends beyond the liturgy and the sacraments.
5. Liturgical music is of high quality, engaging, and appropriate for worship.
6. Worship space is dignified, inspiring and liturgically appropriate. Facilities are handicap accessible and inviting. The liturgical environment helps support the various seasons and celebrations of the Church year.

#### EVANGELIZATION

7. The parish actively reaches out to inactive/non-participating Catholics, inquirers/seekers, and the unchurched as well as invites parishioners to become evangelizers.
8. The RCIA process is implemented both liturgically and catechetically.
9. The parish promotes a welcoming, hospitable, inclusive, and culturally sensitive spirit at all events and activities.
10. The parish fosters respect and understanding for the spiritual and cultural gifts of other Christian denominations as well as other world religions.

#### LEADERSHIP AND MISSION

11. The parish has a clear sense of mission which is to be Christ-centered. The mission is understood within the context of the local and universal Church.
12. The parish is staffed appropriately or shares staff to direct or lead parish ministries. Lay leaders are empowered and guided to roles of service that further the mission and vitality of the parish. Laity receives appropriate education and training to be effective.
13. The parish develops annual and long-range plans to carry out the mission and ministry of Jesus and to serve the needs of the people in the area.

## **PASTORAL CARE**

14. The parish provides ministry to people in hospitals, nursing homes, and other care facilities.
15. The parish ministers to the homebound and elderly parishioners.
16. Ministry is offered to comfort and support the grieving, the separated, and the divorced.

## **FAITH FORMATION AND CATHOLIC EDUCATION**

17. Adult education programs are provided including opportunities for scripture study and prayer.
18. The parish provides comprehensive faith formation for children in religious education programs and Catholic schools. These can be offered in collaboration with neighboring parishes.
19. The parish has ministries that reach the youth of the community. These can be provided within the parish or in collaboration with other parishes.
20. Parents are engaged with the parish and active in the faith development of their children.
21. Catholic schools provide a quality Catholic education that is available, accessible, and affordable.
22. Vocations to the priesthood and religious life are actively and prayerfully promoted.
23. Catechists, teachers, and catechetical leaders are trained and competent in their ministries.

## **PARISH COMMUNITY**

24. The membership of the parish is sufficient in size to carry out the mission of the Church which includes a full range of ministries and programs which serve the needs of parishioners of all ages.
25. The parish has an effective pastoral council, finance council, and committees which actively engage and involve the faithful in assisting to carry out the pastoral activity of the parish through annual and long-range plans.
26. The parish provides opportunities for fellowship which promote a feeling of belonging and a sense community for parishioners.
27. A communication strategy using current technology is in place and allows the parish to be in contact with parishioners, keep them informed, and promote activities and events.

## **SERVING OTHERS**

28. The parish is engaged through active ministries in service to people in need within the immediate parish area, the wider community, and the world.
29. Parishioners are invited to participate in programs of outreach. When appropriate, moral issues are addressed.
30. The parish collaborates with other churches and civic agencies to serve the wider community.

## STEWARDSHIP

31. Parishioners understand stewardship as a response to their discipleship and give of time, talent, and treasure to support the Church's mission.
32. The parish practices responsible budgeting by operating with a balanced budget and has sufficient funds for ministries, programs, facilities, and staff in order to meet the needs of the community.
33. Parish facilities are well-maintained and adequate for parish ministries and programs.
34. The cost of facilities is in balance with other expenses and is a reasonable share of the operating budget.
35. Financial reporting is done in a timely manner and follows the accounting standards established by the diocese.

### C. Recommendations for Parish Use

The document "Vision and Criteria for Vital Parishes" which was developed with input from all the deaneries of the Diocese of Grand Rapids has now been finalized. The criteria represent the wisdom of all the parishes in the diocese in regard to what pastoral activity should be present in a vital parish. Parish leadership teams have also made recommendations as to how individual parishes can use the document to renew and revitalize their faith communities. Many of the recommendations followed similar lines of thought. Below are the five most prominent ways to use the "Vision and Criteria for Vital Parishes." Select the best option for your parish's use.

1. Determine a time of year when the councils can review these criteria on an annual basis. If the councils establish a regular pattern of evaluating pastoral activity with these criteria, parishes will become more focused on carrying out the mission of Jesus more effectively.
2. Identify areas where the parish may be weakest and where the most improvement may be needed. Develop plans to strengthen these areas and implement them.
3. Use the criteria as a "checklist." Develop a rating scale so that the councils and committees can evaluate the criteria and come up with a "well done" list and a "to do" list.
4. Conduct an evaluation process with the councils and committees using the eight sections of the criteria. Select one goal for each area which the councils and committees will work on during the following year. The parish ends up with eight goals for the year.
5. Plan a reflection or retreat day every few years that is focused on the "Vision and Criteria." The participants can review the criteria and use them to determine a direction for the coming years using the question, "what do we need to strengthen or improve?"

