

Question 1: Please briefly describe one or two of the best examples of vibrancy and life in our parish or each description include a story, image or quote that best illustrates these positive elements.

The expansion of our youth programs. The positive influence of CHRP programs

Spring fling 2009 & 2010 because each parish site was represented both in donation solicitation and actual event volunteers, all for a common cause i.e. raise funds for Stella Maris.

Spring fling is a great time and always has a great turnout. It is a nice way to welcome back our seasonal people.

I am sorry not to be of help in answering your questions. My religious training has been limited to Holy Communion and Confirmation. In later life two months and a week at a monastery, tutored by a theology professor, My personal training has been limited, but I am devout. All this is to help you understand my not being able to give you suggestions, as I am on my own personal journey. And, from my heart I pray you will be receiving many helpful ideas for now and the future! Undoubtedly, I will be a "follower". In Christ's love, to all of you!

Spiritual growth discussion group with Father Dave. Annual Bennett Lecture. Congregation singing out at masses, good music.

The youth steak and shrimp dinner and the spring fling. To see all those people coming together and volunteering to raise money for the youth and the parish was very exciting. The other one, I think is CHRP. I was privileged to go to the retreat in 2008 and give the retreat in 2009. I really don't know which one I enjoyed more, attending in 2009 or giving in 2009.

The KC spaghetti Dinner with the Gibraltar H.S. Jazz Band. The spring Flings of 2009 and 2010. Great food, silent auctions, raffles. Most people stayed to the very end of the event and evidence of socializing was quite noticeable.

Keep all parish church buildings open. Encourage social events between locations. Greeters are friendly- keep it up.

Just look at our Bulletin, it's full of life in our parish, just continue on what's being done.

We had a chance for **vibrancy**. CRHP was **energizing**, people were **growing** and **glowing** and **excited** about sharing their faith with others. But this too is dulling. Leadership could have fed its people and their desire to share, to unify. It focused instead on maintaining sites; their roof, floors and furnaces. Our sites might be bright and dry but too many of our people are feeling dampened and reduced.

We have formulated wonderful doctrine in the church; however we are failing by not living them. The formation of one parish was intended to unify 5 divided churches into one united faith community; however the wind not word is with the leadership now. Woe to the shepherds who are destroying and scattering the sheep of my pasture!" declares the LORD. Therefore this is what the LORD, the God of Israel, says to the shepherds who tend my people: "Because you have scattered my flock and driven them away and have not bestowed care on them, I will bestow punishment on you for the evil you have

done," declares the LORD. Jeremiah 23 Formation of the Christian Service Committee who reach out to the poor, needy and oppressed. Much more should be done by increasing the funds and volunteers.

Tom Beanett Distinguished Speaker Series provided basis for individual and/or group reflection. CSR Committee Projects enable church participation in local and international projects. Liturgical participation! I am thrilled at Fish Creek when we have a rousing entrance or recessional. We have singing participation now, do we know what we're doing?

I am amazed; our members are few, but each person has incredible gifts that they willingly share. I particularly like our musical worship. There was one Sunday that all our musical talent was gone and I went away from Mass thinking how grateful I am for the people that share their musical talent with us each week. What would we do without them? Or music lifts my spirits. I go home with a song in my heart. I am amazed how everyone works together to make growing in the faith possible for adults as well as our children. I am anxious to attend our newly formed Adult catechism class.

Question 2: What steps has the parish taken in the past five years toward becoming a more unified and vibrant parish?

Toward the beginning of the 5 year period, there was a growing sentiment toward some degree of unification. The questionnaire asking if the parish should be consolidated into one site, surfaced a significant number of responses indicating a sentiment toward some consolidation. I saw the first hand as a member of the tabulation group. When the suggestion to consolidate some of the sites was discarded, it began, in my humble opinion, a complete reversal of any oneness of purpose or unification.

The music and the responses at the masses has improved immensely. We are now together as a group instead of just being present in our own world. Thank you Kathy Sedan.

Discussion group with father Dave and people from all sited midsummer music concert at Sister Bay for all public. Parish newsletter "beacon". Good communication.

