

Diocese of Trenton COHORT 18 (Monmouth County)**Church of the Ascension (Bradley Beach)****Mother of Mercy (Asbury Park)****Saint Anselm’s (Wayside)****Church of the Holy Innocents (Neptune)****Contents****Page 1 – Opening Remarks – The Path Taken****Pages 2-6 – Cohort Suggestion Report to the Diocesan Planning Commission****Page 7 – Appendix I : Cohort Summary of Parishes’ Descriptions/Strengths/Opportunities****Page 8 – Appendix II : A Letter from the Core Team of the Church of the Ascension****Pages 9-14 – Appendix III : Cohort Evaluation (Planning) Forms****Opening Remarks – The Path Taken**

We, Cohort 18, the Church of the Ascension, Mother of Mercy, Saint Anselm’s, and the Church of the Holy Innocents, of the Diocese of Trenton, are pleased to present our Cohort Suggestion Report, associated Cohort Evaluation (Planning) Forms, and other pertinent materials, to the Diocesan Planning Commission.

Our Cohort efforts were truly a major collaborative effort. We chose not to divide into 4 sub-groups to study each of the Major Categories for Planning. We instead chose to involve each and every one of our 18 members in this study and encourage all their input for every facet of this study. Further, we did not designate a Cohort Chairperson but instead worked together well and respectfully. One of our Cohort members served to compose summaries, Bulletin announcements, and this Report in complete synergy with all our members.

As we moved forward to begin our work and discussions, we found overlapping themes among the 4 major categories and 9 criteria, the results of our Parish Surveys, our current states of activities, strengths, concerns, needs, planning implications, the ideas we would explore together, and the results we hoped for. For this reason, our focus (as further described in the Report below) was to study each Cohort parish’s summary of strengths, concerns, and needs (Appendix I), and formulate a model and direction where we could assist each other, fill in voids, and grow together collaboratively as a Cohort, utilizing not only a collaborative approach but also a “strength in numbers” approach, and a utilization of existing expertise.

This approach worked for us and it worked well. We were effective and efficient, with our eye on the June 1st deliverable of the Report below. Our continued discussions and direction have answered the Cohort Evaluation (Planning) Forms (Appendix III). We have focused on our direction toward our selected “Collaborative Model”, and presented ALL of our results in the Cohort Suggestion Report Form below. Our detailed report offers a thorough representation of our work together in Cohort evaluation, planning, and suggestions for our future together.

COHORT SUGGESTION

TO THE DIOCESAN PLANNING COMMISSION

DUE: JUNE 1, 2016

Cohort made up of the following parishes:

Name:	Church of the Ascension	City:	Bradley Beach	County:	Monmouth
Name:	Mother of Mercy	City:	Asbury Park	County:	Monmouth
Name:	Saint Anselm	City:	Wayside	County:	Monmouth
Name:	Church of the Holy Innocents	City:	Neptune	County:	Monmouth
Name:		City:		County:	
Name:		City:		County:	

What:

In preparation for our suggested model we did the following: (Check the appropriate items.)

1. We as individual parishes evaluated ourselves based on the Criteria set by the diocese.

2. We, as a cohort, studied and applied the Criteria set by the diocese and have considered diocesan ministries or institutions in our geographical area.

3. We worked in our cohort to discover where and how we could be cooperative in achieving the goals of the *Faith in Our Future* process.

4. We studied and analyzed the relevant data from our parishes and understand the implications of the data for our future.

5. We prayed together and studied the Models for Parish Reorganization.

Based on the above we suggest to the Diocesan Planning Commission one or more of the models below that we adopt for our cohort:

MODEL ONE: COLLABORATIVE PARISHES

MODEL TWO: LINKED PARISHES

MODEL THREE: MERGED PARISHES

MODEL FOUR: IN SOLIDUM TEAM

MODEL FIVE: PARISH LIFE DIRECTOR

MODEL SIX: PERSONAL PARISHES

For our cohort this model would look like:

(Describe what the model or models would mean for your cohort.

Refer to specific pages in the Cohort Planning material which details your relationship.)

