

A large, stylized flame graphic in shades of orange and yellow. Inside the flame, there are several overlapping, semi-transparent images of people's faces, including a man in a suit, a woman, and a group of children. The flame is set against a white background with decorative swirls and a small flame at the bottom.

Faith

IN OUR Future

Pastoral Plan for the
Catholic Diocese of
Parramatta
2014-2018



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Prayer for Faith in our Future

Gracious God, source of all life,
you call us together in faith and love
as the Diocese of Parramatta.

As one body in Christ,
may we respond to your Word,
attend to the signs of the times,
and live as your disciples in word and deed.

Renew our hearts in your Holy Spirit
to grow and share our faith with the world;
give us courage and grace
to live faith in our future.

We ask this through Christ our Lord.
Amen.

“Faith is no refuge
for the fainthearted,
but something
which enhances
our lives. It makes
us aware of a
magnificent calling,
the vocation of love”

Pope Francis,
Lumen Fidei 53

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Bishop Anthony's Message

Pope Francis made headlines when he kissed and blessed a man in St Peter's Square who suffered with boil-like tumours appearing over his head and body. Like Jesus responding to cries for help from the sick, our Holy Father courageously and lovingly embraced him. At the dawn of the third millennium, his predecessor and soon-to-be-saint John Paul II invited the Church to "put out into the deep" (*Lk* 5:4) and take up anew the great mission of evangelisation (*Novo Millennio Ineunte* 1-2). He reminded us that holiness is the foundation and touchstone of all pastoral planning (31).

At this time, I am excited to be launching *Faith in Our Future*, our Pastoral Plan for the Diocese of Parramatta. Like Pope Francis, like John Paul the Great, like Jesus Christ Himself, it calls us to be fearless in our proclamation of the Gospel, in word and deed. We want to be, as Pope Francis exhorts, "bold and creative in this task of rethinking the goals, structures, style and methods of evangelisation" (*Evangelii Gaudium* 33).

The launch of our Pastoral Plan is the culmination of two years of conversation and discernment about the future of the Diocese. Thousands of people from Rydalmere to Blackheath, from Windsor to Granville, contributed their ideas in public consultations or online. Last year, we also consulted our agencies and clergy, religious institutes and migrant chaplains. All contributors have raised fresh ideas and directions for our families, parishes, schools, chaplaincies and diocesan ministries to better respond to our needs and to support our Catholic community's growth in faith.

"To grow in our faith is to grow in love of God. To share our faith is to love our neighbour . . ."



The Vision

Faith in Our Future has two basic goals for us in the next five years: *to grow in faith* and *to share our faith*. When Jesus was asked to name the greatest commandment of all, the big reason for existing, He replied, “You shall love the Lord your God with all your heart, and soul, and mind . . . and your neighbour as yourself” (Mt 22:37-9). To grow in our faith is to grow in love of God. To share our faith is to love our neighbour and invite him or her into a personal relationship with Jesus Christ, Lord of the Universe.

Catholic disciples of Parramatta should know and love their Catholic faith, encounter Christ in His Word and Sacraments – that is, in the Bible, Confession and the Eucharist – and go into the world proclaiming the Good News of the Gospel, unashamedly sharing their faith with family, friends, work colleagues and others. They must be disciples who reach out to others, evangelise by witnessing to Christ in all facets of their lives and invite others to know Christ and His Bride, the Church. In short, we must invite others to ‘come and see’ Jesus and ‘go and tell’ His story.

The Pastoral Plan

To grow and to share our faith we will focus on five areas of greatest need and potential: our families, youth, ethnicity, vocations, and evangelisation. Each of these areas offers opportunities to foster new and mature disciples for our 21st Century mission.

Inside *Faith in Our Future* you will find a number of resources and fresh directions that your community of faith, parish, ministry group or family can take up and use to build a stronger future of faith.

Parishes will find almost one hundred suggestions for renewal. Actions that will inspire parish pastoral councils, ministry groups, sacramental teams and welcomers are included. Our parishes are also invited to collaborate more often, and share their wisdom and expertise. By working more closely, we can live our mission in a united way, minimise duplication and make the most of the resources we have.

Included are a number of new initiatives for our diocesan agencies including CatholicCare, our Catholic education system, the Institute for Mission, our Youth Office, our ethnic chaplaincies and many more. These will better support all our people in their discipleship, relationships, formation and mission in the wider community.

You will also find an implementation guide for the variety of people and groups that make up our Diocese. No matter what your gifts and the role you play in the Church or wider community, there is a place for you to join us in this great mission of building the Kingdom of God in Western Sydney.

Our pastoral planning website offers additional resources for renewal (www.faithinourfuture.org.au) and a new Pastoral Planning Office has been established to support you and your community in making the most of this opportunity to grow and share our faith as disciples, called and sent, by Jesus Christ.

“... we must invite others to ‘come and see’ Jesus and ‘go and tell’ His story”



Conclusion

Faith in Our Future is much more than a document. Its success depends on more than good intentions. It is an opportunity to live the Gospel in the Diocese of Parramatta in fresh, creative and faith-filled ways. But it needs your support, prayers, gifts and time in order to succeed. Let us confidently call on the Lord as we move forward with love, with hope, with faith in our future.

The Vision of Our Pastoral Plan





The Diocese of Parramatta has two goals that will shape its life and structures over the coming five years: **growing in faith** and **sharing our faith**. By committing ourselves to these two goals as a Diocese – including our parishes, agencies, migrant communities, movements, families and individual members – we seek to become what Pope Francis has described as a “true field of faith” amid the suburbs and mountains of Western Sydney.

Growing in faith means our ongoing conversion to the person and message of Jesus Christ, coming to know him personally, following him in communion with one another, and expressing his Good News with love in every dimension of our lives. When people and parishes grow in relationship to Jesus:

- individual stories of conversion become more frequent and normal;
- individuals and parishes become more prayerful and worship more reverent and profound;
- there is a developing hunger for the sacraments, including Eucharist and Confession;
- there is an increase in biblical literacy and a hunger to read and share Scripture;
- there is a growing understanding of Catholic teaching and a desire to learn and share more;
- there is a stronger sense of belonging to a community of faith on mission;
- small groups and ministries begin to grow and attract new members;
- hospitality and social gatherings become more frequent as people share faith and life as members of one body.

Sharing our faith means spreading the Good News of Jesus we have received, witnessing to and proclaiming his life and message to the people of our time. If we are truly growing in faith as disciples we will become better *witnesses*. Pope Francis reminds us that “sharing the experience of faith, bearing witness to the faith, proclaiming the Gospel: this is a command that the Lord entrusts to the whole Church” (WYD Homily 2013). Every disciple is called to share their faith in Jesus, that is, to evangelise. When parishes and people share their faith in Jesus:

- more and more people are baptised into the life of Christ and the Church each year;
- communities grow in their sense of unity and purpose as stories of faith are shared;
- our families talk about the Gospel, pray at home and foster new generations of disciples;
- parishes invite others to ‘come and see’ but also to ‘go and tell’;
- there is increased outreach to the poor and dialogue with others beyond the Church.

“If we are truly growing in faith as disciples we will become better *witnesses*”



“It is a vision
of a growing
Church and
an expanding
mission . . .”

Our Diocesan Pastoral Plan, *Faith in Our Future*, invites every Catholic community and disciple to become part of this twofold vision, to become mature and missionary disciples. To grow and share our Catholic faith challenges each one of us to become intentional disciples, filled with the love of God and the love of our neighbour. It is a vision of a growing Church and an expanding mission, trusting in the diverse, Spirit-given gifts of our people and the graces we implore from God.

This vision of a strong and evangelising faith can be best put into practice in our Diocese by focusing on **our five pastoral priorities**. These are our five areas of greatest need and potential. Each priority offers us an area where we can grow and share our faith with stronger missionary intent in the coming years:

Supporting family life

We need to support our families as the cornerstone of our Church and society, strengthening them in their love and helping them live the Gospel

Connecting better with the young

We need to invite and support youth and young adults to grow in holiness and to become leading participants in the renewal of society and the Church by living their faith with commitment and enthusiasm

Building upon our ethnic diversity

We need to celebrate, support and harmonise the diverse migrant communities in our midst, respond to their spiritual and social needs, as well as extend welcome and hospitality to newcomers to our Diocese

Growing and supporting laity and clergy

We need to provide lifelong support for laity in their vocations, and grow and support our priestly vocations as well, provide opportunities for faith formation, and encourage the development of pastoral leadership in service to our common mission as the People of God

New evangelisation

We need to reach out to those not strongly connected to their parish or who are estranged from our Church, inviting them to rediscover the joy of Christian faith and community

Faith in Our Future offers a range of practical ideas and concrete actions to bring our vision and priorities to life. It provides suggestions that every parish, church agency and member of our Diocese can put into practice and that will enable our Diocese to move into the future with confidence. By providing these actions we recognise that *wanting* to grow in and share our faith is not enough. As a Diocese, we need to be organised and united to achieve these goals and to make the most of the gifts and opportunities that God is offering us.

The Pastoral Reality

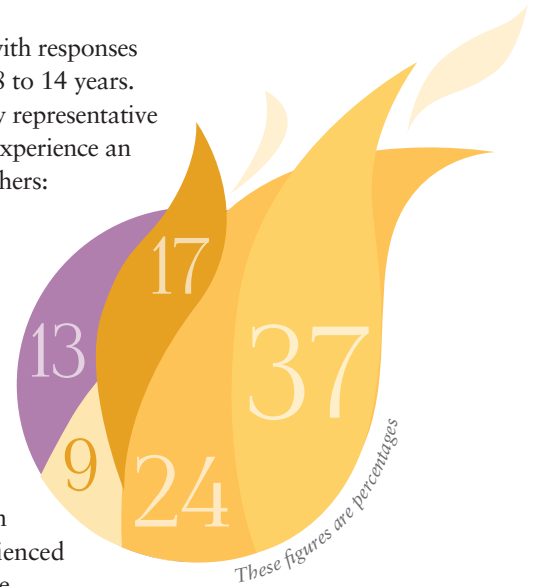
The Parramatta Diocese participated in the 2011 National Church Life Survey, with responses from 3,750 adult Mass attenders aged 15 years and over and 209 children aged 8 to 14 years. The profile below is an aggregation of results from parishes which are statistically representative of our Diocese as a whole. These findings reveal the extent to which our people experience an alive and growing faith, and are willing and effective in sharing that faith with others:

Growth in faith

Attenders' growth in faith in the past year (2010-2011):

Much growth through this parish	24%
Much growth through other groups or churches	9%
Much growth through private activity	17%
Some growth	37%
No growth	13%

Of our church attenders, 24% said that they had experienced much growth in their faith through their parish in the past year while 50% of attenders experienced only some growth or no growth at all through their participation in parish life.



Willing and effective faith-sharing

Willingness to invite to church any friends and relatives who do not currently attend a church:

Willing and invited someone in the last year	27%
Willing, but didn't invite someone in the last year	36%
Probably wouldn't invite someone	14%
Definitely wouldn't invite someone	1%
Don't know	21%

Of our church attenders, 27% invited someone to church in the last year while more than 70% *did not* invite anyone or did not know if they would invite anyone to their parish.

This research challenges our Diocese, parishes and ministries to consider the extent to which our pastoral works and initiatives truly grow the faith of our people and support an evangelising faith, a faith that shares the life of the Gospel with others.



Other features of our Diocese

Total population	1,050,870
Catholic population	332,120
Per cent Catholic	31.6
Average size of parishes	6,778
Median age of Catholics	35.1
2011 Mass attendance rate	15.2% (2006 = 16.2%)

Other demographic features:

- Second ranked diocese in Australia for % Catholic
- Second ranked diocese for % speaking language other than English (28.4%)
- Third ranked diocese for % born in non-English speaking country (25.5%)

This information is provided by the ACBC Pastoral Research Office, drawing on the 2011 National Count of Attendance and the Australian Census.



Why our Pastoral Plan matters and how you can get involved

Our Pastoral Plan matters because there are people waiting for the Good News of Jesus and we, the Diocese of Parramatta, are called to be his witnesses (*Acts* 1:8). Jesus' mission for the Church is to raise up disciples who are "transformed by the love to which they have opened their hearts in faith" (Pope Francis, *Lumen Fidei* 21). Having "opened their hearts to God's love, heard his voice and received his light [disciples] cannot keep this gift to themselves" (*Lumen Fidei* 37). In other words, we are sent by Jesus to grow in loving relationship with God and to open the door of faith to others by our witness and proclamation.

However, to make this Gospel vision a reality we need to plan as communities of faith. From the very beginning of our history the Church has planned to make the most of the gifts and opportunities that God has offered us. In the Acts of the Apostles, we find the community organising itself – identifying, preparing for and responding to the pastoral needs of their fellow believers and those beyond the community of faith (e.g. *Acts* 2:42-45; 4:32-35; 6:1-7; 11:1-18, etc). As disciples of Jesus today, we are invited to do the same.

Pastoral planning matters because *wanting* to grow and share our faith is not enough; we need to be reflective, organised and united to achieve these goals. This Pastoral Plan provides a common vision, shared priorities and concrete actions to assist your parish or community to take a pro-active stance towards the future. It represents the wisdom of our parishes and agencies gathered through consultation, as well as offering the results of research into community growth and evangelisation both here in Australia and abroad.

Every member of our Diocese of Parramatta is invited to be a part of the 21st Century mission of Christ in our region, to be an active disciple in our future of faith. It was Blessed John Paul II who called each of us to realise our potential as the people of God, "since baptism is a true entry into the holiness of God . . . it would be a contradiction to settle for a life of mediocrity, marked by a minimalist ethic and a shallow religiosity" (John Paul II, *Novo Millennio Ineunte* 31). The Gospel calls us to live the full gift and promise of our baptismal discipleship, to look for opportunities to grow in our faith, our understanding and response to the Gospel, and to actively evangelise, drawing others to the faith and to God.

"This new missionary energy in our Diocese will come as a result of a renewed encounter with the God of Jesus Christ in the Holy Spirit"



This new missionary energy in our Diocese will come as a result of a renewed encounter with the God of Jesus Christ in the Holy Spirit. Only an encounter and conversion to Jesus' person and message can lead to a heart for evangelisation and service. Only when *people* grow in the Gospel can our Diocese be all it is called by Christ to be.

Included at the back of this Pastoral Plan are implementation guides that outline how you and your community can get involved and contribute your gifts to faith in our future (see pp.59-68). Every person can make an enormous difference in building up the Church and the Kingdom of God which it serves.

“The parish is not an outdated institution; precisely because it possesses great flexibility, it can assume quite different contours depending on the openness and missionary creativity of the pastor and the community”

Pope Francis,
Evangelii Gaudium 28

Parish Actions

Parishes are communities of the Christian faithful, empowered by a common baptism and gathered around the Word and Eucharist for the sake of the worship of God and discipleship in the world. Parishes are central to the life of our Diocese and serve as centres of sacramental encounter, prayer and catechesis, pastoral care, Christian outreach and many other activities which build up the life of the Church and take the Good News of Jesus into the wider community.

It is important that parishes review and renew their activities as well as plan for the future so they can move forward with confidence and purpose. The list of actions on the pages that follow represents the wisdom of our communities gathered through consultation, and that of our pastors, as well as research into the best practice of parishes both here in Australia and overseas.