Communication has made remarkable progress; We have come a long, long way. Keep up the good work.

Stopping the idea of building one central church and selling off the old ones. The unification of separate sites is good.

The biggest one, I think is Stella Maris. When I moved up here in 1992, each church was an individual church. St. John the Baptist, St. Michael's etc. I recently started attending all the different locations (including Washington island) and I feel very comfortable and welcomed at all these locations.

This is, precisely the problem. We are not unified because we are divided into multiple worship sites. Consolidation is the only way to unify the parishioners, there by create more vibrancy. The Green Bay Diocese has merged other parishes – why not Door County?

Consolidate parish councils and some social events.

We feel Fr. David is doing a good job toward becoming a more unified and vibrant parish. What more can we ask for?

The 2005 Long Range Planning Committee, the 2007 Future Stella Maris Advisory Committee and the 2009 Parish council subcommittee which all made the same recommendation to Leadership; to move toward a unifying facility.

2005 Long Range Planning Committee comprised of 45 individuals who did exhaustive research formulated plan and was approved by councils (see below). 2007 Future Stella Maris Advisory Committee (comprised of 12 parishioners) studied facts and arrived at recommendation (see below) approved by councils. 2009 parish council assigns 4 members to review previous recommendations

CRHP has resulted in people from varied sites to become acquainted and opportunity for ongoing involvement in parish rather than site activities. Printed material in Bulletin and B_____ and on website provide info that unified both informationally and in opportunities to participate.

It is only recently that I feel the parish is unified, that is after finding out this spring that there will be no more talk of selling the various churches in EH, BH,JP, FC & SB. And building that massive large church which would be cold and require more driving. I am getting older and have had many health problems since spring of 09. Now my arthritis and RA. Are bad – the breaking up of all the parish caused a lot of personal feelings. I come to St. Mary's of the Lake and St. John's - now repairing the churches let us know we have a future.

I think stopping work on building the new church has made for a more unified and happier parish. I have learned from Immanuel the need for these local parishes to come together to do things meaningful to the group.

I have attended Stella Maris for a year and have just recently become a member. I think that over the last year there has been a great effort, on the island to begin Christian Formation with our children. There was a strong effort this summer to unify the children though parish wide Youth activities. I am thrilled when I see my children involved with other Catholic children on the mainland. I'm even more thrilled when I see evidence of the children sharing their Catholic faith.

Question 3: Please briefly describe the one or two best hopes and dreams for the future of your parish. For each description, include a story, image, or quote that best illustrates these hopes and dreams.

We have wonderful people in each of our sites. My dream is for all of them to come together as a real family. Then, when we have "parish event" the occasion will be attended enthusiastically by members from all the communities in northern Door County. I am not going to give a specific example, though I have a couple in mind, as they might reflect poorly on specific groups of fine parishioners.

Continue on the present path.

Good Choirs and music. Parish Nurse. Hope that all will come, be not afraid to show your faith.

A best hope would be that Stella Maris have, in the future, a resident pastor. The shortage of priests, the aging of the priests make the future of Stella Maris very questionable.

I think that my first hope is to get more help for Father Dave. I think that in the summer he is very overworked and I would like to see him get another associate priest to help him. The second is that I would like to see more functions as a parish where we can all come together as parishes celebrate events spiritually.

Our parish should convey the image of oneness – not five parts of a whole!

More masses during slow times (on weekends) if possible using retired priests or vacationing ones.

We would like to keep all our church buildings in active duty, so to speak. Looks like more Priests are going to come from other countries to help.

Imagine a parish that actually comes together to worship, with a legion of minister and one choir full of joyful voices!