- Complete cross-Cohort collaboration through the sharing of ministries, programs, and events.
- We are four strong, established, independent, and beloved parishes for whom have been brought to light in our Parish Surveys, the validation of those strengths, and indicators for areas of improvement or concern.
- To start, as outlined in the Rationale below, our focus will be where there are the greatest needs based upon our Parish Surveys, as well as the greatest opportunities to collaborate utilizing any already existing expertise for these needs.
- Futuristically, we will strive to continuously strengthen each of these collaborative areas as well as to determine new areas of collaborative opportunities.

RATIONALE:

We make this suggestion for the following reasons:

Each of our parishes, upon evaluating their Parish Surveys, formulated three strengths and three areas of concern or improvement (Appendix I). Our Cohort Team studied these and proposed eight areas where the various strengths (what each does well) from one or more of the Cohort Parishes could assist or fill a void present in one or more of the Cohort Parishes. Particularly areas where needs or concerns were commonplace among two or more of our Cohort Parishes and how we could either

(1) work together to build a collaborative effort that would strengthen and enhance all four of our Cohort Parishes, and/or

(2) leverage the existing strengths of one or more Cohort Parishes to answer the needs of the others.

These eight areas are as follows:

1. Creation of a Cohort reference matrix for all cross-Cohort parishioners that lists components of all 4 major categories and the 9 Criteria categories. This will serve as a reference of information such as Mass times, website/phone references, who has Eucharistic Adoration and when, multi-language Masses, complete ministry information, parish life activities, CCD times, outreaches such as St Vincent DePaul and the Knights of Columbus, and the like but not limited to these. This will give a collaborative view for all Cohort parishioners to use to learn of the availability of times and opportunities across the Cohort in assisting ALL of our parishioners.

(Addresses all Categories and Criteria.)

2. **A very strong need at one or more of our Cohort parishes, and leveraging on the existing strength in others, is the collaboration, development, and expansion of Youth Programs involving sports, music, retreats, social events, service projects, and youth catechesis, to name a few. This will serve increased numbers of young people in a cross-Cohort youth ministry, furthering opportunities for growth, friendship, and learning. Facilities, grounds, and personnel will be shared, and financial savings should benefit.**
(Addresses EC&C – Criteria 2&3, Communal Life – Criteria 6, Stewardship & Leadership – Criteria 7&9.)
3. **Similarly, with the strength and breadth of the Faith Formation (e.g., RCIA, CCD) processes at one or more of our Cohort parishes, collaborative assistance and leveraging expertise as needed and/or expansion of the Faith Formation (e.g., RCIA, CCD) processes across the Cohort.**
(Addresses Sacramental Life, EC&C – Criteria 2&3, Stewardship & Leadership, Criteria 8.)
4. **Ditto #3 for Pre-Cana, in alignment with currently offered Diocesan programs and guidance.**
(Addresses Sacramental Life, EC&C – Criteria 2, Communal Life – Criteria 5.)
5. **Determine ways across the Cohort to deepen a spirit of “welcoming” of all socio-groups in line with Pope Francis’ recent announcement (week of April 3rd) to include inactive Catholics, Catholics who have fallen away from the Church, further diversity among ethnic and racial groups, divorced and separated Catholics, abortion-suffering Catholics, and the LGBT community. Because of the current broad ethnic diversity already existent at our four Cohort parishes, a good background is already framed to broaden the direction of enhancing diversity among all socio-groups.**
(Addresses all Categories and Criteria.)
6. **Promote and strategize the sharing of priestly and diaconal expertise, techniques, and backgrounds with cross-visitation throughout our Cohort by our Priests and Deacons in celebrating Masses, delivering Faith Formation programs, serving as speakers, sermon and homily composition, and answering the needs of various language sub-groups, on a regular basis or by offering any assistance on an as-needed basis.**
(Addresses Sacramental Life, EC&C – Criteria 2&3, Communal Life – Criteria 5&6, Stewardship & Leadership – Criteria 7&8.)
7. **Already in place, regular and continued cross-advertising of Cohort parishes’ social, community, and faith formation events, encouraging assistance and participation either by joining the particular Cohort parish hosting the event or true cross-functional “all Cohort parishes” events.**
(Addresses Sacramental Life, EC&C – Criteria 2, 3 & 4, Communal Life – Criteria 6, Stewardship & Leadership – Criteria 7, 8, & 9.)
8. **Lastly in a true spirit of collaboration and sharing for our ill and those hospitalized and homebound, create a regularly scheduled rotation of Pastoral Care support from the entire Monmouth County Coastal Deanery to fulfill the significant need for assistance to the Catholic Chaplain with the Jersey Shore University Medical Center (JSUMC). This hospital is a Level II Trauma Center and is currently expanding with a vast and significantly large oncology ward/building which will more than double the currently stretched responsibility of Holy Innocents’ two priests. In addition, with nearly 160-190 Catholics per day currently at JSUMC and the pastoral care necessary at a large number of area Nursing Homes and Rehabilitation Facilities, formulate a program, training, and advertising to grow the number of laity as Extraordinary Ministers of the Eucharist to further assist.**
(Addresses Sacramental Life, Communal Life – Criteria 5.)