Your parish may already be doing many of the good things outlined in the following pages. However, there will also be actions that your community can take up to grow and share its faith with greater vitality. While this list of actions is not exhaustive, it does offer each parish a starting point to review its present activities and to meet the challenges and opportunities for growth and mission in the years to come. These actions are also applicable to migrant chaplaincies in the Diocese.

Every member of our parishes and migrant communities can contribute to the mission of our Church by reading through these ideas and suggestions, discussing them and planning for action with their priests and leaders, parish pastoral councils, ministry groups and fellow parishioners. Implementation guides are included at the back of this Pastoral Plan which provide advice on how your parish or migrant community can begin to bring these various initiatives to life.

GOAL 1

(Pastoral Priority)

SUPPORTING FAMILY LIFE

Support our families as the cornerstone of our Church and society, strengthening them in their love and helping them live the Gospel

STRATEGIES	ACTIONS
1.1. Review and develop welcome ministries and initiatives to foster a sense of belonging to parish family	1.1.1 Appoint a parish welcome coordinator (volunteer) and ensure trained welcomers for each Mass, with a presence at church entrances and exits to: <ul style="list-style-type: none"> - greet all parishioners on arrival - provide material related to the liturgy - offer information on parish life and events - gather details of identifiable newcomers
	1.1.2 Provide projected or printed versions of the Order of Mass at all parish liturgies to encourage and support unity and active participation in worship, while also encouraging people to learn the Common of the Mass
	1.1.3 Assemble and periodically update parish 'welcome packs' or kits providing: <ul style="list-style-type: none"> - information related to the parish and parish staff - details of Mass times, Confession and regular devotions (perhaps on a fridge magnet) - parish prayer cards and other Catholic prayers - ministry group and pastoral care contact numbers - parish registration cards to encourage belonging - communication cards to call forth expressions of interest in ministry or parish groups Welcome packs to be made available at key evangelising moments including parish Masses, sacramental programs, RCIA, youth gatherings and events, baptisms, marriages and funerals, Christmas and Easter Masses
	1.1.4 Develop strategies to identify newcomers to parish life and ministry groups and invite registration, for example: <ul style="list-style-type: none"> - encourage welcomers and parishioners to look out for new faces at Masses and parish events, to introduce themselves and invite registration - occasional invitations at Mass from priests or parishioners, inviting registration by newcomers and to get to know their clergy and fellow parishioners - make available 'new parishioner' registration cards and boxes on occasions listed in 1.1.3 - all new names to be submitted to parish office and/or welcome coordinators
	1.1.5 Develop and review on an ongoing basis 'follow-up' processes within the parish to keep newcomers connected to parish life. Consider: <ul style="list-style-type: none"> - personal contact or letter from parish priest or welcome coordinator in days following registration (parish registration forms should ask whether the new parishioner would like a visit from one of the priests) and provision of welcome packs if not already received - a roster of welcomers to visit new parishioners in their homes with parish 'welcome packs' and other information and resources for faith - periodic letters from parish group leaders inviting the involvement of newcomers in ministries of the parish (e.g. as catechists) and in parish groups
	1.1.6 Provide welcome initiatives after parish Masses to ensure newcomers and others experience hospitality throughout the length of their visit (e.g. tea and coffee)
	1.1.7 Develop and host outreach events within the parish to connect newcomers with one another and established parishioners. This could include a monthly or quarterly 'Newcomer Sunday Gathering' or 'welcome coffee hour' following Mass (facilitated by welcome coordinator or parish hospitality team) or parish BBQ to foster integration and ongoing participation in parish life
	1.1.8 Parish welcome material, parish registration forms, and accurate parish information to be available online via a parish website, parish social media page or similar, with maintenance and periodic review of content by a parish team member or nominated parishioner
	1.1.9 Mass, Confession and devotional times to be made prominent on parish bulletins, with these same details made visible on parish noticeboards and/or church signs



1.1.10 Review and ensure adequate and clear signage throughout the parish plant, to allow visitors and newcomers in particular to find their way to church buildings, parish halls, carparking, and amenities with ease

1.1.11 Review and strengthen parish hospitality to aged Catholics, especially the provision of transport services for the aged, to and from liturgies and events in parish and diocesan life

1.1.12 Review parish activities and facilities to ensure access, welcome and resources for the disabled and those with special needs as integral members of our parish communities, for example:

- clear signage within and around churches and parish buildings
- the accessibility of parish offices, sanctuaries, halls and meeting rooms
- the availability of hearing loops within the church
- the size of written fonts used in the church, whether in projected or hardcopy material, to cater for the vision impaired
- opportunities for ministry training and formation to enable full participation of the disabled in parish life

1.1.13 Review opening hours of the parish church taking into account the desire for prayer during the day and early evening (this may involve a parish review of security measures to enable longer hours of prayer within the life of the community)

1.1.14 Parish teams together with welcome coordinators and teams to ensure welcome efforts and initiatives are re-energised in weeks leading up to Easter and Christmas for all those who return to church at these times (e.g. promotion of times of Masses, Confession and carol events through schools, local press, letter box drops and mailouts). These initiatives can be undertaken in collaboration with neighbouring parishes, making known all options available during these seasons

1.2 Initiate and strengthen parish groups that unite and respond to the needs of families

1.2.1 Each parish to nominate a family group coordinator, pastoral associate or other to liaise with the newly established Family and Life Office within the Diocese to deliver faith and prayer resources, as well as family, marriage and pro-life materials to our parish families

1.2.2 Parish teams and family group coordinators to ensure each parish offers (or collaborates with another parish to provide) access to and promotes:

- an active and regular family group
 - a women's or mothers' group
 - a men's or fathers' group
- for the social and spiritual nourishment of its parishioners. The needs of single adults also to be reviewed

1.2.3 Each parish regularly to review the goals, activities, levels of participation and the diversity of members in all parish groups and consider strategies for increased promotion and membership drives through the parish and associated school communities (e.g. a two week information or recruitment drive targeted at new or recently arrived families in local Catholic schools)

1.2.4 Each parish, with their family group coordinator and school RECs, to develop a ministry team for specific outreach to families within associated school communities, to invite participation in parish-based family groups as well as deliver faith and life resources provided by the new Family and Life Office to these families

1.2.5 Ensure the parish community offers (or collaborates with another to provide) a parish 'parent and toddler' or early years group specifically for parishioners with children under school age, facilitating the mutual support of new parents and strengthening a sense of Church belonging and support

1.2.6 The family group coordinator and sacramental coordinator to work together to initiate and coordinate ongoing gatherings and reunions of parents of the newly baptised (e.g. annually for all those baptised in the previous year). Consider also personalised cards, including a prayer bookmark and saint's medal, on baptismal anniversaries

1.3 Develop opportunities for parish and school families to connect faith with life	1.3.1 Each parish website or social media page to make available links to family and faith resources as provided by the Family and Life Office, and promote these resources in parish and school bulletins, family groups, as well as announcements at weekend Masses
	1.3.2 Each parish to host social events, in collaboration with local Catholic schools, to bring families together in the context of faith (e.g. Mothers' and Fathers' Day breakfasts and momentos, Shrove Tuesday pancake mornings, Easter egg painting events, parish Christmas carols and the like). Catholic families that have children in State schools to be included
	1.3.3 Parish teams to assemble or make available resources for families to pray together. These can include parish 'prayer boxes' containing flameless candles, a rosary, ribbon and cloth for prayer spaces in the home, children's bibles, booklets of prayer including graces for meals, prayers for parents and for children, gratitude journals for children, and resources to promote Sundays as family time and 'the Day of the Lord' (support available from the Family and Life Office)
	1.3.4 Parishes to organise school holiday socials for parish families, including picnics with supervision by parents
	1.3.5 Parishes to share information about family retreats and programs offered by religious communities, ecclesial movements and spirituality centres in the Diocese (supported by the Family and Life Office and Institute for Mission)
1.4 Encourage parents and families to witness to faith outside the parish	1.4.1 Parishes to promote community events in which parish families can express their faith within the wider community (e.g. Relay for Life events, local sporting events and competitions, Clean Up Australia days, the St Vincent de Paul Society Winter Sleepout, local fundraising activities, appeals for Catholic Mission, Caritas and other local and overseas missions)
	1.4.2 Promote pilgrimages and faith-based events within and beyond the Diocese that may be of interest to parish families (in parish bulletins and on noticeboards)

GOAL 2

(Pastoral Priority)

CONNECTING BETTER WITH THE YOUNG

Invite and support youth and young adults to grow in holiness and to become leading participants in the renewal of society and the Church by living their faith with commitment and enthusiasm

STRATEGIES	ACTIONS
2.1 Establish and build up parish youth leadership, to drive youth engagement and evangelisation	2.1.1 Each parish formally to appoint a youth minister to oversee, coordinate and strengthen parish outreach to youth in the parish and associated schools, or collaborate with another parish to share such a youth minister, paid or volunteer
	2.1.2 Parish teams to ensure parish youth leaders or workers receive ongoing formation in ministry, either within the parish, by Catholic Youth Parramatta and/or the Institute for Mission in the following areas: <ul style="list-style-type: none"> - the theology and practice of Christian ministry (with a special focus on youth) - foundations of spiritual leadership and collaboration - principles for longevity and wellbeing in ministry, including time management - formation in Scripture, Catholic teaching, prayer, the discernment of gifts and vocations - the theology and practice of evangelisation
	2.1.3 Parish youth leaders or workers to receive an official orientation by Catholic Youth Parramatta on commencement, including a briefing on the national vision for youth ministry, Anointed and Sent, and on support available, formation opportunities, and professional standards in ministry
2.2 Establish and strengthen parish groups for youth and young adults	2.2.1 Ensure the parish offers (or collaborates with another to provide) access to a youth group or program for each of the following clusters: <ul style="list-style-type: none"> - upper primary school children (years 5-6) - lower secondary school students (years 7-9) - senior secondary school students (years 10-12) - young adults beyond school age
	2.2.2 Provide within the parish (or in collaboration with another) an annual youth retreat for local Catholic youth, promoting it in the parish and associated schools in liaison with RECs

“The future is in your hearts and in your hands. God is entrusting to you the task, at once difficult and uplifting, of working with him in the building of the *civilisation of love*”

– John Paul II, *Address at World Youth Day, Toronto 2002*

2.3 Develop vibrant parish liturgies to foster the participation of young people in worship and liturgical ministry

2.3.1 The parish team, a nominated parish youth minister and/or liturgical committee to consult youth and young adults within the parish to identify needs and desires in the celebration of liturgy and develop appropriate responses, with input from the Office for Worship

2.3.2 At least one weekend Mass per month (and ideally one each weekend) to extend special welcome to youth and young adults, with homilies, liturgical music and ministries specifically directed toward youth engagement and participation

2.3.3 Each parish Mass to seek to include youth or young adults in liturgical ministry whenever possible, through the invitation and training of young people for these ministries by the Office for Worship and Institute for Mission

2.3.4 Each parish team, through their youth minister or liturgical committee, to aim to develop and grow a team of young liturgical musicians for the celebration of Masses extending special welcome to youth as well as for music ministry at parish youth retreats or events

2.3.5 Youth and young adults in the parish to receive formation in the theology of the Eucharist and the implications of communion for discipleship, either through parish-based formation sessions or through opportunities provided by Catholic Youth Parramatta and/or the Institute for Mission

2.4 Nurture and strengthen parish youth participation in World Youth Days, and national, diocesan and deanery Catholic youth events

2.4.1 Each parish to establish, develop and review strategies for invitation, fundraising and formation opportunities toward the participation of their youth in World Youth Days, related pilgrimages and national youth gatherings

2.4.2 Each parish to establish a World Youth Day internship program or similar in the years between events, supporting youth participation in World Youth Days in exchange for volunteer service hours within suitable parish ministries (support available from Catholic Youth Parramatta)

2.4.3 Parish teams and youth ministers to use World Youth Day themes and related material as the basis of youth evangelisation and catechesis in parish and associated school communities

2.4.4 Each parish to develop strategies for the engagement of youth on return from World Youth Days, to foster their ongoing participation and contribution to the life of the parish (support available from Catholic Youth Parramatta)

2.4.5 Each parish to promote youth involvement in deanery and diocesan youth events (e.g. Breakfast with the Bishop, Theology on Tap, Palm Sunday celebrations), enabling youth to experience the wider young Church and return to parishes with new ideas and energy

2.5 Explore and promote opportunities for youth participation in initiatives of social justice, public advocacy and other parish ministries

2.5.1 Assess opportunities for young people in the parish to be involved in public advocacy and social justice initiatives, as well as other parish ministries, strengthening promotion and participation in actions of faith. Opportunities could include:

- parish youth membership and participation in the work of the St Vincent de Paul Society or the CCD as catechists
- ministry by youth to the aged, infirm or disabled within the parish
- fundraising initiatives, including appeals for Catholic Mission, Caritas and other local and overseas missions
- opportunities for public advocacy on issues of marriage, life or family as promoted by Catholic Youth Parramatta and the Family and Life Office
- participation in conferences or activities around the annual Social Justice Statement of the Australian Bishops

GOAL 3

(Pastoral Priority)

BUILDING UPON OUR ETHNIC DIVERSITY

Celebrate, support and harmonise the diverse migrant communities in our midst, respond to their spiritual and social needs, as well as extend welcome and hospitality to newcomers to our Diocese

STRATEGIES	ACTIONS
3.1 Review and assess the ethnic composition, needs and resources of the parish	3.1.1 Parish teams and parish pastoral councils to identify major ethnic groups within the parish with the support of demographic information supplied by the Pastoral Planning Office
	3.1.2 Parish pastoral councils to consult leaders of prominent ethnic communities in the parish and any affiliated migrant chaplaincies to identify gifts and needs to which the parish can better respond (e.g. invite the newly arrived to share their family and cultural experience at parish pastoral council meetings)
	3.1.3 Parish teams and parish pastoral councils to familiarise themselves with migrant chaplaincies and CatholicCare services available in the Diocese to support the full participation, wellbeing and pastoral care of all members of the community
	3.1.4 Each parish to review and develop parish initiatives to extend hospitality to newly arrived migrants, refugees and international students in their midst. These could include: - welcome packs in the languages of major groups of newcomers (support available from the Pastoral Planning Office) - parish volunteers to provide the newly arrived with information about local transport services, banking, housing, and a general orientation of the area - the development of a local list of social support and referral services available for migrants in the Diocese to meet their specific settlement or broader social needs (with the support of CatholicCare Social Services)
	3.1.5 Each parish, with the advice of migrant chaplaincies, to engage parishioners who may be able to assist in translation and/or the integration of migrants and refugees into community life, whether that be in the school, parish or in the wider community
	3.1.6 Each parish to partner with neighbouring parishes to consider how they can work together collaboratively in response to the gifts and needs of migrant communities in their region
3.2 Strengthen the recognition and celebration of migrant communities in parish life	3.2.1 Liturgies, pastoral ministries, and communications in the parish to take into account prominent non-English languages spoken in the parish community, if any
	3.2.2 Inaugurate or further promote the parish celebration of feast days significant to migrant communities, recalling the faithful witness of all nations
	3.2.3 Develop an annual multicultural or international Mass in the parish, encouraging the sharing of traditions and different languages in liturgy followed by a light supper or similar (e.g. on Pentecost Sunday)
	3.2.4 Organise social events outside of liturgy, including food fiestas, concerts and dances that can bring together the diversity of parishioners in the unity of a shared faith and community life
3.3. Promote the integration of migrant communities in the life of the parish	3.3.1 Include the concerns and needs of foreign nations and ethnic communities in the 'prayers of the faithful', especially those events and issues which touch the lives of parishioners and their families abroad
	3.3.2 Develop ways in which the cultural and faith traditions of migrant families can enrich the parish community and its life (e.g. through contributions from their culture to the planning and celebration of parish liturgies, including forms of music and prayer)
	3.3.3 Encourage and work towards a diversity of parish pastoral council members and leaders and members of parish groups and ministries to reflect the diverse membership of the parish community