It is said, the family that prays together stays together in love, forgiveness and unity. Likewise can a parish family fulfill its hopes and dreams in five dissimilar buildings (houses)? Over the last 40 years we have combined the local one room to a central school to offer better education to our children. Due to economics, growth and improvements in transportation we no longer have a barber shop, grocery store or butcher in every town. Change is inevitable. We need better facilities for many of the educational, social, and organizational needs by having one centrally located facility for all parish educational, pastoral, organizational and social needs. We must plan to accommodate our peak weekend Mass attendance with a maximum of 4 Masses per weekend with a flexible worship space which will seat 1000-1200 at our peak seasons and adapt sensibly to our winter needs. (preceding is from 2005 LRPC conclusions)

Consolidate into 1 or 2 sites to foster sense of community – imagine the vibrancy of liturgy, the awareness of special needs, the opportunity for inclusion that would occur. Wouldn't it be great to have a bus that could transport those for whom driving was a challenge to participate in worship and activities.

I think keeping up the parishes – each has certain ethnic histories and the people bought their home where they did because of that.

Stop pushing all the parishes as “one” It hasn’t worked. Purchasing etc. is just fine. Unity is not uniformity. In Christ’s love, the parishes will find and tell you what kind of community they need. Top down hasn’t worked so well. Try something else?

“Train up a child in the way he should go; even when he is old, he will not swerve from it” Proverbs 22:6. I asked my children “What will happen to our church, in the future, if all the children who think that Mass is boring are allowed to stay home today?” My child’s response to this question was simple. “In the future, I will be old and I will like to sit and be bored at church...the church will always exist because there will always be old people.” If there is one hope for the future it is to help our youth to understand that they belong to the community and are a necessary part in making our community vibrant.

Question 4: In order to become a more vibrant parish what do we need to do. Please give concrete suggestions.

To become a more vibrant parish we must move away from the current trend toward pouring money into the various, aging, sites thereby making them ore “permanent” instead of moving toward a facility unification. Contrary to popular thinking our Bishop opposes and consolidation, the compass, in the past year, has had at least one article on successful parish consolidation in the Green Bay Diocese. One need only look at the success of Shepard of the Bay, right in northern DC, to see how smaller, and in some cases struggling, churches can successfully be consolidated into a powerful, single site.

Continue to incorporate the lay people in all phases of the church.

Good Choir and music.

Given the present structure, i.e., 6 worship sites, the laity must assume greater roles. What is troubling are the resignations of so many qualified, dedicated lay persons...A real problem.

I think that we have come along way so far and I am very pleased with our progress.

We need to give up the idea of keeping my site existing forever! It doesn’t matter where one worships. It matters that we do worship the lord. Suggestion: try to attend weekend masses at a different site each week. Meet parishioners from other towns.

Encourage more to become deacons to help shoulder the load.

You are doing all you can now what more can we ask for? Why put more people on the pay roll.

Because we love our faith, which manifests itself in our parish community, we have been giving all we can; Prayer, Service and Treasure. But our gifts are not helping our parish’s healthy growth. Our well meaning may, in fact, be enabling its lack of direction. Is it time for tough love? Time to realize that

giving (all but prayer) only exacerbates our loved one's problems. Is it time for our Parish/Leadership to acknowledge that it has lost its way and must make necessary revisions and the tough decisions needed to unify this parish.

In 2007 this primary question was posed by pastor addressing the Future Advisory Committee: "What can we do to best accomplish the mission that Jesus has asked us to do in this area of Door County"? We need to take action in regards to the recommended and approved Future Stella Maris Advisory Committee stated to work towards one site dated June 28, 2007 in a letter to the parish. They stated: "The future of Stella Maris as a vibrant faith community depends on parishioners coming together as one. The most important reason is to be able to form one vibrant faith community in a single location... . A single worship facility in a central location addresses all of our present and future needs facing a parish. As that of other committees formed over the last 6+ years and is now our recommendation that we start to plan, design and build a parish complex on the corners of A and F."

I think more activities such as the parish (all of Stella Maris)picnic was wonderful this year & in a wonderful area for all (kids & adults). The only thing is not more people realized that so the turnout was poor.

Let the individual parishes decide what they want to do for fund raising or community. Stop trying to plan big events. You'll get better participation if you just plan 2 or 3 big events instead of this endless cycle. We get tired.