Next steps to move each of the above forward, will include the planning details and timing, and advertising for participation from cross-Cohort parishioners.

This suggestion addresses the 5 goals of the *Faith in Our Future* process in the following ways:

1. **Strengthen and enliven** the parishes of the Diocese as well as Diocesan-sponsored organizations and ministries.
We are four strong, established, independent, and beloved parishes that can only strengthen, enliven, grow, and prosper further cross-functionally with our Cohort partners through shared ministries, programs, and events, and by leveraging each other’s expertise and by filling voids, through future opportunities.

2. Explore **new models of leadership** in parishes and ministries in institutional settings (schools, colleges, hospitals, nursing homes, prisons, etc.) in order to address the challenges presented by the anticipated retirement of a large number of clergy and religious over the next ten years.
For the many reasons and intended planning outlined in this report, we know a Collaborative Model of Leadership across our four Cohort parishes is our best path forward in a true and concerted sense of sharing.
Promoting an environment in the spirit of assistance of the expertise of our Priests and Deacons across our Cohort will help to fill any voids within the parishes of our Cohort where clergy are needed but cannot be fulfilled by the assignment of additional clergy.
With regard to the institutional settings of hospitals and nursing homes, learn from and share outreaches of our Cohort partners who currently work closely with JSUMC, countless numbers of nursing homes, and the many Pastoral Care volunteers who bring the Eucharist to the ill and homebound, with intent to expand, formalize, and schedule clergy and laity pastoral care across the Cohort as well as the Deanery.

3. **Improve our stewardship** of personnel, finances, and facilities and other parish and Diocesan resources.
 - **Collaborative sharing of both paid and volunteer personnel, their experiences and expertise, as described in this report to strengthen and grow many of our ministries, programs, and events, will indeed improve our stewardship of personnel.**
 - **Any collaborative sharing efforts of time, talent, and treasure will lead to improved use of and savings in finances. Regular, careful, and continued scrutiny of finances between the pastors and the Diocesan Director of finances. Smarter management of parish budgets. Debt reduction through allocation of returned funds from the Annual Catholic Appeal and the Faith-to-Move-Mountains campaigns.**
 - **Our four Cohort parishes each have clean, well-maintained facilities, offering a welcoming atmosphere for all, that will contribute to the collaborative proposals as described, to include meeting halls, schools, gymnasiums, and cafeterias.**

4. Establish **collaborative relationships** among the parishes and ministries of the diocese that will build upon the gospel to re-evangelize the local church, especially those who live on the fringes of the church, as well as those who do not yet know Christ.
Without repetition here, the establishment of our described collaborative focus and relationships is the mantra and goal of our Cohort as detailed throughout this report.