## GOALS AND PRIORITIES TO STRENGTHEN PARISH AND SCHOOL VITALITY

### A. Rationale for and Development of Goals and Priorities

Both the diocese and parishes will have a part in accomplishing the goals and objectives. These goals need delineation of responsibility, identification of resources needed, and a timeline for accomplishing each item. While the goals are not given in any particular order, the objectives under each goal do reflect a general priority.

### B. Goals and Priorities

#### 1. PASTORAL LEADERSHIP – GUIDING THE FAITH COMMUNITY

**We will prepare, train, and support pastoral leaders who have the formation and vision to build communities of faith.**

##### *Objectives*

- 1.1 Expand vocation recruitment efforts to include parishes and the faithful in the promotion of, prayer for, and support of those responding to a vocation as priest, religious, permanent deacon or lay ecclesial minister.
- 1.2 Establish formation and training programs for permanent deacons and lay leaders.
- 1.3 Provide continuing education opportunities for priests and other pastoral leaders on the delegation of responsibility, parish administration, and supervision of personnel.
- 1.4 Identify those parishes which present opportunities for collaboration in significant ways so as to better use personnel and resources and develop stronger programs.
- 1.5 Provide for a program of orientation, mentoring, and evaluation for international priests coming to the diocese either by developing one in the diocese or by collaborating with an established program in another diocese.

#### 2. WORSHIP – CELEBRATING AS A FAITH COMMUNITY

**We will emphasize the liturgical and sacramental life of the Church so that it will become more vibrant and, as a result, Mass attendance will increase.**

##### *Objectives*

- 2.1 Provide for the continuing education and training of those involved in the preparation of liturgies, liturgical music, homilies and other prayer services. Provide for the formation and training of parish liturgical ministers by exploring the possibilities for collaborative efforts, including a diocesan liturgical training program.
- 2.2 Develop and implement strategies for parishioners to be educated and formed about the implementation of the new Roman Missal, the sacramental life of the Church, and the call to holiness.
- 2.3 Provide for the Mass and sacraments to be celebrated in languages other than English when and where they are needed.

### **3. EVANGELIZATION - LIVING AS A FAITH COMMUNITY**

**We will promote the Catholic faith and invite the inquirer, the unchurched, and the inactive to become part of the community of faith.**

#### *Objectives*

- 3.1 Determine a comprehensive plan for evangelization with appropriate education, training and resources for effective implementation.
- 3.2 Explore and utilize new ways of using communication technology to enhance the ability of the diocese and parishes to connect and communicate with the faithful as well as to evangelize.

### **4. LIFELONG FAITH FORMATION - GROWING AS A FAITH COMMUNITY**

**We will strengthen Catholic schools and programs of lifelong faith formation for people of all ages.**

#### *Objectives*

- 4.1 Implement the standards for appropriate formation, education, diocesan certification, support and ongoing training for all catechetical leaders, including cultural awareness and understanding.
- 4.2 Identify programs for adult education/discipleship formation so that all parishioners recognize the responsibility to participate in as well as support the mission of the Church resulting in an increase of involvement and commitment.
- 4.3 Develop a comprehensive diocesan strategic plan for all schools, both elementary and secondary, that will ensure they are accessible, affordable, sustainable, and able to effectively carry out their mission for future generations.
- 4.4 Determine standards for quality religious education programs for all Catholic children and youth through formal instruction, prayer and worship, service, parental involvement, special activities, and serving those with special needs.
- 4.5 Explore new models for youth ministry, adolescent catechesis, young adult ministry, and campus ministry which will engage and prepare future leaders for the Church. Seek out and adopt models that are relevant and culturally appropriate.

### **5. STEWARDSHIP - SERVING AS A FAITH COMMUNITY**

**We will live as God's stewards by sharing and prudently using the gifts of time, talent, and treasure which we have been given.**

#### *Objectives*

- 5.1 Provide stewardship training, education and resources for parishes to encourage "a disciple's response to stewardship" of genuine sharing of time, talent and treasure. The formation needs to be presented to newly immigrated parishioners in culturally sensitive ways. Finance councils should establish stewardship committees which promote stewardship as a disciple's response throughout the entire parish.



