



OFFICE OF THE ARCHBISHOP

ARCHDIOCESE OF DETROIT
1234 WASHINGTON BOULEVARD
DETROIT, MICHIGAN 48226

September 3, 2009

Dear Father,

My first seven months as your archbishop have been a time of great blessing! So many occasions to be with the people of God, so many moments of grace. I give thanks to God for the priestly ministry I am sharing with you. Liturgies with the faithful have been most affirming to my episcopal ministry; visits to parishes, schools and institutions have been equally welcoming, especially to someone who, like me, proudly calls this southeast corner of Michigan his home.

As I said previously, in the spring I commissioned two groups, comprised of clergy and lay people, to assess the organizational structures and financial well-being of the Detroit Archdiocese. Their final reports and conclusions were presented to me at the end of August. I believe they have crafted a response that is true to and advances the mission I asked them to consider in their deliberations: *To Share Christ in and through the Church*. After consultation with the College of Consultors and Finance Council, after prayer and reflection, I have accepted the recommendations. The financial realities of our current circumstances are sobering; the resulting changes for the administrative structure of the archdiocese are significant.

At a meeting with Central Services employees earlier today, I, along with those who have worked most closely in this assessment process, shared an overview of our situation:

- The Archdiocese lost \$14.5 million in cash in Fiscal Year 2008-09, and, absent any action on our part, we will lose more in the current Fiscal Year.
- Our current spending creates an operating cash deficit of \$1.2 million a month, or \$42,000 a day.
- In our current operating mode, the Archdiocese would exhaust its cash by 2011.

Our comprehensive plan has implications across the board in the Archdiocese — involving programs, properties, and positions. This fall, restructuring in Central Services will result in 29% fewer positions, from 264 to 187. The new organizational chart will

include some structures that remain familiar and others that are quite different. However, in all these decisions my aim has been to ensure that, with the resources available, we do our best to share Christ in and through our local Church.

Central Services employees have been and remain a dedicated, devoted work force supporting my ministry, the parishes and the presence of the Church in the Archdiocese – all for the glory of Christ. They have my heartfelt gratitude and appreciation. We are making efforts to assist them during these difficult moments, providing transition workshops and including incentives for those eligible for retirement. Our timeline has us on track to have our employee transitions completed by mid-November and our new organizational chart fully operational by the first of the year.

At this morning's meeting, I also announced those appointed to my new Curia Cabinet:

Moderator of the Curia: Msgr. Robert J. McClory
Chancellor: Mr. Michael Trueman
Director of Communications: Mr. Ned McGrath
Director of Development and Stewardship: Mr. David Kelley
Director of Evangelization, Catechesis, and Schools: Dr. Margie Crooks
Director of Finance and Administration: Mr. Daniel Oliver
Director of Human Resources: Ms. Pamela Beech
Director of Parish Life and Services: Ms. Catherine Wagner

In addition, I announced that Bishop Francis Reiss will serve as the Judicial Vicar and Fr. Tim Birney will continue as the Director of Priestly Vocations. We are also establishing a new office to be named the Office for Clergy and Consecrated Life. Msgr. Michael LeFevre, who has been serving as the head of the Office for Clergy Life and Ministry, will continue in that role for the time being until the new Vicar for Clergy and Consecrated Life is named.

Rather than itemize each and every change here, the two leaders of our review committees, Msgr. G. Michael Bugarin and Mr. Michael Vlastic, will join me in more detailed presentations at an upcoming joint meeting of the Presbyteral Council and the Council of Vicars, and at our Priest Convocation later this month. In the weeks ahead, the Archdiocesan Pastoral Council and our other consultative bodies will receive similar briefings as well. While today's announcements focus primarily on the new structure of Central Services, these upcoming briefings will share more comprehensive news about the assessment of our overall financial situation and our plan for going forward. An important element of these briefings will be our reporting to you the recommendations I have accepted concerning the financial circumstances of other Archdiocesan entities, particularly the operations and collection policies of the Loan Deposit Program (LDP).

The challenges before us are complex and yet it is absolutely necessary that we deal with them in the coming weeks, months and years. This is our responsibility as the pastors of this Archdiocese, servants and leaders of the life and mission of the Church. I thank you

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for your support as we move forward and seek to be good stewards of all that has been entrusted to us. Ultimately, the faithful give us these resources to advance the mission of sharing Christ in the New Evangelization. Through the intercession of St. Joseph, Patron of the Church, please join with me in praying daily and ardently for the Church of Detroit and all those affected by these changes.

Mary, Mother of the Church – Mother of the Church in Detroit – pray for us.

Sincerely yours in Christ,

The Most Reverend Allen H. Vigneron
Archbishop of Detroit