5. Provide for pastoral ministry to **Hispanic Catholics**, the fastest growing segment of our Diocesan population, within our parishes and organizations.
We are extremely blessed to have a deep sense of diversity and a multi-cultural environment across our Cohort parishes, and particularly blessed to exclusively have a Cohort partner with multiple Spanish Masses, Hispanic clergy, 85% Hispanic enrollment in their School, and Hispanic ministries including youth programs, which can be utilized and grown, fully integrated, and/or leveraged by and across our Cohort.

Signatures of Cohort Core Teams from each parish:

Cohort 18 Parish	Core Team Member	Signature	Date
Church of the Ascension	Father Jerome Nolan	<i>Jerome Nolan</i>	5-24-16
Church of the Ascension	Raymond Wade	<i>Raymond Wade</i>	5/24/16
Church of the Ascension	Connie Mertens	<i>Connie Mertens</i>	5/25/16
Church of the Ascension	Kathleen Martin	<i>Kathleen Martin</i>	5/28/16
Mother of Mercy	Father Miguel Virella	<i>F. Miguel Virella SVD</i>	5-24-16
Mother of Mercy	Rosemary Paduano	<i>Rosemary Paduano</i>	5/24/16
Mother of Mercy	Jane Strada	<i>Jane Strada</i>	5/24/16
Mother of Mercy	Carlos Limardo	<i>Carlos Limardo</i>	05/24/16
Mother of Mercy	Gené Del Carmen	<i>Gené Del Carmen</i>	5/28/16
Saint Anselm	Father Eugene Vavrick	<i>F. Eugene Vavrick</i>	5/24/16
Saint Anselm	Michael Bellina	<i>Michael Bellina</i>	5/24/16
Saint Anselm	Kathleen Majewski	<i>Kathleen Majewski</i>	5-24-16
Saint Anselm	Christopher Skurat	<i>Christopher Skurat</i>	5/28/16
Saint Anselm	Robert Stoute	<i>Robert Stoute</i>	5-24-16
Church of the Holy Innocents	Father Michael Wallack	<i>Rev. Michael Wallack</i>	5/24/16
Church of the Holy Innocents	Mary J. Chabala	<i>MJ Chabala</i>	5-24-16
Church of the Holy Innocents	Pat Riordan	<i>Pat Riordan</i>	5/24/16
Church of the Holy Innocents	Anthony Scotto	<i>Anthony Scotto</i>	5/24/16

DATE: May 24, 2016

Date due: June 1, 2016

Please send the original electronically to:

Sherrie Sporek – sspore@dioceseoftrenton.org

Thank you!

