

# Best Practices Report – Diocese of Detroit

## DESCRIPTION OF PROJECT

The Archdiocese of Detroit's Task Force developed a comprehensive plan to enhance the archdiocese's ability to engage and serve migrants and refugees with objectives that fall into six categories – needs assessment, information exchange, education, engagement strategies, structure and planning/evaluation. As part of this overall plan, the Office of Leadership Services has been conducting workshops on the parish level to help them evaluate the membership and structure of their Parish Councils and commissions to help them put into practice the ideals of the *Welcoming the Stranger: Unity in Diversity* Pastoral Statement. Efforts are being made at the diocesan level to revise pastoral plans for new Africans, Asians and Hispanics and to develop new leadership structures in these communities. In addition to the archdiocesan-wide plan, the vicariates of the Archdiocese have all been asked to address the needs of new immigrants in the "vicariate pastoral plans" they are developing.

## THE APPROACH

### *Methods or activities the diocese has taken to address the needs outlined in the diocese's needs assessment:*

Two PowerPoint presentations have been created. Four presentations were given in the spring of 2004 with approximately 200 parish leaders attended. The diocese has purchased materials from the USCCB to develop educational packets for the parishes.

The diocese is also stepping up its outreach directly to the new immigrant groups; for example, the Office for Black Catholics is expanding its outreach to include new Africans; an assessment is taking place concerning the need for Asian Regional Consultants and the Hispanic Pastoral Plan is being revised. The plan will include Hispanic Regional Consultants to work with pastoral ministries throughout the diocese.

The Archdiocese has included *Welcoming the Stranger* in its Archdiocesan pastoral plan and is asking vicariate to do the same.

### *Challenges or obstacles the diocese has faced in its approach and specific actions the diocese has taken (is taking) to overcome these challenges in order to achieve objectives:*

The restructuring of the Central Services in 2003 delayed the implementation of the grant. This year, the diocese has reassessed and is implementing practices that will have a long range impact on the archdiocese.

<b>OUTCOME-BASED OBJECTIVES</b>		
<i>The following is a list of the primary objectives of the diocesan action plan and indicators of success for each objective, as well as a list of activities the diocese has employed towards accomplishing each objective:</i>		
<b>Objectives</b>	<b>Measurements of Success for Each Objective</b>	<b>Milestones / Activities involved in accomplishing the objective</b>
Spread the word about the Unity in Diversity initiative	1. Nine parishes have requested assistance from the Office of Leadership Services to facilitate an evaluation of the membership and structure of their Parish Pastoral Council and Commissions to reflect their parish membership accurately.	1. 150 key leaders – bishops, vicars, priests, pastoral ministers, APC members – attended an educational seminar with Mr. Alejandra-Aguilera-Titus to create unity in diversity within parishes with the new emerging Hispanic immigrants throughout the four regions of the archdiocese.
Develop a sustainable structure for implementing the Unity in Diversity Initiative	1. The revision of the Hispanic Pastoral Plan and an educational component for the four regions to be delivered in 2005.	1. The development of Hispanic Regional Consultants
Develop and employ successful engagement strategies to reach members of other cultures throughout the archdiocese	1. Over half the vicariates in the archdiocese have addressed the issues of the new immigrant their vicariate	1. Hospitality, advocacy, service and pastoral care for new immigrants is incorporated in vicariate plans.

<b>EVALUATION OF HOW NEEDS HAVE BEEN MET:</b>
<i>Difference this initiative has made in the lives of those whom it is intended to serve:</i>
The archdiocese has created opportunities for educating parish leaders on Welcoming the Stranger. These leaders are now aware of the growing number of new immigrants in the Archdiocese from Africa, Asia, Central and South America. In their vicariate plans they are addressing the concerns and developing ways for parishes to support the needs of the new immigrant.
<i>Ways in which the project has contributed to increasing the welcoming capacity of the diocese:</i>
The Archdiocese has already developed a program of Hispanic Regional Consultants to work with pastoral ministers and staff within the four regions of the Archdiocese. They are the link between the Central Services of the archdiocese and the parishes to educate, assess the needs and plan for the rapidly growing Hispanic population. There are plans to expand this model of Regional Consultants to other ethnic/ cultural groups including Asians and new Africans.
Overall the project has allowed the Archdiocese to work with parishes that host communities of diverse origin and to create unity within the diversity of leadership within the structures of the parish; thus giving voice to all groups.
<i>Ways in which the diocese plans to build up the work in the future:</i>
The Office of Black Catholics is addressing the needs of African immigrants in the city parishes. In the future, the archdiocese intends to build upon this structure of assessing the need for Asian Regional Consultants.

## **CONTACT INFORMATION**

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