"In the diversity of peoples who experience the gift of God, each in accordance with its own culture, the Church expresses her genuine catholicity and shows forth the 'beauty of her varied face'"

– Pope Francis, *Evangelii Gaudium* 116



GOAL 4 GROWING AND SUPPORTING LAITY AND CLERGY

(Pastoral Priority) Provide lifelong support for laity in their vocations, and grow and support our priestly vocations as well, provide opportunities for faith formation, and encourage the development of pastoral leadership in service to our common mission as the People of God

STRATEGIES	ACTIONS
4.1 Establish and make clear the purpose and vision of the parish pastoral council	4.1.1 As parish pastoral councils are mandatory for each parish of the Diocese, any parish without one is to establish one as soon as possible. New parish pastoral councils are to draw up their own statutes according to diocesan norms and submit them to the Chancery for approval
	4.1.2 Established parish pastoral councils to revisit their statutes and discuss their practice to ensure the council operates effectively in investigating pastoral situations, reflecting on them, drawing appropriate conclusions, and recommending actions to the Parish Priest
	4.1.3 Parish pastoral councils to be separate and distinct from but collaborate with parish finance committees which are also mandatory in the Diocese. Each parish finance committee should look to the Parish Priest and parish pastoral council for a pastoral plan and priorities, while the Parish Priest and parish pastoral council should look to the finance committee for sound financial guidance, to ensure adequate finance for agreed pastoral priorities, and other resources needed to develop and implement parish plans and programs
4.2 Ensure the work of the pastoral council aligns with the purpose and vision of the parish and Diocese	4.2.1 Parish pastoral councils to discuss and identify priority areas in which the parish mission can be lived, taking into account the 5 priorities of the Diocese (i.e. family life, youth, ethnic diversity, laity and clergy, and evangelisation)
	4.2.2 Parish pastoral councils to consider what structures and parish traditions no longer serve the mission of the parish, in consultation with community members
4.3 Review and enhance parish liturgies	4.3.1 Each parish to establish a liturgy committee or similar if not already in place, bringing together appropriate parish team members, music ministers, youth representatives, and other suitable lay leaders
	4.3.2 The work of this liturgy committee is to include the preparation, coordination and the periodic evaluation of the beauty and solemnity of the liturgy, and the organisation of formation for liturgical ministers (supported by the Office for Worship and Institute for Mission)
	4.3.3 Without diminishing the role of the priest as the leader of the community's worship, each parish to provide formation for lay people in leading prayer within parish groups and ministries
	4.3.4 Each parish to encourage preparation for and full participation in the Mass by making available the revised Weekday and Sunday Missals for use or purchase, and/or publishing the readings in the parish bulletin. The Divine Office is also to be made available for prayer
4.4 Develop and promote opportunities for prayer and reflection beyond the liturgy	4.4.1 Parish teams to review the opportunities for personal and group prayer beyond the liturgy of the Mass including Eucharistic Adoration, the Rosary, Lectio Divina, the Angelus, novenas, and Christian Meditation among others
	4.4.2 Each parish to make available introductory resources on prayer and spirituality and devotional items for purchase within the parish, in collaboration with Catholic booksellers and retailers
4.5 Ensure the parish maintains familiarity and knowledge of its members	4.5.1 Each parish to conduct a parish census within the year if a census has not been conducted since 2012, facilitating an update of the parish PADRE database or similar (supported by PADRE contacts)
	4.5.2 A review of the personal information collection notice included in parish registration to permit: <ul style="list-style-type: none"> - ongoing correspondence between the parish and its members about events, programs and initiatives on offer - the transfer of relevant data with permission whenever individuals or families move from one parish to another within the Diocese
	4.5.3 With appropriate permissions, each parish to develop strategies to acknowledge significant milestones and anniversaries among its members (e.g. baptism, confirmation, marriage, anniversaries of death) to sustain connections and build communion in parish life

4.6 Develop and strengthen a culture of co-responsibility and collaboration in the parish to enhance its mission	4.6.1 Parish teams and ministry groups to undertake formation in the theology and practice of collaboration, reflecting on how working together can strengthen the common mission of the parish (supported by the Institute for Mission and Pastoral Planning Office)
	4.6.2 Explore and workshop opportunities within the parish where collaboration of ministries would bring mutual benefit (e.g. the collaboration of parish youth groups with catechists, collaboration of youth ministers and sacramental coordinators, group meetings of parish choirs and musicians)
	4.6.3 Develop opportunities for established Catholic couples to collaborate in marriage preparation as well as the facilitation and/or promotion of marriage enrichment opportunities within the parish and Diocese (supported by the Family and Life Office and CatholicCare Social Services)
4.7 Encourage and support the participation of the aged in parish life	4.7.1 Parish pastoral councils to consult the aged in their communities in order to identify their needs, gifts and the experience they bring to parish life and mission
	4.7.2 Parish pastoral councils to consider ways to invite full participation of the aged in liturgies, prayer groups, social events and other activities, recognising the example of faith and gifts they offer to the Church (e.g. Life Ascending Australia)
	4.7.3 Review the strength and effectiveness of pastoral support and care for the aged in the parish, including those in private homes, nursing and retirement homes, and other facilities. Special consideration to be given to the access of the aged and infirm to the sacraments and Christian companionship
	4.7.4 Parish pastoral councils and ministry group leaders to enhance the role of grandparents in the witness and transmission of faith in the life of families and the parish (supported by the Family and Life Office)
	4.7.5 Ensure the parish community offers (or collaborates with another to provide) a grief or bereavement group for all those who have experienced loss, regardless of age (including widows and those who have suffered miscarriage or neo-natal loss). Seek experienced parishioners to volunteer as leaders with the support of CatholicCare Social Services
4.8 Promote a culture of adult learning in the parish, providing opportunities for growth in faith and understanding	4.8.1 Parish teams, parish pastoral councils, and ministry group leaders to promote faith formation opportunities available at the Institute for Mission and Pastoral Life Centres within the Diocese on a regular basis
	4.8.2 Strengthen RCIA and its integration within the life of the parish community through consolidating groups of sponsors and encouraging wider support of catechumens and candidates
	4.8.3 Each parish to review and plan for opportunities for the newly baptised and confirmed to undertake mystagogia (post-baptismal formation) in the parish, including ongoing opportunities for adult catechesis, group prayer and participation in parish ministries or social events and groups

GOAL 5 NEW EVANGELISATION

(Pastoral Priority)

Reach out to those not strongly connected to their parish or who are estranged from our Church, inviting them to rediscover the joy of Christian faith and community

STRATEGIES	ACTIONS
5.1 Develop and strengthen an awareness of the parish as an evangelising community	5.1.1 Parish teams and parish pastoral councils to dedicate reflection day/s on 'the parish as an evangelising community', reflecting on opportunities to cultivate a culture of evangelisation in the parish and initiatives to reach out to the wider community as disciples 'called and sent' (1 Cor. 1.1). Support available from the Institute for Mission and Pastoral Planning Office
	5.1.2 Parish teams, parish pastoral councils and ministry group leaders to promote and participate in formation on the theology and practice of evangelisation, as made available at the Institute for Mission and Pastoral Life Centres within the Diocese
	5.1.3 Each parish and its associated schools to organise a combined 'commissioning Mass' or similar at the start of the school year, to bring together key leaders and groups that serve the faith of the community, blessing them for their evangelising mission in the year ahead (e.g. include parish staff, school staff, baptismal preparation teams, catechists, sacramental teams, and RCIA teams among others)
	5.1.4 Promote on a regular basis the stories of faith, discipleship and witness of the community in parish and school bulletins, focusing on the way in which the Gospel has changed and directed the lives of parish members

	<p>5.1.5 Identify suitable occasions and forums for sharing testimonies of faith that witness to the Gospel alive in the parish community (e.g. during sacramental preparation, in youth groups and in parish family groups and events), preferably with a range of speakers in age and life experience</p> <p>5.1.6 Dedicate particular Sundays and seasons to inviting those on the margins of faith to participate in parish life (e.g. online and print invitations to parishioners' relatives to join the community on Ash Wednesdays, at confirmations, and at Christmas and Easter liturgies)</p>
5.2 Strengthen the connection between Catholic parish and school communities	<p>5.2.1 Each parish and its associated schools to share celebrations, liturgical and otherwise, whenever possible (e.g. parish feast days) in order to strengthen a sense of common identity and mission. The active involvement of school students and parents in these liturgies is strongly recommended</p> <p>5.2.2 Each parish to invite students from associated schools to take up a variety of ministries in the parish (e.g. as altar servers, youth leaders, catechists, music ministers). Consider a certificate of reward or participation as an acknowledgement of service and an opportunity to draw parents and families into contact with the life of the parish</p> <p>5.2.3 Each parish to review the availability of, and invitation to, Masses and sacramental initiation for children in State schools to ensure their inclusion in the life of the parish community</p> <p>5.2.4 Parish teams and/or committed parents to represent the parish community at Catholic school orientation days to welcome and inform new school parents of activities, programs and support available within the parish and Diocese (parish 'welcome packs' to be made available)</p> <p>5.2.5 Liturgical resources to be shared and exchanged between the parish liturgical committee or similar and RECs in associated schools, including approved liturgical music and the interchange of school and parish choirs at suitable events</p>
5.3 Review parish engagement of social media and technology to reach out to existing and potential parishioners	<p>5.3.1 Each parish to have a website that is regularly reviewed to ensure at least the following are available:</p> <ul style="list-style-type: none"> - a mission statement that describes the fundamental inspiration, identity, purpose and future aspirations (i.e. vision) of the parish community - an accurate list of contact details for the parish team and ministry and prayer groups operating within the parish - the most recent parish bulletins for reading, download and printing - an online parish calendar that is updated and used to promote key events in the life of the parish, deanery and Diocese - other relevant forms, including parish registration, sacramental preparation, planned giving, and expressions of interest in ministry or prayer groups - links to online faith resources, diocesan agencies and services, parish or school childcare services, local Catholic schools, and to neighbouring parishes - an ability to submit prayer requests and acknowledgement of receipt of these requests - a page specifically for Catholics considering a return to the Church as well as for newcomers to the faith <p>5.3.2 Each parish to explore the potential of Facebook, Twitter, Skype and other social media technologies to build and grow their community of faith, with a focus on the young, families and those without easy access to community life (to be supported in this response, evaluation and issues of data security by the diocesan Social Media Coordinator)</p>
5.4 Promote the Catholic faith and parish life in the wider community	<p>5.4.1 Advertisement of parish RCIA groups, seasonal liturgies, significant social events and groups in local papers and community boards</p>



“... the person who has been evangelised goes on to evangelise others. Here lies the test of truth, the touchstone of evangelisation: it is unthinkable that a person should accept the Word and give himself to the kingdom without becoming a person who bears witness to it and proclaims it in his turn”

– Paul VI, *Evangelii Nuntiandi* 24

PARISH COLLABORATIONS

The Diocese invites adjoining parish communities to explore the possibilities of working together more closely, sharing gifts and resources in their pastoral care and outreach in the wider community. Collaboration allows parishes to realise goals and opportunities they could not achieve on their own, minimises duplication in pastoral life and activity, and provides compelling witness to our Church as a communion.

Parish priests, parish pastoral councils and ministry groups are encouraged to explore the opportunities of working together, across parishes, in areas including:

- the Rite of Christian Initiation of Adults (RCIA) in which there are often smaller numbers of candidates and catechumens that could be enriched by one another's faith and life experience;
- youth events and activities that bring together young people in a local area or deanery;
- social justice initiatives as a form of common witness to faith in the wider community;
- combined welcome and outreach campaigns, particularly at Easter and Christmas;
- shared faith formation events and social gatherings between parishes, minimising duplication;
- sacramental preparation and resource sharing where practical;
- other areas of pastoral life where working together can enable good outcomes.

Parishes that could work together:

- St Patrick's Parish, Blacktown, St Michael's Parish, Blacktown South, St Bernadette's Parish, Lalor Park, and Our Lady of Lourdes Parish, Seven Hills
- St John Vianney Parish, Doonside, and St Andrew the Apostle Parish, Marayong
- St Aidan's Parish, Rooty Hill, and Good Shepherd Parish, Plumpton
- St Finbar's Parish, Glenbrook, and Our Lady of the Way Parish, Emu Plains
- Our Lady of the Nativity Parish, Lawson, and St Thomas Aquinas Parish, Springwood
- Sacred Heart Parish, Blackheath, and St Mary of the Cross MacKillop Parish, Upper Blue Mountains
- Blessed John XXIII Parish, Glenwood-Stanhope Gardens, Our Lady of the Angels Parish, Rouse Hill, and Our Lady of the Rosary Parish, Kellyville
- Mary Immaculate Parish, Quakers Hill-Schofields, and St John the Evangelist Parish, Riverstone
- The Parish of Richmond, Richmond, and St Matthew's Parish, Windsor
- St Michael's Parish, Baulkham Hills, St Bernadette's Parish, Castle Hill, and St Madeleine Sophie Barat Parish, Kenthurst
- Our Lady of Mt Carmel Parish, Wentworthville, and Sacred Heart Parish, Westmead
- St Anthony of Padua Parish, Toongabbie, and St Paul the Apostle Parish, Winston Hills
- Our Lady Queen of Peace Parish, Greystanes, St Patrick's Parish, Guildford, and St Margaret Mary's Parish, Merrylands
- Holy Spirit Parish, St Clair, and Our Lady of the Rosary Parish, St Marys
- Holy Family Parish, Mt Druitt, and Sacred Heart Parish, Mt Druitt South
- St Nicholas of Myra Parish, Penrith, Corpus Christi Parish, Cranebrook, and St Joseph's Parish, Kingswood
- Padre Pio Parish, Glenmore Park, and Sacred Heart Parish, Luddenham-Warragamba
- St Patrick's Cathedral Parish, Parramatta, St Monica's Parish, Parramatta North, St Oliver Plunkett's Parish, Harris Park, and Christ the King Parish, North Rocks
- Holy Trinity Parish, Granville, and Holy Family Parish, Granville East
- Holy Name of Mary Parish, Rydalmere, and St Bernadette's Parish, Dundas Valley

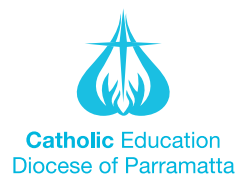




Agency Actions

The Diocese of Parramatta includes a number of agencies which assist the Bishop in the pastoral care of the entire community. These agencies support the life and mission of our parish communities, parish ministry groups and the wider community in a number of ways, by providing educational, pastoral and financial services, offering relationship support, and opportunities for engaging with those within and beyond the Catholic community in activities of social justice, welfare, ecumenism and interfaith dialogue.