APPENDIX I
Summary of DOT Cohort 18 - Descriptions, Strengths, Opportunities

Church of the Ascension	
50-word Description of Uniqueness of Parish	
Our parish is over 110 years old, originally built by Father O'Hara who had support from the local Jewish community. Even being a "shore parish", we have always been active year round and closely tied to the community both civically and spiritually. We have a beautiful facility that has been kept up to date with O'Hara hall within the church and Ascension Center a standalone facility. We are an integral part of Bradley Beach utilized by the community as a gathering place: for bag pipe practices, men's basketball, bi-annual police training and even utilized by St Rose School for the grammar school basketball practices. We hold fish fries for Lent, a summer picnic, wine and cheese party, parish dinner and ongoing book club gatherings. We are seen as a welcoming small community that is caring and service orientated. We have a bereavement support group, a volunteer group that will prepare a repast at funerals and a prayer shawl ministry. We are led by a nurturing Pastor who in the past has filled in at St Elizabeth. We were there for the parishes of St Elizabeth and St Rose when we all struggled after Hurricane Sandy hit the area.	
Strengths	Concerns/Improvements/Opportunities
Our location which is a centralized location in the community with easy access for parishioners, especially those that choose to walk.	Encouraging higher attendance at mass. Make the registration process even more personalized and the integration into the parish smoother and more fulfilling.
The facilities which include a downstairs hall with kitchen and small stage as well as a standalone center which includes a full kitchen with space for over 150-200 seating for events. An upstairs gymnasium with a full stage.	Outreach to youth groups both young adults greater eighteen and fill the gap of those under eighteen that have finished their confirmation.
Our parish is known for our welcoming nature, our choir and our closeness as a community both spiritually and civically with a fairly high participation rate in our various ministries. Father does the blessings for both Memorial Day and Veteran's Day.	Look to bring about ways to offer further adult religious education. Address the interest of retreats across all areas of the parishioners beyond the current men's only retreats.
Mother of Mercy	
50-word Description of Uniqueness of Parish	
Mother of Mercy is a multi-cultural, multi-lingual community formed by combining the parishes of Our Lady of Mt Carmel, Holy Spirit, St Peter Claver, and Our Lady of Providence through a merger which occurred in August, 2012. Mother of Mercy parishioners gather to worship at the two church sites of Our Lady of Mt Carmel and Holy Spirit, where Masses are offered in English, Spanish, and Creole. Our Lady of Mt Carmel K-8 school, a parish center/gym, a community center, and Carmel Hall exist on Mphor of Mercy premises. St Vincent dePaul Outreach Center has been constructed on the former site of St Peter Claver Church.	
Strengths	Concerns/Improvements/Opportunities
The clergy and Pastoral Care volunteers visit and bring Communion to those who are sick/homebound. The clergy also administers the Sacrament of Anointing of the Sick when requested.	Improvement is needed to invite new parishioners to join the Parish and make them feel welcome and involved; also, efforts to bring inactive Catholics back to regular practice.
Facilities, including the churches, are clean and well-maintained. (This strength was consistent from all language surveys.)	The homilies during the English Masses are difficult to understand due to the accents of the priests. Length of sermons and content were also noted.
Provision is made to accommodate non-English speaking Catholics in their native language. (This is consistent with the results of the Spanish survey that indicates a strength in the number of Saturday/Sunday Spanish Masses and opportunities to grow in life with Christ, such as Bible Study, Faith Sharing, Retreats, Prayer Groups, etc for Spanish parishioners.)	Need to employ intentional strategies to engage younger adults (ages 18 to 35) in the life and ministry of the Parish.
Saint Anselm	
50-word Description of Uniqueness of Parish	
St. Anselm is the example for an open-armed parish, that invites everyone in the door, and encourages all to be involved. You feel like you are part of something special and you make a difference. It is this type of atmosphere that establishes a deep relationship with God that we all cherish and look for in a parish community.	
Strengths	Concerns/Improvements/Opportunities
Faith experiences & opportunities.	Vocation Awareness.
Community participation & fellowship.	Finance.
Our music ministry.	Catholic School Support.
Church of the Holy Innocents	
50-word Description of Uniqueness of Parish	
Holy Innocents exemplifies the strength of a diverse community of various races/nationalities; diversity being of worldly character. We offer a very welcoming environment thanks to our clergy/lay ministers and school, and a welcoming physical environment due to our "no stairs" design (accessibility for the handicapped/funeral processions) and spacious grounds.	
Strengths	Concerns/Improvements/Opportunities
RCIA, CCD and School, and their leadership.	Youth programs.
Very active Saint Vincent DePaul ministry.	Strengthen volunteerism and participation in ministries and events.
Caring and exceptional clergy.	Transparency of information and data regarding ministries and finances.

APPENDIX II : A Letter from the Core Team of the Church of the Ascension

May 9, 2016

To: The Diocesan Planning Commission

From: The Cohort Planning Team of the Church of the Ascension, Bradley Beach

We have been very fortunate to be part of a vital cohort team as members of Cohort 18. We have spent countless hours working together and reviewing Sacramental Life, Evangelization, Communal Life and Stewardship. As a result, each of us has gained a better understanding of parish life. We recognize the need for change and the value of change in order to keep our communities vibrant for the future. The surveys provided beneficial information to us as members of the cohort and the insights garnered were integral to the discussions.

Change is a difficult process for the people of all parishes and people need to understand the need for change. This was addressed in Faith in our Future and has been explained very thoroughly through updates and bulletin announcements. At Ascension, our parish community is small and comprised of a large number of senior citizens and change for them is even more difficult. We are hoping that this process will be a light to their communal life. In the same token our younger families need to access communal life efficiently.