- 5.2 Encourage pastoral councils to develop a deeper sense of communion beyond “my parish” by responding to the needs of parishes in the diocese and throughout the world.
- 5.3 Establish procedures and practices so that all business and financial affairs are conducted with integrity, honesty, accountability, and transparency so as to enhance the mission of the Church.

## **6. CULTURAL DIVERSITY- FOUNDATION OF THE FAITH COMMUNITY**

**We will support and foster an appreciation for cultural diversity.**

### *Objectives*

- 6.1 Develop a comprehensive diocesan strategic plan for ministry to resident and migrant Latinos which will allow for an expansion of services and be characterized by collaboration among diocesan and parish personnel. The plan should include strategies for language training and cultural understanding for clergy, seminarians, and lay ministers.
- 6.2 Identify and assist those parishes which should initiate or expand ministry to culturally unique communities.
- 6.3 Determine ways to promote an acceptance of the cultural diversity of the parishioners in the diocese, especially the newly immigrated, and assist parishes to welcome and include them into the faith community.

## **7. FAMILY LIFE- FOUNDATION OF THE FAITH COMMUNITY**

**We will strengthen and support family life in the practice of the faith.**

### *Objectives*

- 7.1 Develop an assessment process for parishes to address any issues of accessibility to facilities, especially for the elderly and handicapped, and use it to include all members of the community.
- 7.2 Parishes will provide pastoral care for the variety of people which they serve. This may include persons who are married, single, separated, divorced, dual-faith couples, the bereaved, the unemployed, etc.
- 7.3 Review and evaluate the pastoral care and parish activities for all ages in each parish so that each pastoral council can incorporate these findings into the strategic pastoral ministry plan.

## **8. CHARITY AND JUSTICE - WITNESSING AS A FAITH COMMUNITY**

**We will encourage the participation of all the faithful in the Church’s mission to serve people in need and to bring about a just world.**

### *Objectives*

- 8.1 Assess the charity and justice activity in each parish with the intention of expanding opportunities and increasing participation.
- 8.2 Provide opportunities for education regarding the sanctity of life from conception to death, natural family planning, and other social teachings of the Church.

## C. Recommendations for Use of Goals and Priorities

The document “Goals and Priorities to Strengthen Parish and School Vitality” which was developed with input from all the deaneries of the Diocese of Grand Rapids has identified ten potential priority areas. These final ten goals/priorities are not ranked in order. The listing follows the outline of the goals and priorities in the eight areas of pastoral activity. The recommended priorities will be submitted to Bishop Hurley for his review with the Presbyteral Council. The Bishop will then select the diocesan priorities for implementation.

It is important to note that recruitment for vocations to the priesthood remains an ongoing priority for the diocese. Catholic schools also are a priority. A governance model study and plan have been completed and a study of alternative models and enrollment strategies is under consideration.

The ten priorities which reflect the input of parish leaders from around the diocese are as follows.

- a. Establish formation and training programs for permanent deacons and lay leaders. (1.2)
- b. Provide continuing education opportunities for priests and other pastoral leaders on the delegation of responsibility, parish administration, and supervision of personnel. (1.3)
- c. Provide for the continuing education and training of those involved in the preparation of liturgies, liturgical music, homilies and other prayer services. Provide for the formation and training of parish liturgical ministers by exploring the possibilities for collaborative efforts, including a diocesan liturgical training program. (2.1)
- d. Determine a comprehensive plan for evangelization with appropriate education, training and resources for effective implementation. (3.1)
- e. Identify programs for adult education/discipleship formation so that all parishioners recognize the responsibility to participate in as well as support the mission of the Church resulting in an increase of involvement and commitment. (4.2)
- f. Determine standards for quality religious education programs for all Catholic children and youth through formal instruction, prayer and worship, parental involvement, special activities, and serving those with special needs. (4.4)
- g. Provide stewardship training, education and resources for parishes to encourage “a disciple’s response to stewardship” of genuine sharing of time, talent and treasure. The formation needs to be presented to newly immigrated parishioners in culturally sensitive ways. Pastoral councils should establish stewardship committees which promote stewardship as a disciple’s response throughout the entire parish. (5.1)
- h. Determine ways to promote an acceptance of cultural diversity of the parishioners in the diocese, especially the newly immigrated, and assist parishes to welcome and include them into the faith community. (6.3)
- i. Review and evaluate the pastoral care and parish activities for all ages in each parish so that each pastoral council can incorporate these findings into the strategic pastoral ministry plan. (7.3)
- j. Assess the charity and justice activity in each parish with the intention of expanding opportunities and increasing participation. (8.1)

## *Our Faith, Our Future* QUESTIONS AND ANSWERS

### **How do parishes collaborate?**

Parishes collaborate by working together on common ministries, programs and projects or the sharing of staff. The parishes in collaboration usually enter into some type of agreement which describes the shared activity and how each parish will share any costs or staff time.

