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Freida Arpoika of Clarkston, director of communications for the vicariate.

"We need to respond to the changing needs of the family. We have to be flexible enough in faith to form programs to respond to the needs of families rather than to have the families adapt to us."

Another concern involved the projection of available clerics in the vicariate, which turned up a ratio of one priest per 5,000 individuals. By the year 2010, the figure is expected to double to one in 10,000. The survey addressed this issue by analyzing 108 priestly duties for various degrees of sharing with the laity.

"We found that only 15 percent of all things had to be done by the priest," said Humitz, one of 14 priests currently serving the vicariate. "A shift has to take place. What's surfaced is a whole new need for the training of (lay) ministries."

Current growth along the I-75 corridor is also a growing concern. At St. Daniel Church in Clarkston, where Humitz has served as pastor for six years, membership is expected to climb to 1,900 families by the end of this year and 2,200-plus by 2010. This rate of growth within the vicariate is soon to impact facilities, education programs and ministries.

"We have limited resources. Every parish cannot construct a

family center and minister to those needs. But together we can do it," said Humitz. "Just getting parishes to work together is a challenge because we're not used to that. But we can't operate that way in the future. We won't be able to satisfy all our needs if we're not sharing resources together."

The survey was formulated, administered and tabulated by the Center for Applied Research in the Apostolate, a research unit of Georgetown University. All parishes have been given their individual, detailed reports for review.

"The advantage is that we're all working from the same page. The survey shows there's very little difference in the needs of the parishes. So we can resolve our problems together," said Humitz. "The next step is to take the whole study to the vicariate planning committee, draw the final conclusions and make recommendations. We need to identify scenarios. There are a lot of balls in the air right now."

The issues will begin to be addressed at the Sept. 16 vicariate council meeting. Planning decisions will be made in conjunction with the pastoral councils and with final approval by Cardinal Adam Maida. "Cardinal Maida called us to the collaboration. He envisioned the need," said Arpoika. "The Cardinal has asked all vicariates to do this. He feels the problems are best



STAFF PHOTO BY TOM HOFFMANN

Sharing in the future: The Rev. Msgr. Robert Humitz, vicar of the Vicariate of the Lakes, discusses the results of the first survey in a local Catholic community to seek the help of the laity for the future direction of parish life.

resolved where they exist."

The Roman Catholic Archdiocese of Detroit is organized into 27 vicariates, or working relationships between parishes in the same geographical area. "We have our first vicariate pilgrimage on Oct. 16 at Prince of Peace in West Bloomfield," said Arpoika, director of faith forma-

tion at St. Daniel. "We are beginning to already collaborate and work together. By visiting each other's parishes, we'll begin to know each other better and work together to share our resources."

The other churches involved in the Vicariate of the Lakes survey are the Church of the Holy Spirit in Highland Township, Our Lady

of the Lakes in Waterford, Our Lady of Refuge in Orchard Lake, St. Anne in Ortonville, St. Mary in Milford, St. Patrick in White Lake, St. Perpetua in Waterford, and St. William in Walled Lake. St. Rita in Holly does not have a parish council at this time, and therefore did not participate in the survey.



Diane Fleming (left) and Cathi Feldpausch join the pastoral team of First Baptist Church.

First Baptist welcomes 2 new staffers

First Baptist Church in downtown Birmingham commissioned two new staff members at the Sept. 28 worship service.

Cathi Feldpausch is the new director of Christian Education at the church. She recently graduated from Marygrove College in the Religious Studies Program, and is beginning her ministerial education at Ecumenical Theological Seminary in Detroit. She has had 17 years' experience working in early childhood education, and has been active in the church's Christian Education ministry, most recently as chair of the Educational Ministries Team.

"I am excited and blessed by the opportunity to serve First Baptist Church. Learning is a process that we celebrate here with all age levels as we grow in Christian faith," she said.

Diane Fleming is the new pastor of Group Life. In this capacity, she will encourage the church's small groups and advocate for a deeper quality of group life throughout the congregation. Last year, she was pastoral intern at the church as a part of her studies at Ecumenical Theological Seminary in Detroit. "I am pleased to be working in a Christian community that seeks to be grounded in an authentic and creative spiritual life," she said.

"We are growing at First Baptist Church, and we are excited to add these two talented program staff members to assist our families, children, and adults in their spiritual growth," said Dr. Stephen D. Jones, pastor.

The church is at Willits and Bates in downtown Birmingham.

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the consistent attention to attitudes and actions, can lead to real respect, admiration, acceptance, even affection from those who know or observe us.

A few closing thoughts, borrowed from others:

• "You are only what you are when no one is looking." (R. Edwards).

• "Character is simply habit long continued." (Plutarch).

• "Character is not made in crisis — it is only exhibited." (R. Freeman).

• "Expenditures are for the hour; principles for the ages." (H. Beecher).

• "More is at stake than your personal victory. Conflict is the main ingredient in God's character development program." (G. Lutzer).

• "You cannot dream yourself into a character, you must hammer and forge yourself one." (J. Froude).

Strive to be of good character! You will be happier, and better, for it.

The Rev. Timothy F. Babcock is pastor at St. Andrew Catholic Church, Rochester. You can call him at (248) 651-7486.



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