In reviewing the process with our cohorts, we have identified areas of concern:

- Ascension Parish is in close proximity to St. Elizabeth in Avon and St. Rose in Belmar; both are literally within minutes from Ascension whereas other members of Cohort 18 are significantly further away.
- Our children attend parochial school at St. Rose in Belmar and St. Catherine in Spring Lake.
- Our pastor, Father Nolan, has served as pastor at St. Elizabeth's in the past.
- Our facilities are used by St. Rose Grammar School for activities. They could also benefit St. Elizabeth as well. These facilities already exist within each of the other cohorts in which we are assigned.
- Our St. Francis Society has twinned with St. Rose's St. Vincent DePaul Society on many occasions, supporting them through Hurricane Sandy. In fact, Msgr. Arnister and his associate stayed in our rectory after Sandy because of the proximity to St. Rose.
- Although we recognize the need to share services, this would be difficult for our families to travel to the parishes within our existing cohort.
- Many of our seniors attend daily mass and would find it difficult to travel outside the immediate area.

As stated earlier, change is a difficult process and when going through changes, the recommendations must be logical. When we began this process, we were placed with the coastal cohort cluster: St Elizabeth in Avon, St Rose in Belmar, St Catherine in Spring Lake and St Mark in Sea Girt. This information was shared with our parishioners and was accepted as a logical solution as we moved forward in Faith in our Future. For the reasons outlined above, we recommend that you return us to the original cohort.

We appreciate the opportunity to express our concerns and if you have any feedback or questions, please contact the Ascension Core Planning Team.

APPENDIX III : Cohort Planning

Name of Cohort Parishes

Parish:	Church of the Ascension	City:	Bradley Beach
Parish:	Mother of Mercy	City:	Asbury Park
Parish:	Saint Anselm	City:	Wayside
Parish:	Church of the Holy Innocents	City:	Neptune
Parish:		City:	
Parish:		City:	

COHORT PLANNING | SACRAMENTAL LIFE

Current Reality

1. Discuss among the cohort parishes the present activity, strengths, and concerns related to **Criteria # 1 of Sacramental Life** which each parish evaluated. Significant discussion points included:
 - **Welcoming environment of diverse ethnic- and socio-groups.**
 - **Pastoral Care to the hospital, nursing homes, and the homebound/ill.**
 - **Pre-Cana program.**
 - **Fallen-away Catholics and Mass attendance.**
2. What key thoughts occurred to you from looking at the present reality?
 - **How do we expand ministry participation, Mass attendance, and a welcome to all ethnic- and socio-groups.**
 - **How could we share priestly and diaconal expertise, including multi-language clergy, across our Cohort.**
 - **A sharing network of information regarding each parish's clergy, sacramental life, ministry, and fellowship information.**
3. What are the planning implications based on the information from the Data Verification material and each parish's Parish Summary for Sacramental Life?
 - **Promoting multi-cultural Masses and ministries to all parishioners across our Cohort.**
 - **Promoting fellowship sharing across our Cohort.**
 - **Alleviating the mindset of established parishioners from partaking in cross-Cohort programs, Masses, and ministries, because of distance, transportation, or dedication to their home parish.**

Preferred Future

1. What are some ideas we might explore together to enhance our experience of Sacramental Life as a cohort?
 - **A cross-Cohort reference matrix updated and available to all Cohort parishioners of liturgy, ministries, programs, processes, and events.**
 - **Develop a cross-Cohort Pre-Cana program team.**
 - **Leverage assistance and expertise in Faith Formation across the Cohort.**
 - **Determine ways to deepen and expand a spirit of welcoming.**
2. What are some hoped for results?
 - **Publication and frequent/regular update of the cross-Cohort reference matrix described above.**
 - **Regular and as-needed sharing of priestly and diaconal expertise through cross-Cohort Faith Formation answering the needs of multi-cultural languages.**
 - **Liturgical and fellowship sharing through cross-advertising and promotion to further welcoming and growth.**