Because parishes share the same mission of Christ, they are urged to consider collaborating with nearby parishes whenever possible.

Parishes may also be recommended or agree to develop a more substantial collaboration. Pastors and staffs, parish councils or parish council officers, and trustees of these parishes have regular meetings three or four times each year and develop a plan to share ministries, programs and resources.

### **What is a parish cluster?**

A parish cluster is two or more parishes designated by the bishop to share a pastor while remaining separate entities. The parishes in a cluster will plan to share staff, programs and ministries as well as form a regional or cluster pastoral council. Each parish must retain a separate finance council but these groups may meet and plan together.

### **What happens when parishes merge?**

When parishes merge, there is one pastor, one staff, one parish pastoral council and one finance council. The parish could maintain one or multiple church sites. The assets and liabilities become the responsibility of the new parish entity and savings and endowments for specific purposes can be restricted. The new parish community may or may not take on a new name, but the name of an individual church, once it has been dedicated, cannot be changed.

### **What is the difference between a parish and a church?**

Parish refers to the people within the church - the worshipping community comprised of those who seek to be followers of Christ and share the mission of the Catholic Church; whereas, the church is the physical structure which houses the people and where the rites, sacraments, liturgies and many ministries involving the parish occur.

### **What is a mission parish?**

Mission parishes are like satellites of a parish. The pastor of the main parish serves as the pastor of the mission parish as well. Services such as religious education, marriage preparation, etc. are often provided through the main parish only.

### **What is a chapel (oratory)?**

Chapels (oratories) can have various connotations in the church. For the purpose of this plan, a chapel (oratory) is a place of worship under the care of a parish reserved for specific uses, but not necessarily weekly Mass.

### **What is a deanery?**

A deanery is a division within a diocese comprised of a group of parishes. Usually deaneries are formally named by a number, or as in our diocese, by a geographic designation. There are nine deaneries in the Diocese of Grand Rapids.

### **Who is a pastor?**

A pastor is a priest responsible for the pastoral care of a parish community entrusted to him by appointment of the diocesan bishop, under whom he exercises his duties by collaborating with his parishioners and ministers. Besides fulfilling their sacramental and catechetical ministries, pastors are responsible for finances, building maintenance, parish programs and coordinating the entire parish mission, fostering lay ministries in particular. (Encyclopedia of Catholicism)

### **What is the role of a deacon?**

Deacons can celebrate some sacraments – they can witness marriages outside Mass, baptize and preside at funerals outside Mass. Deacons also assist during Mass by preaching and administering the cup at Communion. However, deacons cannot celebrate Mass, hear confessions, nor administer the sacrament of the sick. Deacons will do more than celebrate some sacraments, as their training prepares them to provide many forms of pastoral care.

### **Who is a pastoral associate?**

The pastoral associate is a full time, salaried member of the parish staff who shares responsibility for the daily care of the faithful under leadership of the pastor. The job may vary depending on the pastor and parish organization or parish needs as designated by the pastor.

### **Who is a pastoral director?**

Lay or religious person appointed by the bishop to manage the daily operations of the parish. This includes parish administration, spiritual leadership, ministry coordination and pastoral care. The pastoral director works closely with a priest supervisor. Priests in the diocese are called up on by the pastoral director to serve the sacramental needs of the parish on a part-time and on-call basis.

### **What is the role of lay ministers in a parish?**

Lay ministries are official and non-official roles of service or leadership carried out by non-ordained persons in the Church. Lay ministries are often, though not exclusively, liturgical in nature. Since Vatican Council II, laypersons have become increasingly active in roles such as reader, acolyte (altar server), cantor and extraordinary minister of Communion. Lay participation in roles of leadership and service is rooted in Baptism, a sacrament that gives all believers a share in the priestly, prophetic and royal ministry of Christ. (Encyclopedia of Catholicism)

### **What if a parish is closed?**

Closing a parish is a canonical declaration by the bishop of Grand Rapids in consultation with the Presbyteral Council that a parish ceases to exist. When a parish is closed, the remaining parish boundaries are redefined and Catholics are invited to join a parish within the newly defined parish boundaries.

### **What are the next steps?**

Each parish will develop a pastoral plan drawing up on the goals and objectives identified through *Our Faith, Our Future*, A Plan for the Diocese of Grand Rapids.