By focusing their work on the five pastoral priorities of our Diocese, each of our agencies seeks to support and promote the growth and sharing of faith in the years to come. The majority of these agency actions are scheduled for the *first three years* of the Pastoral Plan (2014-2016), with review and reassessment to take place before the remaining two years of activity are established (2017-2018).



SUPPORTING FAMILY LIFE

STRUCTURES

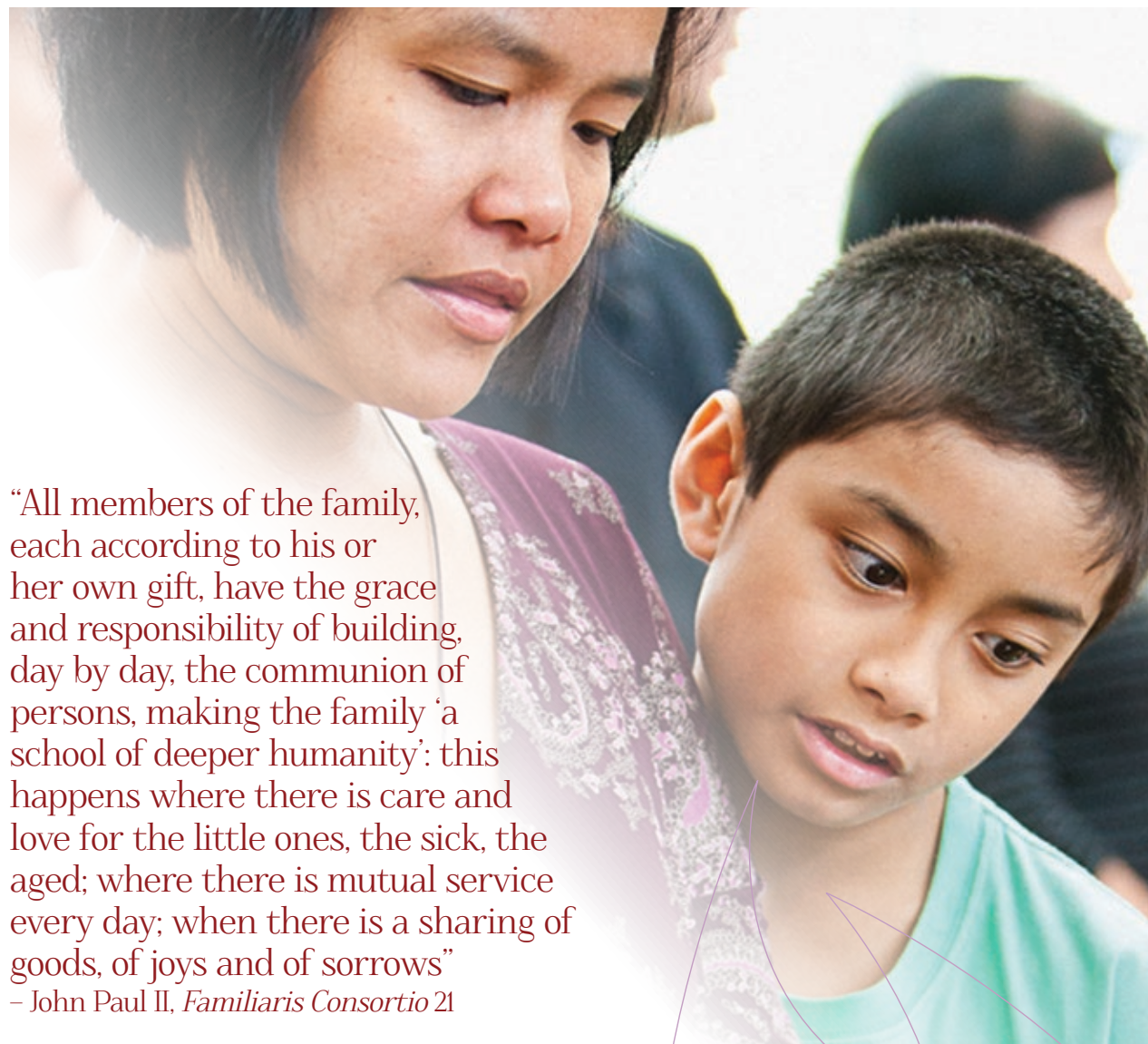
#	ACTION	WHO	WHEN
1	Establish a diocesan Family and Life Office to proclaim the Church's teaching on marriage, family life and relationships among Catholics as well as in the broader community, and to support the practice of faith in families through the delivery of resources, workshops and other educational and enrichment opportunities in parishes, schools and across the Diocese	Family and Life Office, Tribunal Office, CatholicCare, CEO, parishes	Jan-Jun 2014
2	Strengthen collaboration between school-based and parish-based playgroups and childcare services to provide parents with better information on the range of facilities available. To include directory listing all such early years services ; sharing of information on both operations and skill development; facilitation of enrolment into Catholic schools as appropriate	CEO, Catholic Early Learning Centres, Catholic Out of Hours School Care, Parish-based childcare services	Jan-Jun 2014
3	Develop the new Student Wellbeing Team (K-12) and the Adolescent Team (7-12) with CEO providing specialised family counselling and support of the whole family, particularly fathers; working collaboratively with mental health and social welfare agencies to improve family functioning; facilitating case management of complex family issues; making available family counselling in all schools, parenting courses and support group structures for families facing significant challenges	CEO, CatholicCare, clergy	Jul-Dec 2014
4	Build rapport with State school families via Christmas and Easter celebrations and events, among others	CCD, clergy, parish teams	Jan-Dec 2014
5	Deliver faith resources to State school students and families through stronger connection and mutual support of SRE teachers (catechists) and parish sacramental teams	CCD, Office for Worship, parishes	Jan-Jun 2015
6	Provide spiritual formation for youth on Catholic moral theology, sexuality, and family and life issues, facilitating opportunities to participate in initiatives and public advocacy related to these concerns	Catholic Youth Parramatta, Family and Life Office, IFM	Jan-Jun 2015
7	Provide opportunities for the social and personal development of youth to strengthen family life, promoting communication skills, conflict resolution, problem solving and reconciliation, as well as making known social support services available to young people and their families	Catholic Youth Parramatta, CatholicCare, IFM, Tribunal Office	Jan-Jun 2016
8	Undertake periodic review and update of the approach to parish planned giving appeals , strengthening the connection between financial contributions and evangelisation by fostering an understanding of the important role families play in the stewardship of their parish communities and in the broader mission of the Church	Catholic Fundraising	Jul-Dec 2014



SUPPORTING FAMILY LIFE

MARRIAGE	9	Enhance Catholic pre-marriage and marriage education from both sacramental and relationship counselling perspectives through the ministry of clergy, an increase in trained counsellors in the Diocese, as well as lay people with theological formation	CatholicCare, clergy	Jan-Jun 2015 (ongoing)
	10	Facilitate an annual marriage conference within the Diocese to support marriage and raise awareness of pertinent issues	CatholicCare	2013-2016
	11	Expand the suite of pre-marriage opportunities for couples, to deliver formation services better tailored to couples' needs	CatholicCare, clergy	Jul-Dec 2016
	12	Deliver information nights , including information about the annulment process, at Pastoral Life Centres to increase the support of those in need	Tribunal Office, Solo Parents Ministry	Jan-Dec 2014 (ongoing)
	13	Provide input to existing pre-marriage programs and develop appropriate referral processes for counselling and pastoral care following marriage breakdown	Tribunal Office, CatholicCare	Jul-Dec 2014
	14	Develop and distribute to parishes and beyond a range of online and printed material providing clarity around annulment, divorce and the sacraments , and about the annulment process	Tribunal Office	Jan-Jun 2015
	15	Make available and deliver to school students and staff, including RECs, formation and resources in the areas of relationships and Catholic marriage	Family and Life Office, Tribunal Office, CEO	Jan-Jun 2015
PASTORAL	16	Conduct research into resources and programs for parishes to engage specifically with young parents following the baptism of their children , promoting continued engagement with Church prior to the age of school enrolment	Office for Worship, IFM	Jul-Dec 2016
	17	Assist in the provision of materials for family prayer and liturgy at home, including resources that promote an understanding of the Eucharist and the Mass, and distributing to parishes, migrant chaplaincies, schools, preschools and early learning centres	Office for Worship, Family and Life Office, CEO	Jul-Dec 2015
	18	Provide assistance in the form of information for single parents on financial literacy and awareness, budgeting and planning, in parishes and online	DDE, CatholicCare, parishes	Jan-Jun 2014 (ongoing)
	19	Support each diocesan agency through the provision of prayer and liturgy resources , covering areas including but not limited to prayers for marriage, miscarriage and neonatal loss, parent-teen relationships, blended families, the healing of the Church, vocational discernment, chronic sickness, depression and other life crises	Office for Worship	Jan-Jun 2014
	20	Renew diocesan resources available to parish sacramental teams, enrolled parents and families , including prayer resources, facilitator notes, sample parent meetings and PowerPoint resources	Office for Worship, parishes	Jul-Dec 2015
	21	Develop a formation course for sacramental coordinators and sacramental teams focused on the Liturgy of the Word, the Liturgy of the Eucharist, the theology of Church and Vatican II, and their connection with Christian life with courses to be available at day and night time sessions	Office for Worship, IFM, CCD, clergy	Jan-Jun 2015 (ongoing)

“... it is important to discover anew the many signs of the Church's love and concern for the family, a love and concern expressed from the very beginning of Christianity, when the meaningful term 'domestic church' was applied to the family”
– John Paul II, *Gratissimam Sane* 3



“All members of the family, each according to his or her own gift, have the grace and responsibility of building, day by day, the communion of persons, making the family ‘a school of deeper humanity’: this happens where there is care and love for the little ones, the sick, the aged; where there is mutual service every day; when there is a sharing of goods, of joys and of sorrows”

– John Paul II, *Familiaris Consortio* 21

NEEDS	22	Undertake the “We Have a Story” Project of the Australian Catholic Bishops’ Conference, which seeks to engage people with a disability and their families in parish life. Include over the term of the Pastoral Plan an initial survey of people with a disability and/or mental health needs, families and carers in parishes and/or schools; establish support groups in the Diocese according to desired combinations (families, individuals, needs, interests); begin volunteer recruitment and education; match volunteers to individuals or families according to needs, interests, skills and availability, and monitor teams	CatholicCare, Social Justice Office, deaneries, parishes	Jul-Dec 2014
	23	Establishment and promotion of an ageing social support program for parishes, assisting the aged, infirm and isolated members of communities	CatholicCare	Jan-Jun 2016
	24	Extend grief and loss services available to parishes and other communities through recruitment, training and support of volunteers	CatholicCare, clergy, parishes	Jan-Jun 2016
	25	Partner CatholicCare in the establishment of “Connect Up”, an advocacy and outreach pilot program for spiritual and social outreach for people with disabilities	Social Justice Office, CatholicCare	Jan-Jun 2014
JUSTICE	26	Increase promotion and engagement of the annual Social Justice Statement from the Australian Catholic Social Justice Council, providing formation and advocacy opportunities for parishes and chaplaincies	Social Justice Office, CatholicCare, parishes, chaplaincies	Jul-Dec 2014

CONNECTING BETTER WITH THE YOUNG

LEADERSHIP	#	ACTION	WHO	WHEN
	27	Develop and make known a policy and process of orientation for new youth leaders within parishes to support them in the establishment or continuance of parish youth groups. To include a briefing on the support available from Catholic Youth Parramatta on an ongoing basis and information related to professional standards in ministry	Catholic Youth Parramatta	Jul-Dec 2014
	28	Identify leadership qualities among parish youth and youth movements through personal contact, familiarity and consultation with parish groups, inducting these youth into training to encourage leadership succession	Catholic Youth Parramatta, IFM, parishes	Jan-Jun 2014 (ongoing)
	29	Provide ongoing formation and support for all parish and ethnic group youth leaders	Catholic Youth Parramatta	Jan-Dec 2014 (ongoing)
	30	Ensure in collaboration with parish priests, teams and existing youth leaders the presence of a dedicated youth minister in each parish , or shared between parishes, whether paid or volunteer	Catholic Youth Parramatta, parishes, deaneries	Jan-Dec 2014
	31	Create opportunities for the leaders and participants of youth groups to attend diocesan, national and international youth events , and promote models of funding for such participation	Catholic Youth Parramatta, parishes	Jan-Jun 2015 (ongoing)
	32	Visitation of each youth group and program in parishes, movements, ecclesial movements, youth agencies and chaplaincies biennially to strengthen practical support , providing information and facilitating formation opportunities	Catholic Youth Parramatta	2014-2015 (ongoing)
	33	Review and update the youth ministry database with appropriate permissions of relevant youth ministers and leaders in order to communicate effectively with them about upcoming youth events and initiatives within and beyond the Diocese	Catholic Youth Parramatta	Jan-Jun 2014
	34	Establishment of a youth council to support the vision, planning and priorities of Catholic Youth Parramatta. This council is to include active youth leaders, clergy and chaplains of the Diocese with expertise in faith formation and models and practices of youth ministry	Catholic Youth Parramatta	Jan-Jun 2014
	35	Review and update the youth ministry resources made available to parish youth teams and leaders, including the establishment of an online directory of local and international resources available for use	Catholic Youth Parramatta	Jan-Jun 2015
	36	Facilitate workshops for young liturgical musicians in the theology and practice of divine worship and liturgical music	Catholic Youth Parramatta, Office for Worship	Jan-Jun 2016
	37	Develop a strategic policy and approach to the use and engagement of social media including a review of the design and content of Catholic Youth Parramatta e-magazines, engagement of Facebook, Twitter, Google+, Tumblr blogs, podcasts and other emerging media and technology in order to facilitate outreach to and maintain connections with youth	Catholic Youth Parramatta, Communications Team, Social Media Coordinator	Jul-Dec 2014
	38	Provide support to the youth ministry of the Diocese by coordinating strategies, programs and resources for young leaders' formation , including pre- and post-WYD programs	IFM, Catholic Youth Parramatta	Jul-Dec 2014 (ongoing)