I am overjoyed when I think about the vibrant future of our Parish. Great things are happening here on the island. I live each day wondering what good things will come next. A few curious, non-catholic children have asked me about our parish. There is one child who has waited for an invitation to check us out. Herein lies the crux. There isn't an appropriate method to bring inquiring children to explore and ask questions about our faith. I try to help but there are too many obstacles. Mass is boring for a child that doesn't understand it. Children want interesting dialog about Catholicism. Formation classes are not the answer since there has to be a commitment upfront about becoming Catholic to attend such. Where do children go when they are in the inquiry stage? Maybe the kids just want to find out what is different about their Catholic Friends. Traditionally, it was the parent's responsibility to train the child in religious education. Religious education at home is not happening. Children are shuttled off to the local Parish to get their dose of religious training. Children long to be noticed, loved, and unconditionally accepted. If these needs are not being met at home it certainly must happen at the parish. This is why Catholic youth groups and youth outings are so important. These events are what will make the parish vibrant today and in the future.

Question 5: How can we shape our parish for the long term future of the area; what steps should we be planning now?

It is an oxymoron to think we can promote a greater degree of vibrancy in our parish while, concurrently, continuing to make permanent the degree of physical separation now existing with our

five sites by investing significant sums of money on aging structures. As a starter, let's try to consolidate the reader/lector and EM force we have, so all of these people are available to help out at whichever site needs assistance. This alone would bring about some cross pollination of our volunteers. Kathy Wolff maintains an excellent computerized system for the FC site which could be expanded to cover all of our churches. I believe Kathy Sedan's efforts will also contribute to the success of such a venture.

Continue to prepare our lay people for the future. They will be the survival of the parishes. With the priest shortage coming we may need to become more like the people on the island and not expect a priest every week at all sites. Keeping all the buildings in good shape. Door County is made up of historic sites and that quaintness is what people like and move here for.

Letting people know that if they retire here or just come for 6 months or even 3 months, there is a need for their talents in Stella Maris. So they can plan to be active participants. It will be fulfilling.

Planning efforts began years ago with Fr. Simonar and there have been additional planning efforts made. Now the dioceses is initiating its' own planning effort we are "planned" to death, in any case, the bishop make the final decision.

The structure you have now is just fine. Many separate parishes under one banner.

I think that we need to do more projects, fundraisers and social events that include more of the parishioners. I think that we have come a long way but there is still more that we can do.

We should be planning now for the eventuality that we cannot keep all five sites open. We must see the possibility and probability that we won't be able to afford repairs to our aging church structures. The shrinking number of practicing Catholics will result in reduced monetary support.

Keep the church buildings open at all locations because most of the parishioners are getting older and can travel less.

We think your all doing a good job at planning for the long term.

Build a facility that will allow for us to worship together, learn together and form a community that knows each other. Even with the influx of tourists, this would reduce the number of masses needed, the number of ministers needed, the cost of fuel and maintenance.

As a parish we look to the diocese for guidance. The facts of the priest crisis and diminishing parish membership have forced the diocese to rethink what was traditional 20 years ago. The diocese already approved of the progression to one parish over 5 years ago, in addition to approving of purchasing land for the future. The last bishop told the pastor that the move to one parish "was a done deal, just go up and do it". This faith community has many good stewards (practice prayer, service and sharing) and encompasses a vibrant vision of our future, now is the time for action. "Our current 5.5 sites require 2-3 times more minister to carry out church functions, scheduling for all is a complex challenge, especially for an aging community. The steps that need to be taken are: Build a facility that will allow a vibrant community for our youth, families and senior citizens. Construct a new central site that fulfills our

needs for now and in the future” Recommendation from the Stella Maris Parish Future Advisory Committee.

Keeping up the building as you are now doing. Keep up the good job.

Get the young interested

It’ coming together about home health care. The day care center for care givers is so important. We will never be a young or younger community. I’m also encouraged about Julie’s work in Wellness. What do seniors want . We never ask.

Margaret Mead said,” Never doubt that a small group of thoughtful, committed people can change the world. Indeed, it is the only thing that ever has. I think about the many times in my life that I said. ”no” I’m too busy, I am overscheduled, and I have a litany of items on my to-do list. I think about the times I chose to finish the dishes rather than read a book to my pleading child. I never thought that my daily decisions had a significant consequence. How can we shape our parish for the long term future of the area? I say, determine what is the most important, stick to it and persevere and God will reward us accordingly.