COHORT PLANNING | SACRAMENTAL LIFE

- **With the Holy Sacrifice of the Mass being the focal point of parish life, retain the current Mass Schedules at each of our Cohort parishes for the following reasons –**
 - **To promote growth in Mass attendance and the return of inactive Catholics, availability and flexibility of schedules is important.**
 - **A wide geographic Cohort (nearly 10 miles between the two most distant parishes); unfair to any of our parishioners to remove Mass times at their home parishes asking them to travel unwillingly.**
 - **In some cases, parishioners walk to their home parish; asking them to drive will cause inconvenience.**
 - **Because we are in close proximity to the beaches, seasonal schedules may adjust to include additional Mass times.**
 - **A number of Masses are said regularly in ethnic languages, it is important to keep those available.**
 - **One or more of our Cohort parishes utilize retired priests that assist at many surrounding parishes; there would be a possible loss of their help if schedules were adjusted creating conflicts.**
 - **Mass schedule adjustment is still fresh in the lives of those who underwent the merger to Mother of Mercy in 2012; further adjustments would be disruptive.**

Based on the above, a living document (matrix/grid) of various parish information will be created and published. One especially and particularly being the Mass schedules so that all parishioners in the Cohort may have the knowledge of all Cohort Mass times and take advantage of times not available in their home parish to fit the busy schedules in today's culture of life.

COHORT PLANNING | EVANGELIZATION, CATECHESIS & CATHOLIC SCHOOLS

Current Reality

1. Discuss among the cohort parishes the present activity, strengths, and concerns related to **Criteria # 2, 3, 4 of Evangelization, Catechesis & Catholic Schools** which each parish evaluated. Significant discussion points included:
 - **Strong and significant need of structured Youth Programs; enough could not be said.**
 - **RCIA & CCD processes.**
 - **Opportunities for non-English speaking Catholics.**
 - **Both of our Cohort's Catholic Schools (Our Lady of Mount Carmel & Holy Innocents) offer sound Catholic education, are well established with respected faculties, and have many strengths. Catholic education is priceless and the best foundation for our children. These two elementary schools (K-8 and PreK3-Grade 8) offer this outstanding availability in an over 10-mile wide residential area for the many families to educate their children.**
2. What key thoughts occurred to you from looking at the present reality?
 - **Formation, acceleration, and expansion of Youth Programs; a cross-Cohort youth initiative that leverages existing strengths at one or more Cohort parishes.**
 - **Utilize and share cross-Cohort expertise of established RCIA & CCD processes.**
 - **Sharing multi-language clergy and laity, their ideas, and their expertise, in promoting Faith Formation programs.**
3. What are the planning implications based on the information from the Data Verification material and each parish's Parish Summary related to Evangelization, Catechesis, & Catholic Schools as a cohort?
 - **Developing a sound and organized Youth Program across our Cohort that will thrive for the long term.**
 - **Event planning for the youth across our Cohort.**
 - **Work to determine RCIA scheduling to fulfill the needs of our Cohort parishes.**
 - **Timetables and advertising in general.**

Preferred Future

1. What are some ideas we might explore together to enhance our sense of welcoming and Evangelization, Catechesis & Catholic Schools as a cohort?
 - **Development of a long-term, thriving Youth Program.**
 - **Determine ways to achieve a spirit of welcoming across all ethnic- and socio-groups, and fallen-away Catholics, utilizing our current broad ethnic diversity already seen throughout the parishes in our Cohort.**
 - **Cross-cohort advertising of Faith Formation and fellowship event calendars.**
 - **Share priestly & diaconal expertise and cultural backgrounds.**
 - **Continue support of our Catholic Schools by all parishes in the Cohort.**
2. What are some hoped for results?
 - **A very well-established, diverse, and outstanding cross-Cohort program for our youth.**
 - **Regularly scheduled and advertised Faith Formation and fellowship opportunities across our Cohort.**
 - **Dedicated cross-Cohort assistance with Faith Formation, RCIA process, language needs, and youth.**
 - **Continued achievement of glowing evaluations of our Catholic Schools by the Diocesan School Board through their reviews and study of enrollment and financial trends.**