CONNECTING BETTER WITH THE YOUNG

WYD	39	Involvement of all Catholic primary and secondary schools in World Youth Days, with a focus on both senior secondary students and young teachers	CEO, Catholic Youth Parramatta	Jul-Dec 2016
	40	Assist in the organisation and promotion of follow up activities post-World Youth Day, including mission programs for young adults (e.g. local indigenous immersion programs)	Social Justice Office, Catholic Youth Parramatta, IFM	Jul-Dec 2016
	41	Increase participation of State school students in parish, diocesan and national youth activities, including World Youth Days, by increasing presence of SRE teachers in State secondary schools and communicating relevant information to these students and families	CCD, Catholic Youth Parramatta	Jan-Jun 2016
SCHOOL	42	Analysis of Census data to determine locations of unenrolled Catholic students	CEO	Jan-Jun 2014
	43	Redevelopment of school enrolment policy to maintain priority of Catholic enrolments and promote increase in overall enrolments through targeted promotion of Catholic students not attending our schools, in collaboration with clergy, parishes and media	CEO	Jan-Jun 2015
	44	Expand Religious Literacy Assessment as a specific response to the Catholic Schools at a Crossroads document (Bishops of NSW and ACT 2007), to include Years 4, 6, 8 and 10	CEO	Jul-Dec 2014
	45	Increase involvement of “Captivate” Performing Arts program students in liturgy and other pastoral events held throughout the Diocese	CEO, Office for Worship	Jul-Dec 2014
	46	Strengthen the new Student Information System which will assist parents in knowing more of what their children are doing in schools, schools in being able to communicate more effectively with parents, consideration of the Rite of Christian Initiation of Children operating between parishes and schools to invite non-Catholic families with children enrolled in our schools to develop their openness to the Gospel and Church	CEO, Office for Worship	Jan-Dec 2014
	47	Extend “Ambassador Program” to schools to raise awareness of the social support work of the Church and to invite student and family engagement with these areas of need	CatholicCare, CEO	Jul-Dec 2014
	48	Increase involvement of our practising Catholic School senior students as SRE teachers in local State primary schools	CCD, CEO	Jan-Dec 2014
	49	Connect with ecclesial movements, young adult groups, Catholic tertiary institutions and WYD pilgrims in the Diocese to foster their involvement as catechists in State secondary schools	CCD, Catholic Youth Parramatta, parishes, ecclesial movements	Jan-Jun 2014 (ongoing)
	50	Assemble prayer and retreat resources aimed specifically at high school and post-high school youth for regular use and at retreats and camps (including prayers related to issues of social justice and advocacy)	Office for Worship, Catholic Youth Parramatta, CEO, Social Justice Office	Jul-Dec 2014



PARISH	51	Take up the emerging ACU program “Engaging Young People in Parish Life” to raise awareness of Catholic university students about parish life. Select students to be given a semester of 90 hours immersion in parish ministry which includes SRE, Catholic schools, hospitals, visiting the sick, children’s ministry and other ministries of the parish	CCD, Australian Catholic University, parishes	Jul-Dec 2014 (ongoing)
	52	Strengthen the ability of parishes to cater for the range in age of candidates seeking sacramental initiation into the Church by raising awareness of this emerging ministry in parishes as well as schools (via RECs), offering catechesis in support of this group and sourcing age-appropriate resources including paraliturgies, music and talks	Office for Worship, clergy, parishes, CEO, CCD	Jul-Dec 2015
	53	Support vocations to married and single life, the priesthood, diaconate and religious life by making available online and hardcopy resources in parishes, at youth events and gatherings	Catholic Youth Parramatta, Vocations Office, Family and Life Office, parishes	Jan-Jun 2014 (ongoing)
	54	Collaborate with vocations directors of religious congregations, institutes and movements in order to support young people in the discernment of religious vocations throughout the Diocese	Catholic Youth Parramatta, Vocations Office, Vicar for Religious, parishes	Jan-Jun 2014 (ongoing)
	55	Explore models of local fundraising available to young people to achieve youth ministry goals, raising awareness of these strategies among parish youth groups	Catholic Fundraising, Catholic Youth Parramatta	Jan-Jun 2016
	56	Raise awareness among young people of the financial realities of parish communities and the important role they play in the stewardship of these communities	Catholic Fundraising, Catholic Youth Parramatta	Jan-Jun 2016
FORMATION	57	Focus areas of diocesan youth formation in coming years to include: leadership, liturgy (including Eucharist and Confession), spirituality and prayer, knowledge of Catholic faith and morals, and public advocacy on issues including the needs of the poor and vulnerable	Catholic Youth Parramatta	Jan-Dec 2014 (ongoing)
	58	Develop means for Catholic young adults to be supported and networked in the development of their faith, life and mission	IFM, Catholic Youth Parramatta	Jul-Dec 2014 (ongoing)
	59	Provide formation for young people in the Diocese in the theology and practice of the new evangelisation , attentive to the distinguishing characteristics of youth culture	Catholic Youth Parramatta, IFM	Jul-Dec 2014
	60	Provide formation to youth, young adults and youth movements in the Diocese on relationships, Catholic marriage and family life	Family and Life Office, IFM, Catholic Youth Parramatta, Tribunal Office	Jan-Jun 2015
	61	Expand Indigenous and African youth ministry through provision of Bible study, retreats, youth choirs and ministerial training	CatholicCare, Aboriginal Catholic Services, All Saints of Africa Centre, IFM, St Patrick’s Parish, Blacktown	Jan-Jun 2015 (ongoing)
	62	Promote formation opportunities provided by IFM and other formation centres to the youth of the Diocese through social media and other youth communications	Catholic Youth Parramatta, IFM	Jan-Jun 2015 (ongoing)
	63	Identify, gather, and promote up-to-date liturgical music resources appropriate for Masses extending special welcome to youth and young adults, as well as providing recommendations of Catholic music available for worship and personal faith enrichment for all young people and their families in the form of a youth music directory or similar, in hardcopy and online	Office for Worship, Catholic Youth Parramatta	Jan-Jun 2016

“Young people call us to renewed and expansive hope, for they represent new directions for humanity and open us up to the future, lest we cling to a nostalgia for structures and customs which are no longer life-giving in today’s world”

– Pope Francis, *Evangelii Gaudium* 108



NEEDS	64	Assemble and make available online and in hardcopy referral services and literature available for children in the midst of annulment and divorce to understand the process and to offer them support	Tribunal Office, CatholicCare	Jan-Jun 2015
	65	Assemble web-based resources for youth and also parents including the “How to Deal with Parents” resource, material on relationship communication, family learning, and relevant social issues	CatholicCare, Family and Life Office, Communications Team	Jul-Dec 2015
	66	Adopt “Operation P.L.A.Y.” (Positive Lifestyles for Active Youth) involving engagement of youth through sport programs as well as professional support of children experiencing difficulty in relating to authority	CatholicCare, Catholic Youth Parramatta	Jul-Dec 2015
JUSTICE	67	Inaugurate and consolidate an annual Caritas “Just Leadership Day” within the Diocese, featuring speakers on community development initiatives, workshops on social justice issues for youth in schools and parishes of the Diocese. Promote school and student participation in this event	Social Justice Office, YCS, YCW, Caritas Australia, parishes, CEO, RECS in schools, CEC	Jan-Jun 2015 (ongoing)
	68	Assemble a database of young and adult social justice contacts in each parish, with the purpose of increasing the involvement of parishioners in local and parish-based social justice initiatives through information and coordination	Social Justice Office, Catholic Youth Parramatta, parishes	Jan-Jun 2014
	69	Present occasional talks and formation sessions for youth (e.g. “Breakfast with the Bishop” events) on issues of social justice and related opportunities for public advocacy	Social Justice Office, Catholic Youth Parramatta	Jan-Dec 2016

BUILDING UPON OUR ETHNIC DIVERSITY

	#	ACTION	WHO	WHEN
ADULTS	70	Creation of an Aboriginal and Torres Strait Islander (ATSI) Engagement Policy for the Diocese to ensure their pastoral, social service, education and other needs and gifts are met with respect to cultural sensitivities	CatholicCare, Aboriginal Catholic Services	Jul-Dec 2014
	71	Further development of African pastoral support at the newly established All Saints of Africa Centre at Blacktown, including facilitation of pastoral support programs involving clergy and diocesan agencies	CatholicCare, IFM, St Patrick's Parish, Blacktown	Jan-Dec 2014
	72	Assemble and make available online and in hardcopy a directory of social support and referral services available for adult and young migrants in the Diocese to meet their specific settlement or social needs	CatholicCare, Catholic Youth Parramatta, Migrant chaplains	Jan-Jun 2015
	73	Adapt sacramental and liturgical resources to meet the needs of the migrant communities of the Diocese, providing advice and resources to parishes to increase engagement of these communities in liturgy, especially at Pentecost and other feast days	Office for Worship, Migrant chaplains, parishes, CatholicCare, CEO	Jul-Dec 2015
	74	Further develop and expand the existing course “ Multifaith, Multicultural Australia ” for the formation of SRE teachers and others in the migrant cultures, traditions, customs and faith expressions of the children and families to whom they minister	CCD, IFM, Migrant chaplains	Jul-Dec 2015
	75	Assist in the initiation of newly arrived migrant clergy, seminarians and candidates for the diaconate in the Diocese through formation and education concerning local liturgical customs and pastoral expectations	Office for Worship, Episcopal Vicar for Clergy, Seminary of the Holy Spirit, Committee for the Ongoing Formation of Clergy, Cross Cultural Summer School at St Joseph's Centre, Baulkham Hills	Jan-Dec 2015
YOUTH	76	Invite young people from ethnic backgrounds to exhibit their rich traditions and heritage in the form of music, dance, arts and ways of worship within liturgies and at youth events, including diocesan gatherings	Catholic Youth Parramatta, Migrant chaplains	Jan-Dec 2015
	77	Increase participation of youth from migrant communities in leadership formation, parish-based youth programs, IFM courses and diocesan events	Catholic Youth Parramatta, IFM, Migrant chaplains	Jan-Jun 2015
	78	Develop close and ongoing links with the diocesan All Saints of Africa Centre and Aboriginal Catholic Services Centre to facilitate increased participation of the youth of these communities in parish and diocesan events and programs	Catholic Youth Parramatta, All Saints of Africa Centre, Aboriginal Catholic Services	Jan-Jun 2016
	79	Establish connections with community services groups within and beyond the Diocese providing pastoral care to migrant communities, including refugees, with the aim of raising awareness of social justice issues faced by these young people and their families	Catholic Youth Parramatta (e.g. St Vincent de Paul Society, The House of Welcome, Columban Mission Institute)	Jul-Dec 2016

“Go therefore and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you” – Mt 28:19-20

“In migrants the Church has always contemplated the image of Christ who said, ‘I was a stranger and you made me welcome’ (Mt 25:35)” – Pontifical Council for the Pastoral Care of Migrants and Itinerant People, *Erga migrantes caritas Christi* 12



PARTICIPATION	80	Assist in the recruitment and retention of volunteers for the All Saints of Africa Centre at Blacktown	Social Justice Office, CatholicCare, parishes	Jan-Dec 2014
	81	Support and advise parish teams and parish pastoral councils on ways in which they can enhance their celebration of cultural diversity and become places of welcome to refugees, through providing strategies for engagement with those people and cultures	Social Justice Office, parishes	Jul-Dec 2015
	82	Initiate engagement with migrant chaplains and communities in developing local financial initiatives and ambassadors within these communities that invite shared stewardship for the life of the Diocese as a whole	Catholic Fundraising, Migrant chaplains	Jan-Jun 2016
SCHOOL	83	Make available the Byallawa school fee co-contribution scheme for ATSI students and families	CEO	Jan-Dec 2014 (ongoing)
	84	Provide for a discount on school fees for students from families with acute needs , including refugee families	CEO	Jan-Dec 2014 (ongoing)
	85	Strengthen collaboration between the active Sudanese Liaison unit and the Sudanese community to support the growing number of Sudanese families, working particularly with mothers to support better integration of students into schools and offer assistance to families	CEO, All Saints of Africa Centre	Jul-Dec 2014
	86	Strengthen the Bishop Manning Scholarship Fund to assist families with serious financial difficulties wishing to send their children to systemic schools in the Diocese	CEO	Jan-Jun 2015
	87	Increase support of refugee students on visas whose place in a Catholic school does not attract Government funding	CEO	Jul-Dec 2014
MARRIAGE	88	Research needs for counselling, pre-marriage, marriage and financial education for migrant communities in relevant languages	CatholicCare, Tribunal Office, Migrant chaplains	Jul-Dec 2014
	89	Online and printed materials to be distributed among migrant chaplains and their communities to provide clarity around issues of annulment	Tribunal Office, Migrant chaplains	Jan-Jun 2015
	90	Provision of information nights on the work of the Tribunal for migrant chaplains and communities when requested	Tribunal Office, Migrant chaplains	Jan-Dec 2014 (ongoing)
JUSTICE	91	Strengthen partnership with Aboriginal Catholic Services to raise awareness in parishes and Catholic schools of Indigenous programs and related justice issues and opportunities for action	Social Justice Office, CatholicCare, CEO, parishes	Jul-Dec 2014
	92	Connect parish-based social justice groups with outreach and volunteer services that serve and empower migrant communities within the Diocese (e.g. YCS homework support service)	Social Justice Office, YCS, YCW	Jan-Jun 2015

GROWING AND SUPPORTING OUR LAITY

	#	ACTION	WHO	WHEN
FORMATION	93	Introduction of courses and programs on a deanery basis at emerging Pastoral Life Centres, in parishes and in migrant communities as required	IFM, CatholicCare, Social Justice Office, Office for Worship, Vocations Office, other agencies and deans	Jan-Dec 2014 (ongoing)
	94	Research and consult regarding the appropriate elements of a broad Diocesan Formation Plan , including elements of the New Evangelisation, to support diocesan and parish renewal	IFM, Episcopal Vicar for Pastoral Planning and Evangelisation, Pastoral Planning Office, parishes, other agencies	Jan-Jun 2014
	95	Coordinate and deliver programs and resources to support the implementation of each element of the Diocesan Formation Plan	IFM, Pastoral Planning Office	Jul-Dec 2014
	96	Consult and determine relevant formation themes to be given special focus over a calendar period (e.g. season or year), for the enhancement of faith, life and mission formation across a spectrum of people, parishes, and agencies	IFM, Episcopal Vicars, agencies	Jan-Jun 2015
JUSTICE	97	Assemble and maintain a database of guest speakers for lay formation on social justice issues (e.g. refugees and asylum seekers) at venues including IFM, parishes on request, and at Pastoral Life Centres	Social Justice Office, IFM, parishes	Jul-Dec 2015
	98	Establish a regular Social Justice Formation course for young adults and parish-based social justice groups in the Diocese, either annually or every second year	Social Justice Office, Columban Mission Institute	Jul-Dec 2015
	99	Explore potential training opportunities provided by broader community service groups engaged with the needs of refugees and migrants, and assess their suitability for participation by diocesan and parish leaders, including youth and migrant chaplains	Social Justice Office	Jul-Dec 2016
	100	Organise the clustering of parish-based social justice groups where appropriate, in order to share resources and strengthen combined witness in response to issues of justice within the Diocese and beyond	Social Justice Office	Jan-Jun 2015



“Upon all the laity . . . rests the noble duty of working to extend the divine plan of salvation to all people of each epoch and in every land. Consequently, may every opportunity be given them so that, according to their abilities and the needs of the times, they may zealously participate in the saving work of the Church” – Vatican II, *Lumen Gentium* 33