Question 6: As a parish, we must address our needs versus our wants. Do our existing buildings serve our needs.... Yes or no. If no, give specifics.

Good question – If our parishioners, individually, look hard at what we, collectively, need, not what each of us wants, they would see a multiplicity or duplicity of buildings. If we were to shut down for example, forty percent of our buildings, we would force a more logical, rational and economical use of the remaining buildings to the long term benefit of everyone.

Yes

Fish Creek is in great shape. Now that \$4,000 has been raised for its sidewalk work, please Stop Asking for more in Fish Creek!

In our view it is only a matter of time when the present structure, 6 worship sites, falls apart. Meanwhile, one worship site has I seen roundly rejected. Build a new church costing millions? Will there be a priest residents? Intractable problems.

Yes, many are historic - each community is unique while unified.

I think that our existing buildings do serve our needs. As the lady Diocese who toured with the Pastoral Council the one day said that so many of the church’s she has visited many were standing empty, but every one of ours had their good points and were being utilized.

No. Our existing church buildings are sometimes too warm in the summer or too cold in winter. Perhaps the cooling and heating equipments are requiring either repair or replacement. This means Big money!

Yes – our existing buildings serve our needs.

Yes I believe they serve our needs.

NO. They are in fact the root cause of our listlessness, our inability to move forward – to become one vibrant parish. They exhaust our savings, consume our ministers, deepen our differences, and weaken our trust in one another.

No – The emphasis is on the stone and mortar not in building our community of faith, or helping the less fortunate we are not moving forward to become a vibrant parish. According to the ‘vote’ there is a desire to keep the current buildings open. Therefore, it is no longer necessary to hold excess property (see answer to # 7). Romans 15 - We who are strong ought to bear with the failings of the weak and not to please ourselves. Each of us should please his neighbor for his good, to build him up. For even Christ did not please himself but, as it is written: "The insults of those who insult you have fallen on me." For everything that was written in the past was written to teach us, so that through endurance and the encouragement of the Scriptures we might have hope, may the God who gives endurance and encouragement give you a spirit of unity among yourselves as you follow Christ Jesus, so that with one heart and mouth you may glorify the God and Father of our Lord Jesus Christ.

No – they drain our financial resources, they inhibit a full parish common community, full impact of efforts is fragmented (i.e. – efforts of several sodalities, choirs, etc.

Yes

Yes

Yes, Most of the churches are handicap accessible, but both room facilities are important. I'd like to see St Michael's used as a wedding and funeral chapel. Key it because it's so historical, but on a parish it is pretty much a relic. See historical society of Jackson Port.

Is a building a need or a want? I can only speak about the existing building used on Washington Island. It is a beautiful space no upkeep, only rent. It seems ideal. What would we do without the beautiful piano and organ that is maintained but the Evangelical Lutherans? Our musical talent depends upon these instruments. I am very thankful for the Lutherans who allow us to use their space. Yet, when I enter this space I feel that it belongs to someone else. Our communion table is wobbly; it is temporarily set up and taken down. I long for our communion table to be permanent. The communion table is my strength. I am reminded that the church is not the building; the church is a community of believes. Where a few are gathered, the Holy Spirit is with us and directs us. I miss being able to enter the sacred space of the Blessed Sacrament Chapel at any time to pray and reflect. There is something about a dedicated, blessed and quiet space. It is my strength.

Question 7: We have significant issues surrounding our buildings. How should we pay for the costs surrounding these issues: savings, extra collections, other.

Deal with the costs from an "avoidance" perspective i.e. what buildings are we, as a parish, better off closing, selling or razing. Once we rationalize the entire Stella Maris parish property, it will be much easier to determine where to spend what money we have without incurring unnecessary debt.

All of the above.

Not needed in Fish Creek or any church that has met its goal.

Extra collections as needed or hire a combination development director/business manager.

People will pay for repairs in the community in which they live. They always have before separate accounts for repairs. There is pride in the buildings.