COHORT PLANNING | COMMUNAL LIFE

Current Reality

1. Discuss among the cohort parishes the present activity, strengths, and concerns related to **Criteria 5 and 6, Communal Life** which each parish evaluated. Significant discussion points included:
 - **Growth in various ministry participation.**
 - **Welcoming environment of diverse ethnic- and socio-groups.**
 - **Pastoral Care to the hospital, nursing homes, and the homebound/ill.**
2. What key thoughts occurred to you from looking at the present reality?
 - **More Pastoral Care assistance as a future cross-Cohort effort with the vast expansion of the Jersey Shore University Medical Center.**
 - **A need for the sharing of priests/deacons in Faith Formation and Liturgy across the Cohort to accommodate all language groups.**
 - **Cross-cohort opportunities to expand the participation in several parish ministries.**
3. What are the planning implications based on the information from the Data Verification material and each parish's Parish Summary for Communal Life as a cohort?
 - **Scheduling to fulfill cross-Cohort needs of Faith Formation, assistance of priests and deacons, social and community events, and Pastoral Care assignments.**
 - **Organization of new cross-Cohort programs and their timetables with current parish schedules for cross-Cohort suggestions of youth, Pre-Cana, Faith Formation, and multi-cultural programs.**

Preferred Future

1. What are some ideas we might explore together to enhance our community life?
 - **Expansion and scheduling of Pastoral Care outreaches in the near future both across the Cohort and across the Deanery.**
 - **Cross-Cohort Faith Formation, fellowship, ministry involvement and growth, evolution of welcoming spirit, and sharing of clergy expertise multi-culturally.**
2. What are some hoped for results?
 - **Cross-Cohort social and community events that portray the spirit of welcoming and hospitality to diverse socio-groups, multi-language groups, and our youth.**
 - **Regularly scheduled, as well as on a needed basis, cross-visitation of priests and deacons throughout our Cohort at Masses, Faith Formation, and speaking engagements, while also assisting the needs of various language groups.**

COHORT PLANNING | STEWARDSHIP & LEADERSHIP

Current Reality

1. Discuss among the cohort parishes the present activity, strengths, and concerns related to **Criteria #7, 8, 9 the leadership and pastoral aspects of Stewardship and Leadership** which each parish has evaluated. Be sure to discuss each criterion: staff and council leadership; working with other parishes; adequate staff; support for the diocesan and universal Church. Significant **discussion points** included:

Shared responsibilities in staff (paid and volunteer), facilities, advertising, and existing knowledge/expertise, and experiences for

 - cross-Cohort youth and young adult programs,
 - cross-Cohort ministries and events, and
 - Pre-Cana program and RCIA process.
2. What **key thoughts** occurred to you from looking at the present reality?

Strengthening programs, processes, and ministries

 - by leveraging personnel expertise and experiences,
 - by sharing facilities such as meeting halls/rooms, cafeterias, and gymnasiums, for the many suggested areas and programs of collaboration including the growth of the youth program and its activities, faith formation programs, and parish and cohort fellowship/social events,
 - all therefore avoiding duplication and yielding savings.
3. What are the **planning implications** based on the information from the Data Verification material for criteria # 7, 8 and 9 under Stewardship and Leadership as a cohort?
 - Scheduled use of facilities.
 - Advertise and recruit parishioners willing to lead and assist ministries and cross-Cohort programs and processes.

Preferred Future

1. What are some ideas we might explore together to enhance our efforts dealing with leadership and the pastoral issues related to our cohort?
 - Recruitment of individuals with expertise in, experience in, and personal dedication toward ministries, programs, and processes, therefore developing leaders.
 - Cross-visitation of priests, deacons, and laity as appropriate, throughout our Cohort at Masses, Faith Formation, and speaking engagements, while also assisting the needs of various language groups.
2. What are some hoped for results?
 - A deep and true sense of collaboration that will strengthen and enliven each parish as well as the Cohort as a whole, while bringing forward greater participation in ministries, programs, and events.
 - Taking this further to a future endeavor by offering collaboration and idea-sharing with neighboring Cohorts throughout the Deanery and the Diocese.