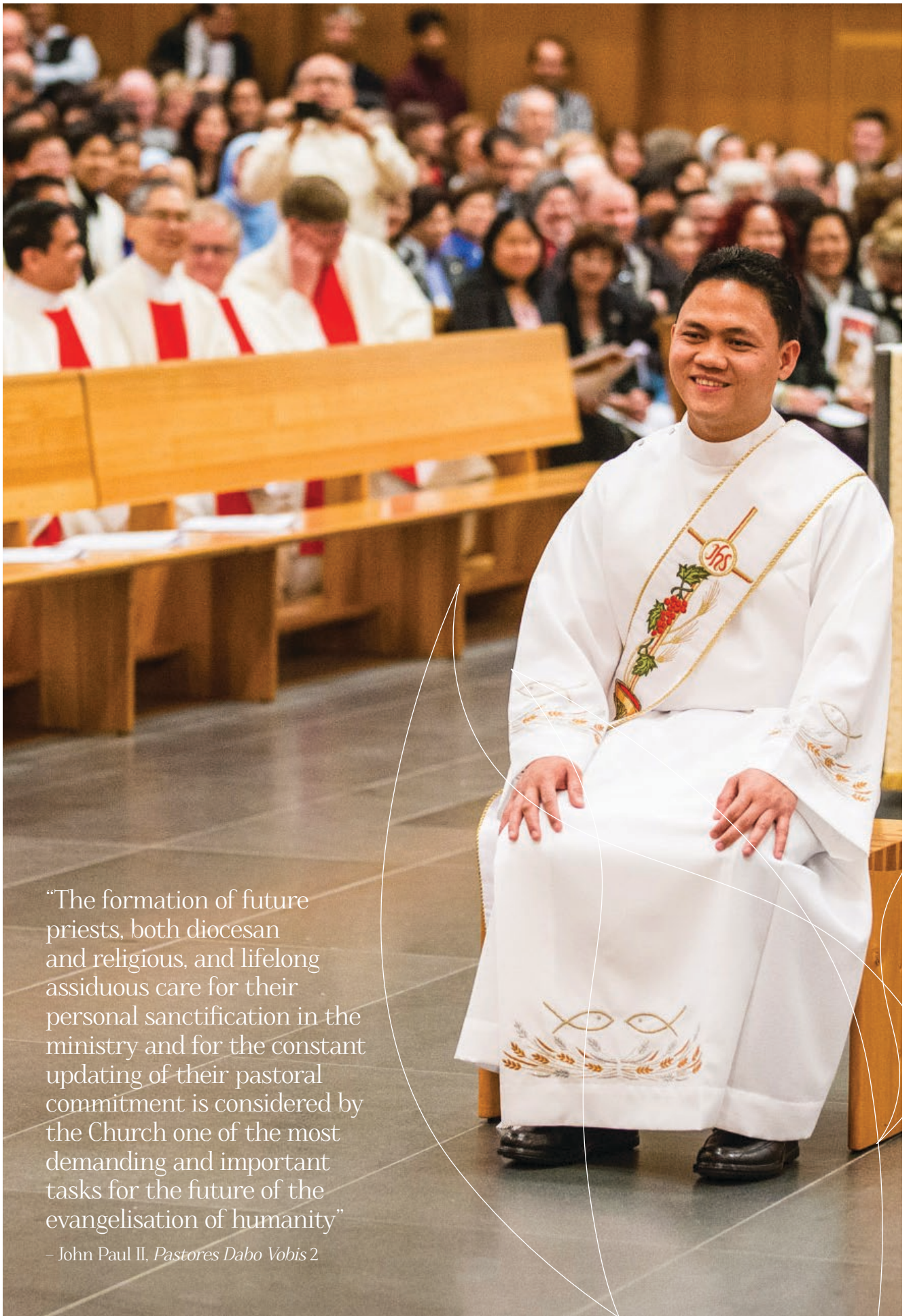
PARISH	101	Make available to parishes the “ GodStart program ” which assists parishes to keep in touch with families in the early years before their child enters school through take home kits, prayer cards, newsletters, and playgroups	CatholicCare, parishes	Jan-Jun 2015
	102	Strengthen the support of new and existing parish RCIA teams through a structured course for coordinators and teams, in addition to workshops, formation days and updated resources in Christian initiation	Office for Worship	Jan-Jun 2016 (ongoing)
	103	Explore and initiate together with parish teams inter-parish RCIA groups where appropriate , nurturing an appreciation of parish community and the common mission of the Church	Office for Worship, parishes	Jan-Jun 2016
	104	Each parish, or collaborating parishes between them, to develop and make available a catechumenate, where possible all year round	Office for Worship, parishes	Jan-Jun 2016
	105	Assemble and make available online proformas for major sacramental and liturgical occasions (e.g. baptism, confirmation, wedding and funeral booklets and relevant certificates, prayers of the faithful for Sundays) for use by parishes, individuals and families	Office for Worship, Communications Team	Jan-Jun 2015
	106	Assemble and make available a range of common Catholic prayers , including prayers for Eucharistic Adoration, the Divine Office and Lectio Divina, in hardcopy and online which support prayer within and outside the context of liturgy (e.g. in the home and workplace)	Office for Worship, Communications Team	Jul-Dec 2015
	107	Meet more regularly with parish liturgical teams or coordinators to build and strengthen working relationships and provide greater access to resources (e.g. liturgies for Social Justice Sunday)	Office for Worship	Jan-Dec 2014
	108	Ensure greater access to the bulletin of the Office for Worship , providing regular information about the sacraments, changes in policy, new resources and initiatives in parishes	Office for Worship	Jan-Jun 2014 (ongoing)
	109	Investigate and promote ways to assist parishes in raising funds for parish-specific projects and initiatives	Catholic Fundraising	Jul-Dec 2014
	110	Strengthen the awareness of parish and diocesan legacies and bequests	Catholic Fundraising	Jan-Jun 2015
	111	Develop guidelines for parish pastoral councils and finance committees , providing information on ways in which parishes can develop infrastructure including buildings and facilities	DDF, parishes	2014-2015
CATECHISTS	112	Increase the number of new SRE teachers specifically for ministry in State secondary schools and encourage the transition of some established SREs in State primary schools to ministry in State secondary schools to respond to the absence of catechists in many of these schools	CCD	Jan-Dec 2014
	113	SRE teachers and coordinators to meet once a year in an associated Catholic primary school to share resources and exchange with local RECs and religious education teachers	CCD, CEO	Jan-Dec 2015
	114	Review and update promotional efforts , including DVDs, online and print material, to attract new SREs from families in our parishes and schools	CCD, parishes	Jan-Jun 2014
	115	Strengthen competencies, outcomes and processes within SRE teams through accreditation courses scheduled throughout the year	CCD, IFM	Jan-Dec 2014

GROWING AND SUPPORTING OUR CLERGY

The following actions relate to seminarians, the permanent diaconate and priests within the Diocese of Parramatta:

#	ACTION	WHO	WHEN
116	<ul style="list-style-type: none"> • All parishes, migrant chaplaincies and schools to collaborate with the Vocations Office to build “a culture of vocations” so that priesthood and religious life are presented as live options to children and young adults • The Vocations Office to examine all reasonable means for promoting vocations to the priesthood and religious life in the Diocese with a view to increasing annual intakes • Parishes to renew their commitment to at least one holy hour each week of prayer for vocations 	Office for Vocations, parishes, chaplaincies, schools, CEO	2014-2016 (ongoing)
117	<p>Opportunities to be provided for theological education and pastoral formation over the entire period of clerical ministry in the following areas:</p> <ul style="list-style-type: none"> • Collaborative ministry with fellow clergy and neighbouring parishes for unified mission and outreach, and with laity in parish teams, parish pastoral councils and ministries • Discernment of gifts among the laity (with the support of IFM and the Siena Institute, among others) • Reverent celebration of the liturgy and the fostering of prayerful participation by the people, as well as best pastoral practice in sacramental processes • Scripture and homiletics • Spirituality, including ways of prayer and spiritual reading for nourishment and to enable clergy to be teachers and witnesses of prayer for their communities (e.g. Ignatian Exercises) • Ecclesiology and pastoral strategies of community building in the light of evolution of parish structure and ministries (including twinnings and increased collaborative ministry between parishes) • Vocations ministry through a deepening understanding of their own call, witness, and leadership role in fostering of vocations in service of the Church • Education in marriage preparation, marriage enrichment, counselling and annulment processes • Responsible and effective engagement with social media and technologies • Education in financial planning and ecommerce • Formation of international priests, seminarians and candidates for diaconate in the ways of Australian culture, customs and liturgical practice • Formation of local clergy in the cultures, customs and liturgical practices of prominent ethnic communities within the Diocese, for the purpose of effective pastoral care and deeper understanding of fellow clergy of migrant background • Skills of time management, stress management, prioritising tasks within personal ministry and for parish life. This to include opportunities for leisure, personal growth and development of individuals (e.g. days off, annual leave, retreats, sabbaticals, ministry supervision and spiritual direction) • Identification and contact of appropriate speakers and formators in the areas of concern outlined above 	Episcopal Vicar for Clergy, Committee for the Ongoing Formation of Clergy, IFM, clergy	2014-2016 (ongoing)
118	<p>Opportunities to be provided for professional development over the entire period of clerical ministry including:</p> <ul style="list-style-type: none"> • Ongoing formation and study of <i>Integrity for Ministry</i>, <i>Integrity in the Service of the Church</i>, and <i>Towards Healing</i> • Guided reading courses, formal study, retreats and sabbaticals • A process of appraisal for each priest/deacon is strongly endorsed prior to appointments or the renewal of appointments • A list of clergy ‘mentors’, spiritual directors and pastoral supervisors for formal or informal accompaniment of clergy in their ministry to be assembled 	Episcopal Vicar for Clergy, Committee for the Ongoing Formation of Clergy, all clergy of the Diocese	2014-2016 (ongoing)

#	ACTION	WHO	WHEN
119	<p>The following policies and structures to be renewed to support and strengthen the ministry of clergy:</p> <ul style="list-style-type: none"> • The policy of inculturation of international priests and seminarians • The database of local religious or retired clergy able to assist for Mass supply, marriages and funerals • Consideration to be given at deanery level to the increased participation of experienced and suitably qualified lay leaders from parishes (e.g. pastoral associates) at some deanery meetings or other gatherings to strengthen and foster collaborative relationships in ministry between clergy and laity 	Episcopal Vicar for Clergy, Committee for the Ongoing Formation of Clergy, all clergy of the Diocese	2014-2016 (ongoing)
120	<p>The following provisions to be made for the health and wellbeing of serving and retired clergy:</p> <ul style="list-style-type: none"> • Clergy to be encouraged to have regular health checks with their own G.P. and to seek further specialist medical, therapeutic or psychological referrals where required • The Clergy Health Team to be expanded • Housing and other provisions for retired clergy be reviewed and options made known to all clergy within the Diocese • Clergy to be encouraged to take personal initiatives in regard to their personal health and lifestyle through proper diet and regular exercise e.g. establishing a regular walking program, sporting activities or gym membership • The commitment of the Bishop, Vicars General, Episcopal Vicar for Clergy and Deans to pastoral visitation of fellow clergy is reaffirmed, especially in circumstances of clergy sickness or hospitalisation 	Episcopal Vicar for Clergy, Committee for the Ongoing Formation of Clergy, Clergy Support Foundation, Clergy Remuneration Board, all clergy of the Diocese	2014-2016 (ongoing)
121	<p>Enhance catechesis and promotion of the permanent diaconate in service of the liturgy, Word and charity with the goal of increasing the number and range of apostolates conducted by deacons. The Episcopal Vicar for Clergy will establish a team to assist him in the following areas:</p> <ul style="list-style-type: none"> • Fostering, promoting, and discerning candidates for the permanent diaconate • Formation and training of suitable candidates and their wives for the permanent diaconate • Ongoing formation and support of permanent deacons and their wives 	Episcopal Vicar for Clergy, Director of Vocations for the Permanent Diaconate, formation staff, clergy and parishes	2014-2016 (ongoing)
122	<p>Holy Spirit Seminary to continue to develop its program of in-house and external formation to respond to the five areas of pastoral priority for the Diocese. This includes formation in the following areas:</p> <ul style="list-style-type: none"> • Family: Catholic moral theology, sexuality, relationship breakdown, Aboriginal culture and family life, ministry to solo parents, the delivery of pre-marriage courses, marriage enrichment, family planning and the work of the Marriage Tribunal • Youth: Youth ministry, parish youth groups, national youth conventions, World Youth Days, diocesan youth activities, evangelisation through the new media, and practicums in youth ministry and university chaplaincy • Migrants: Exposure to migrant communities and cultures, theological and sociological study, sensitivity to cultures and devotions • Parish: Immersion in parish life through pastoral placement and formation in collaborative ministry, theology of the laity, and Christian leadership • Evangelisation: Training in social media, catechesis, sacramental programs, homiletics and pastoral outreach among other areas, practicums with CCD in State schools 	Seminary Faculty and Staff, Episcopal Vicar for Clergy, IFM, parishes	2014-2016 (ongoing)
123	<p>Deliver information sessions to clergy in areas including budgeting, ecommerce, financial planning and professional standards</p>	DDF, Office for Safeguarding and Professional Standards, clergy	2014-2015



“The formation of future priests, both diocesan and religious, and lifelong assiduous care for their personal sanctification in the ministry and for the constant updating of their pastoral commitment is considered by the Church one of the most demanding and important tasks for the future of the evangelisation of humanity”

– John Paul II, *Pastores Dabo Vobis* 2

NEW EVANGELISATION

RESOURCES	#	ACTION	WHO	WHEN
	124	Provide introductory resources for those enquiring about the Catholic faith and new to the faith and distribute these to families, parishes, migrant communities and ecclesial movements within the Diocese in hardcopy and online	IFM, Family and Life Office, Catholic Youth Parramatta, parishes, chaplaincies, deaneries	Jul-Dec 2014
	125	Establish resources and networks in support of the mission of evangelisation , to form and train lay men and women for outreach to others	IFM, Migrant chaplains, agencies	Jul 2014-Jun 2015
	126	Review diocesan library and resources with a view to a wider and more accessible servicing of diocesan and parish needs	IFM	Jun 2014-Jun 2016
	127	Tribunal Office to link with potential future diocesan and parish initiatives in the area of evangelisation to provide welcome, information and support for those considering reengagement with the Church's life and mission	Tribunal Office, CatholicCare, IFM	Jul-Dec 2014 (ongoing)
	128	Develop with, and promote among, clergy and parish teams a more structured approach to mystagogia (post-baptismal formation) for the newly baptised to support their ongoing participation in the life of the Church, including a program outlining a variety of approaches	Office for Worship, parishes	Jan-Jun 2015
	129	Network with "Family Educators" in the Archdiocese of Sydney who work between parish, school and family life, to build on the prayer and evangelisation resources available for families in our Diocese	Office for Worship, Family and Life Office, Family Educators (Archdiocese of Sydney)	Jul-Dec 2014
	130	Develop approaches to inviting reconnection for Catholics who have become distant from the Church	IFM, parishes	Jan-Dec 2015
	131	Explore and adopt digital technologies , including social media, to enable the widest reach, networking and dissemination of faith formation resources and opportunities	IFM, Social Media Coordinator	Jan-Dec 2014 (ongoing)
	132	DDF to grow its support for Catholic projects, pastoral infrastructure and diocesan income in coming years through a review of its investment strategies and development activity targets	DDF, parishes, agencies	2014-2016
	133	Client survey to be undertaken to ensure appropriate range of DDF services available with feedback to form the basis of a "Continuous Improvement Framework"	DDF, parishes, agencies	Jan-Dec 2014