I think that it is very important that we keep up all the buildings, since they all have their own uniqueness. We should try to first extra collections, then funding raisers and then, as a last resorting, our savings.

Don't pour more money into older sites. We must consolidate and keep the newer sites in good condition. Fundraising: Theatre performances with additional admission charges – Dances (one for young adults, one for mid and older adults with live bands. Provide entertainment and funs will increase. Dinners should not be the only way to raise funds.

Extra collections are ok but the tourists are the ones who help finance our needs – keep extras to a minimum.

Ask everyone to help in any way they can.

Stop putting the focus on Buildings for the people and concentrate on the People of the parish. If certain people feel they need a certain building to remain part of the parish, then they (and no others) need to financially maintain it.

Sell: the lot on the lake at St Michaels and use it to disburse for repairing the floor and pews, the acreage at St John's to compensate for the bell tower repairs, the house north of St Rosalia's to pay for roofing repairs. Send a letter to those who voted in favor of keeping their buildings to come forward with the necessary funds keeping in mind that this is a long term (50+ year commitment). Last year the wall in Baileys Harbor consumed over \$30,000 which was approximately 25% of the total (\$120,000) that will need to be fixed sometime in the near future. The tile roof estimate was \$125,000. St. John's rock face repairs accepted bid was \$79,000. Now the finance council is asking for a new roof at St Rosalia's and flooring, pew and wall updates at St Michaels. The projected maintenance expenses of the five churches over the next 3 years will be in excess of a staggering \$350,000. Due to the age of the buildings tangible conclusions can be drawn that expenses for repairs will continue to escalate. It is now time for those who want to keep going to their church on Sunday to start paying for these bills. For those who want to keep the five churches open, please tender \$10,000/family by end of this fiscal

year. In addition set aside an additional \$35,000/family, (owing to the shrinking membership), over the next 25 years to pay for repairs and upgrades, (plus the usual tithing for general operating expenses).

Hanging the hat on a flawed voting process (which the diocese did not endorse) the leadership approved, in May of this year, to maintain the 5 separate churches. If this is to go on we must start to maintain separate sets of records for income and expense for each church.

The Church has faith filled dogma however it is not living the word. How does this irresponsible spending of money (of which only a fraction has been specifically collected) on buildings help the poor? In the Sunday readings is not that what the message is?

Do not desecrate the intended funding on old buildings. The St Francis funds have long been recognized as a source for building a new church. At the May 2010 pastoral council meeting the pastor made recognition to this fact. For that reason, preserve this fund for the intended purposes of building a vibrant community. All who make idols is nothing, and the things they treasure (buildings) are worthless. Those who would speak up for them are blind; they are ignorant, to their own shame. Who shapes a god and casts an idol, which can profit him nothing? He and his kind will be put to shame; craftsmen are nothing but men. Let them all come together and take their stand; they will be brought down to terror and infamy. Isaiah 44:9-11

Let responsibility for the maintenance of each site be assumed by the people who use that site – whether member or nonmember.

2nd collection each week.

I have no sincere answers so all is satisfactory as far as I am concerned.

I think after 11 years some people only come to church when the kids came up in the summer. Every other week have a second collection and say what it's for. Grandpa can afford a condo - he should give a good example. June – October only.

My answer is other. There always seems to be a gap between what we profess and what we live. No gimmick or extra collection will motivate parishioners to donate more. Parishioners already feel tapped out but will rally round a crisis – especially if the crisis hits home. Take the financial burden from the back of the parishioner. Don't ask for money. Take a different approach and ask for a commitment to pray. Assign a responsibility for prayer in front of the Blessed Sacrament. Include all the Faith formation classes. Rely on the only person who can provide us with what we need. Perpetual adoration will provide the power. Along with Faith Formation, each church committee could be responsible for scheduling a segment of time. Why not deliberately, and with great purpose pray until our building needs are met? If God can move mountains he can fix our buildings.

Extra comment: A small wish – We wish we could be greeted by a smiling usher opening the church door saying “good morning, happy to see you” – outside at the door smiling weather permitting.