“I dream of a ‘missionary option’, that is, a missionary impulse capable of transforming everything, so that the Church’s customs, ways of doing things, times and schedules, language and structures can be suitably channelled for the evangelisation of today’s world rather than for her self-preservation”

– Pope Francis, *Evangelii Gaudium* 27

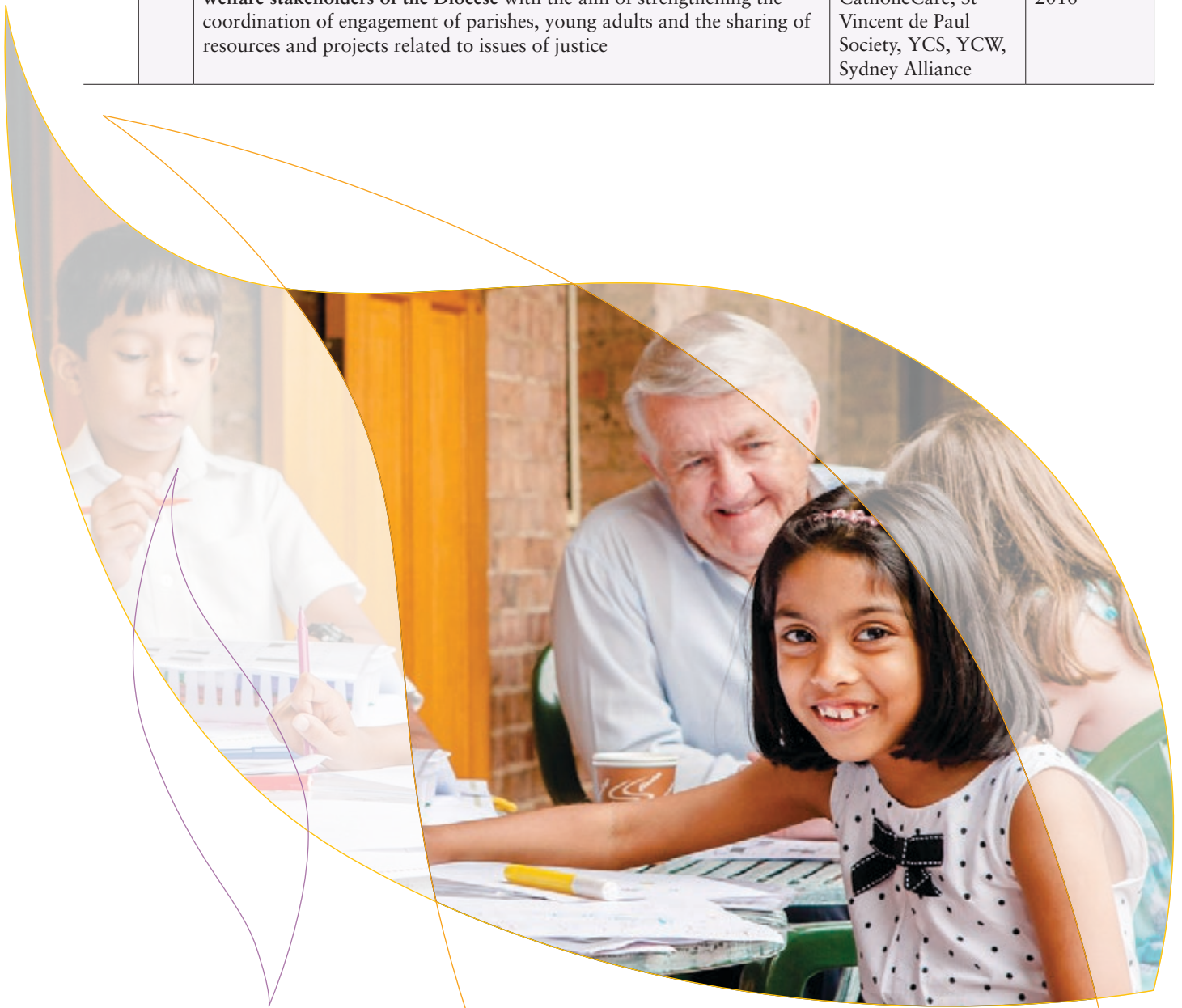


YOUTH	134	Provide specific leadership training to parish youth leaders and teams in their outreach to associated Catholic primary and secondary schools	Catholic Youth Parramatta, CEO, CCD, parishes	Jan-Jun 2015
	135	Assist in the recruitment and formation of youth, particularly university-age students, as catechists for the purposes of SRE in our State schools, primary and secondary	Catholic Youth Parramatta, CCD	Jan-Jun 2014
	136	Identify community events in which Catholic youth of the Diocese can participate and witness to faith, actively encouraging and supporting their attendance at these events through social media, in-parish promotion and personal contact (e.g. Relays for Life, St Vincent de Paul Society Winter sleep outs, City2Surf events, Seven Bridges Walk)	Catholic Youth Parramatta, St Vincent de Paul Society, among others	Jul-Dec 2015
	137	Network with social justice organisations in the Diocese and beyond to organise opportunities for youth to engage in activities of justice , connecting faith with life	Catholic Youth Parramatta, Social Justice Office, St Vincent de Paul Society, Marist Youth Care	Jul-Dec 2014
	138	Support the formation of youth groups and opportunities in schools where faith can be discussed and shared	Catholic Youth Parramatta, CEO	Jan-Jun 2016
	139	Initiate and facilitate collaborative practices between parish priests, sacramental coordinators and teams, SRE coordinators and RECs in deaneries and parishes to maximise outreach to Catholic families in State schools and explore complementary approaches to evangelisation and a whole of parish approach	CCD, clergy, Catholic and State schools, parishes	Jul-Dec 2015

NEW EVANGELISATION

SCHOOL	140	Conduct a review, in conjunction with UNDA, of Religious Education in our schools to establish the quality and scope of RE, how this fulfils the mandate of the Church in the new evangelisation and catechesis, and how it may be exercised better into the future	CEO, University of Notre Dame Australia, schools	2013-2015
	141	Provision of UNDA, ACU, CIS and BBI courses supporting theology and religious education qualifications for teachers, including Certificates in Religious Education and Masters degrees in Religious Education and Theology with a particular emphasis on Scripture, Christology, the Church, evangelisation and fundamental catechesis	CEO, University of Notre Dame Australia, Australian Catholic University, Catholic Institute of Sydney, Broken Bay Institute	Jan-Jun 2014
	142	Annual in-school formation days and opportunities with an explicit focus on spiritual development and the Catholic tradition for CEO and school leaders and staff	CEO	Jan-Dec 2014
	143	Provide quality formation for youth and staff aligned with the diocesan vision and the Universal Church's approach to the New Evangelisation. Through School Implementation Plans (Formation Goals) all Catholic schools will: - target one area of school life in which staff and students may grow in holiness and in their sense of mission (e.g. Scripture or prayer) - distribute resources to nurture and support faith (e.g. the Bishop's Pastoral Letters, materials related to the new English translation of the Mass, Church documents on faith and the new evangelisation) - seek opportunities with parish priests in order to build teachers' capacity in their understanding of faith as a foundation for instruction in the classroom - make available traditional practices of prayer (e.g. the Angelus) within our Catholic schools	CEO, parish priests	Jul-Dec 2014
	144	Enhance and promote diocese-wide programs such as: - New Scheme Teachers (induction into Catholic education for teachers in their first and second years of service, which includes aspects of formation in the vocation of teaching, the new evangelisation, professional development as a teacher, and ongoing professional learning) - Emerging Leaders (targeted at teachers showing leadership capacity) - System Leaders (a cohort of 20 experienced, early career and beginning principals take part in a coaching and mentoring program that is run cyclically over a three year period, the culmination of which is a pilgrimage with the Bishop) - Faith at the Fiddler (invited speakers addressing topics of spiritual significance for an audience drawn from the public which includes Catholic school staff) - Priests & Principals Forum (an annual meeting of priests and principals, aimed at promoting our shared understanding of our mission within the Church)	CEO	Jul-Dec 2014
	145	Monitor the Catholicity and culture of our Catholic schools through the Quality Catholic Schools Surveys , among other ways, to gauge school culture and performance across staff, students and parents and to identify opportunities for evangelisation	CEO	Jan-Jun 2014-2016
	146	Continued implementation of the 2010 renewed accreditation scheme which includes a focus on formation and the new evangelisation. The CEO to explore opportunities for liaison with other diocesan agencies such as CCD and Catholic Youth Parramatta wishing to access similar induction and formation opportunities for staff	CEO, CCD, Catholic Youth Parramatta	Jan-Jun 2015

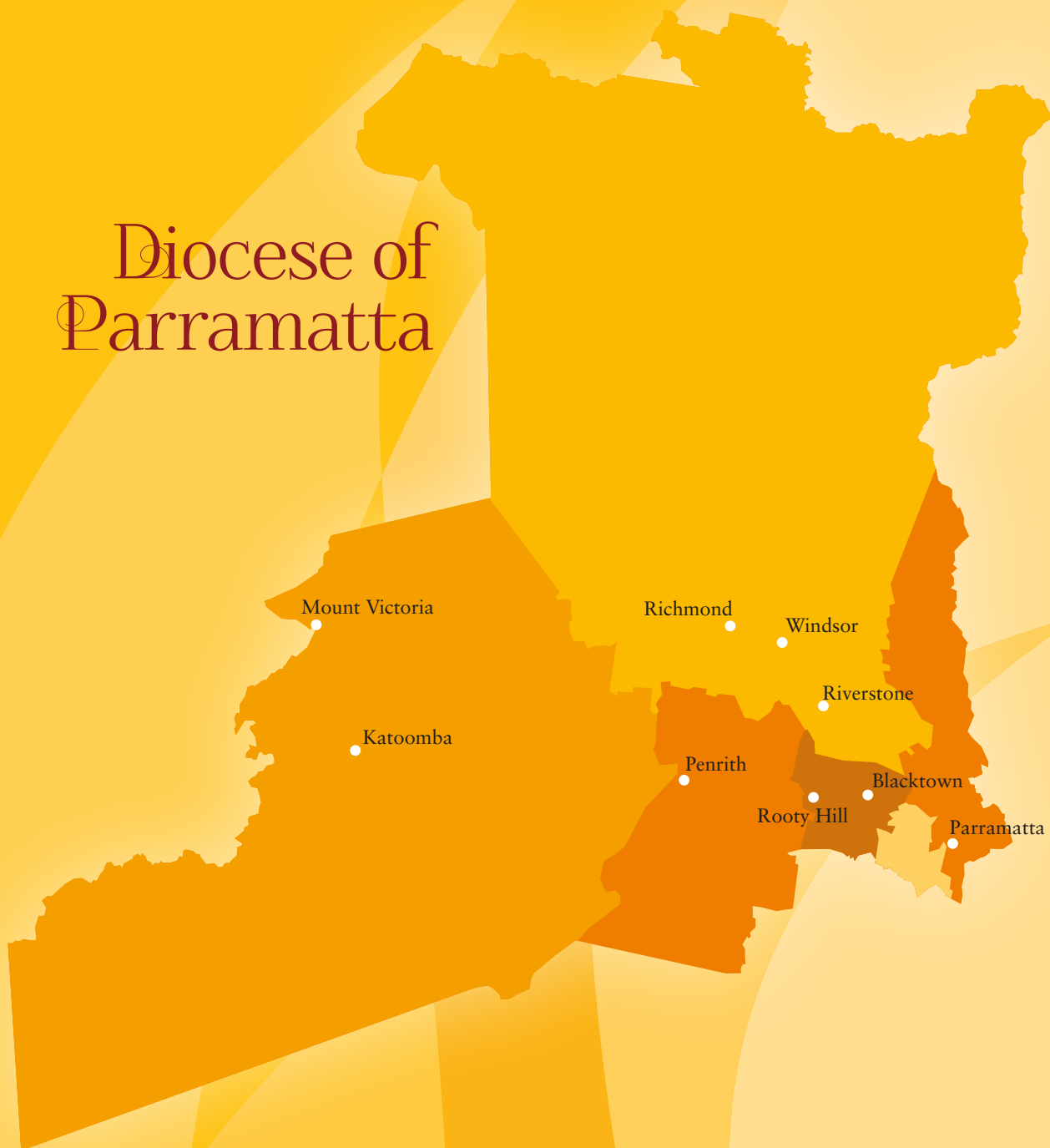
JUSTICE	147	Strengthen an active presence and engagement with the citizens' coalition, Sydney Alliance , to provide a Catholic contribution to wider community concerns for social inclusion, community health, wellbeing and safety. Social Justice Office to identify and promote practical activities and leadership training available to parishes and individuals in this respect	Social Justice Office, Sydney Alliance	2014-2016
	148	Further develop the partnership with the partly-diocesan funded House of Welcome for Refugee and Asylum Seekers at Carramar, exploring the extension of the Diocese's partnership with this centre beyond funding (e.g. volunteer parish partnering)	Social Justice Office, House of Welcome	Jan-Jun 2016
	149	Facilitate combined leadership meetings of the social justice and welfare stakeholders of the Diocese with the aim of strengthening the coordination of engagement of parishes, young adults and the sharing of resources and projects related to issues of justice	Social Justice Office, CatholicCare, St Vincent de Paul Society, YCS, YCW, Sydney Alliance	Jul-Dec 2016



Need More Support?

Contact our Pastoral Planning Office on (02) 9831 4911 or by email pastoralplanning@parra.catholic.org.au

Diocese of Parramatta



Other Diocesan Initiatives

In addition to the renewal of our parishes and agencies, there are a number of other initiatives that the Diocese of Parramatta will seek to bring to life over the next five years. These include initiatives within the Chancery, in our deaneries, as well as plans for collaboration with other organisations that can assist our people grow and share their faith.

PASTORAL INITIATIVES

#	ACTION	WHO	WHEN
150	<p>The Chancery exists principally to support the ministry of the Bishop, and to assist and provide advice to parishes, chaplaincies and agencies of the Diocese. It also has responsibility to oversee the finances and the property of the Diocese. The following actions are to be undertaken:</p> <ul style="list-style-type: none"> • A comprehensive review and restructuring of the Chancery will be undertaken to achieve a renewed focus on “service delivery” to stakeholders and best practice in administration and communications • Growing the resources available to the Bishop, parishes, chaplaincies and agencies to support their ministries • Appropriate staffing within current financial stringencies • Formation, professional development and retreats for staff 	Bishop, Moderator of the Curia, Diocesan Business Manager, Chancery	2014
151	Establish a Pastoral Planning Office to support the implementation of the Diocesan Pastoral Plan, and provide resources, workshops and advice to foster a culture of planning, liaising with parishes, agencies, movements and other groups within and beyond the Diocese (e.g. the National Pastoral Planners Network)	Episcopal Vicar for Evangelisation and Pastoral Planning, Pastoral Planning Office	2014-2015
152	Review and updating of all existing diocesan policies to ensure they serve the pastoral priorities of the Diocese	Moderator of the Curia, Chancery, Chancellor, agencies	2014 (ongoing)
153	<p>The diocesan Communications Team to undertake the following initiatives:</p> <ul style="list-style-type: none"> • Develop a diocesan-wide communications policy and relevant materials to support Chancery, clergy, parishes, religious, chaplaincies, agencies and ministries in media engagement with the wider community as part of their evangelising mission • Support the development of a secure online information management system to facilitate the sharing of information and build collaboration between diocesan agencies and ministries, parishes and Chancery • Develop online diocesan resources including directories of clergy, religious, retreat and conference facilities, and key contacts relevant to the mission of our parishes and Diocese as a whole • Strengthen the online presence of <i>Catholic Outlook</i>, reviewing costs and revenue streams, and support of parishes, ministries and agencies by promotion of their activities • Provide media training to designated diocesan spokespeople in Chancery, parishes, ministries and agencies to enhance the communications capacity of the Diocese 	Communications Team, parishes, agencies	2014-2015



“Pastoral ministry in a missionary key seeks to abandon the complacent attitude that says: ‘We have always done it this way’. I invite everyone to be bold and creative in this task of rethinking the goals, structures, style and methods of evangelisation in their respective communities”

Pope Francis, *Evangelii Gaudium* 3

154	<p>The following initiatives in the areas of social media are to be undertaken to support the communications of the Diocese:</p> <ul style="list-style-type: none"> • Conduct an audit of all parish and agency websites and social media, supporting the establishment or renewal of these sites and media across the Diocese • Assist each agency to implement a customised digital strategy to support outreach, dialogue and connections with individuals and communities throughout the Diocese and beyond • Explore the development of a Diocese of Parramatta mobile app that provides Mass times and other information • Develop and conduct regular social media training sessions to assist parishes and agencies in their use of such media • Regularly consult and engage with youth and young adults in the Diocese, to foster awareness of the diocesan social media presence and to gather advice on trends in the digital realm 	Social Media Coordinator, Communications Team, parishes, agencies	2014-2016
155	<p>With great sadness the leaders of the Diocese of Parramatta acknowledge the pain and suffering caused by clergy, religious and other Church personnel of our Diocese who have abused children, adolescents and adults in their care. We extend our sincere and profound sorrow and regret to those whose trust and innocence has been so grievously violated. Sexual abuse is a crime, a grave sin before God and to be condemned in the strongest possible terms. This conduct is intolerable and has no place in the Church of the future.</p> <p>The Diocese of Parramatta commits itself to taking action to ensure that the safety and well-being of all children and vulnerable groups is given the highest priority in all ministries. On this basis the Diocese is committed to best practice in the area of the management of professional standards into the future. In particular, we commit to:</p> <ul style="list-style-type: none"> • Putting victims first by providing pastoral care and other assistance for victims of abuse and their families through a revised complaint management process • A new Office for Safeguarding and Professional Standards • Development of proactive initiatives to ensure safety in ministry and protection from harm of all children and other vulnerable groups who are engaged in pastoral ministry • Delivery of comprehensive education, training and resources to Church workers and volunteers in the Diocese on contemporary safeguarding practices and professional standards required • Coordination of professional and thorough investigations into allegations of breaches of professional standards • Prayer and penance by the Bishop, clergy, religious and laity in reparation for sexual abuse committed by Church workers • Full cooperation with the Royal Commission into Institutional Responses to Child Sexual Abuse and collaboration with the Truth, Justice and Healing Council • Ongoing dialogue with government agencies including NSW Police and the NSW Ombudsman's Office • Regular review and development of policies and practices related to safeguarding and professional standards • Transparency and honesty in our communications • Openness to continued improvement in practice in the area of safeguarding and professional standards 	Office for Safeguarding and Professional Standards, Bishop, clergy, religious, laity	Ongoing
156	<p>Establish Pastoral Life Centres in deaneries of the Diocese, based in existing parishes, to offer faith formation, resources and social support services closer to our people. Potential sites include:</p> <ul style="list-style-type: none"> • St Thomas Aquinas Parish, Springwood • St Patrick's Parish, Blacktown • St Nicholas of Myra Parish, Penrith • St Patrick's Cathedral Parish, Parramatta • St Michael's Parish, Baulkham Hills • The Parish of Richmond or Windsor 	Episcopal Vicar for Evangelisation and Pastoral Planning, IFM, CatholicCare, Deans, Pastoral Planning Office	2014-2016



157	<p>The Diocese and parishes to work towards cultivating a more educated faith among its members through the following initiatives:</p> <ul style="list-style-type: none"> • consideration of scholarships to encourage lay people to take up studies at IFM or at a tertiary institution in theology or related disciplines • promotion of theological and spiritual reading through the provision of bookshops, libraries, websites and recommendations • promotion of public lectures and discussion groups on a range of theological and related disciplines in addition to the offerings of IFM and Pastoral Life Centres 	Episcopal Vicar for Education and Formation, IFM, Pastoral Planning Office, clergy, parishes	2014-2016
158	<p>Establish and promote adoration chapels within each deanery of the Diocese for prayer and reflection. It is recommended that each chapel:</p> <ul style="list-style-type: none"> • be open at least from the morning and into the evening to facilitate adoration; • be overseen by the parish priest with lay leaders and prayer groups to assist in the organisation and practice of Eucharistic adoration; • be adequately signposted and promoted both within the parish and deanery as an opportunity for spiritual nourishment and renewal <p>Potential sites include:</p> <ul style="list-style-type: none"> • St Patrick's Parish, Blacktown • St Anthony's Parish, Toongabbie • St Nicholas of Myra Parish, Penrith • St Patrick's Cathedral Parish, Parramatta • St Canice's Church, Katoomba • Our Lady of the Rosary Parish, St Marys • St Michael's Parish, Baulkham Hills • Our Lady of the Angels Parish, Rouse Hill 	Deans, Office for Worship, Pastoral Planning Office	2014-2016
159	<p>Enhance the awareness and availability of sacramental Confession throughout the Diocese through the following initiatives:</p> <ul style="list-style-type: none"> • Follow through of Bishop Anthony's pastoral letter "Come Back To Me" with a drive to restore the regular practice of sacramental Confession and appropriate preparation for Holy Communion in the Diocese through catechesis and preaching on this great sacrament of mercy • Confession to be offered at least annually, and ideally more often, to every Catholic child in our schools • Every parish and chaplaincy to publish regular and generous times when the Sacrament of Penance is being celebrated in the Church • In the seasons of Advent and Lent deaneries or neighbouring parishes should arrange for at least one celebration of the Second Rite of Reconciliation, with promotion of its availability in parishes and online 	Deans, clergy and parishes	2014
160	<p>The Diocese will seek to increase the pastoral care, as well as extend the social support, available to Indigenous peoples and communities. This will include enhancing the celebration of Aboriginal Sunday across the Diocese, building up community life and relationships with those beyond the community, encouraging the expression of culture and providing for spiritual formation</p>	Aboriginal Catholic Services, Episcopal Vicar for Chaplaincies and Health, Office for Worship, parishes	2014-2016

"Let me say this once more: God never tires of forgiving us; we are the ones who tire of seeking his mercy. Christ, who told us to forgive one another 'seventy times seven' (Mt 18:22) has given us his example: he has forgiven us seventy times seven . . . he makes it possible for us to lift up our heads and to start anew"

– Pope Francis, *Evangelii Gaudium* 3

161	Develop a diocesan multicultural plan with ideas and priorities for the pastoral care of migrants and refugees within the Diocese, as well as raising awareness within parishes and agencies of our multicultural communities and heritage, Church documents and celebrations concerning migrants	Episcopal Vicar for Chaplaincies and Health, Social Justice Office, CatholicCare	2014
162	In support of migrant communities within the Diocese, the following initiatives are proposed: <ul style="list-style-type: none"> • Occasional Pastoral Letters from the Bishop to migrant communities in the Diocese to communicate hopes and expectations • Encouragement of planning meetings between migrant chaplains to exchange ideas and possibilities for collaboration • Explore the possibility of sharing migrant chapels and facilities to make the most of our resources and witness to unity in faith • Vocations material, information and discernment days to extend beyond parish boundaries to all ethnic communities, in collaboration with the Vocations Office 	Episcopal Vicar for Chaplaincies and Health, Migrant chaplains	2014-2016 (ongoing)
163	Strengthen the activities of the diocesan Commission for Ecumenical and Interfaith Dialogue through the following activities: <ul style="list-style-type: none"> • Enhanced promotion of the Commission's work through hardcopy and online material, talks and seminars on ecumenism and interfaith dialogue, and parish and school engagement with these initiatives • Review contact databases and available speakers, lecturers and grassroots supporters of this engagement • Strengthen connections and networks with existing interchurch groups within and beyond the Diocese, as well as expand contacts with other religious communities not already engaged (e.g. Hindus) • Consider parish or Cathedral open day/s to strengthen mutual understanding of religious communities in the Diocese 	Commission for Ecumenical and Interfaith Dialogue, parishes	2014-2016
164	Young Christian Students (YCS) and Young Christian Workers (YCW) to support the mission of the Diocese through the following initiatives: <ul style="list-style-type: none"> • Increased collaboration with the Social Justice Office in "Just Leadership Days", providing workshops in schools and parishes of the Diocese • Facilitate post-WYD opportunities for pilgrims and students to engage with issues of social justice including refugees, asylum seekers, racism and social exclusion on a local basis, including visitation of Villawood Detention Centre • Increase awareness in schools of the centrality of social justice action among students • Facilitate International English Language Testing System (IELTS) preparation classes, computer classes and volunteer leadership programs that serve the needs of young people and migrant communities • Increase the presence of YCW in parishes of the Diocese, offering the "See, Judge and Act" methodology as a means of applying faith to life 	Young Christian Students, Young Christian Workers, CEO, parishes	2014-2018
165	Strengthen the Catholic identity and mission of Catholic healthcare and aged care facilities by the following initiatives: <ul style="list-style-type: none"> • Formation activities in mission and identity for leaders and staff; • Visible signs of Catholic identity e.g. chapels, crucifixes; • Review of Catholic contribution to health and aged care in Western Sydney with a view to greater involvement by large Catholic providers; • Ensuring quality chaplaincy by clergy, religious and lay people so that the sick and elderly receive appropriate pastoral care 	Episcopal Vicar for Chaplaincies and Health, hospital and aged care chaplains	2014-2015 (ongoing)
166	Expand university chaplaincy across the Diocese by establishing a multicampus ministry, consisting of teams of clergy, religious and laity, providing for the sacramental support, catechesis and other pastoral care of students, staff and alumni	Episcopal Vicar for Chaplaincies and Health, Vicars General	2014-2016
167	Increase civil chaplaincy , including chaplaincies to police and prisoners, military personnel and hospitals through the provision of liturgy and Eucharist, opportunities for personal and group prayer, Bible study, faith education and pastoral care	Episcopal Vicar for Chaplaincies and Health, Vicars General	2014-2016

168	Groups and movements to offer courses at Pastoral Life Centres (or parishes) throughout the Diocese in support of adult formation, prayer and conversations in faith, such as the Siena Institute (Called and Gifted workshops), Alpha (In a Catholic Context), the Ignatian method, the CatholicGuy, and Catholic Charismatic Renewal	Siena Institute, Alpha Australia, Society of Jesus, CatholicGuy, Catholic Charismatic Renewal, IFM	2014-2016
169	Promote engagement with Life Ascending Australia , a movement for mature and older Christians, to liaise with parish communities in the promotion of spirituality, friendship and loving service among the aged	Life Ascending Australia, parishes	2014-2018
170	Campion College to collaborate with the Diocese in the following initiatives: <ul style="list-style-type: none"> • Establishment of an annual family day providing Catholic families with the opportunity to gather on campus around food, fellowship and family life; • Availability of staff, including theology lecturers, for talks within the Diocese on marriage, family life and other topics • Continued support of student participation at diocesan, national and international youth events and pilgrimages, offering of “Faith, Formation and Virtue” seminars and availability of the campus for youth group retreats • Funding students from overseas, including from East Timor, for study and supporting mission trips by Campion students overseas • Availability of courses in philosophy, theology and other liberal arts for all youth, including those preparing to enter seminary or religious life • Ongoing invitation of all clergy to events at Campion College including lectures, formal hall dinners and graduations • Daily Mass open to all • Continued outreach events including “Campion Cafe Conversations” 	Campion College, Episcopal Vicar for Education and Formation	2014-2018
171	Sydney Alliance to support the pastoral life and missionary outreach of the Diocese through the following initiatives: <ul style="list-style-type: none"> • Enabling and enhancing parish engagement with the broader community and local government in line with Catholic principles on issues of local concern • Providing opportunity for parishes to participate in combined training and assembly in collaboration with a wide variety of local churches, faith-based and community groups • Assist in the recruitment and training of new parish pastoral council members and parish training in mission planning, assemblies, community and relationship-building initiatives • Facilitating the integration and collaboration of migrant communities within parish communities • Maintaining connections between post-school age youth and parishes through schools formation, training and internship opportunities for post-school aged youth • Training and forums related to deepening the principles and practice of Catholic social teaching 	Sydney Alliance, Social Justice Office	2014-2018

NEW STRUCTURES FOR MISSION

Our parish communities are central to the growth and sharing of faith throughout our Diocese and beyond. Many of our parish boundaries and buildings, however, go back fifty or a hundred years or more. It is important that our parishes are best positioned to respond to population growth, demographic change and emerging needs, both now and into the future. The goal is to ensure that all parishioners continue to have access to Mass, other sacraments of the Church and the best pastoral support possible to live their baptismal mission, that our priests are able to serve in areas of greatest need, and that our parishes are viable into the future.

By reviewing our parishes, resources and commitments from time to time we act as good stewards of the gifts that God has given, ensuring the vitality of our diocesan community as a whole. The following actions are recommended within the Diocese to strengthen our common mission:

- The Holy Spirit Seminary to be expanded and relocated to the Kenilworth site at Harris Park (2013-2015), including contemporary accommodation and facilities for the formation of priests and potentially for the formation of permanent deacons as well;
- The parishes of St Patrick's Parish, Blacktown, and St Michael's Parish, Blacktown South, to be twinned and ultimately amalgamated to form the 'Parish of Blacktown'. In due course, the church of St Patrick might be replaced with a church of sufficient size for parish and diocesan celebrations, on the same or a new site;
- The parish of Our Lady of Lourdes, Baulkham Hills South, to be divided into the parishes of St Michael's Parish, Baulkham Hills, St Monica's Parish, Parramatta North, and St Paul the Apostle Parish, Winston Hills;
- A new parish to be planned for Box Hill;
- Marsden Park to be considered a site of land purchase for a future church and school development by the Diocese;
- A Mass Centre to be located at Chisholm Catholic Primary School, Bligh Park, for the foreseeable future;
- A Mass Centre, in conjunction with a Catholic bookshop, to be established within the Parramatta CBD in the light of rapid development, pedestrian traffic and population growth (2013);
- The potential for other Mass Centres and bookshops to be explored in shopping areas with high populations (e.g. Rouse Hill, Castle Hill, Blacktown, Penrith);
- The Diocese to continue to monitor any potential areas of growing pastoral need (e.g. in the North West and South West Growth Areas, in Parramatta CBD);
- Migrant chaplaincies to consider sharing existing facilities with other chaplaincies and rationalisation where appropriate;
- Parish boundaries across the Diocese to be reviewed over the next five years, taking into account demographic change, developments in transport infrastructure (e.g. roads, railway stations), land releases, institutions demanding pastoral care (e.g. schools, nursing homes, hospitals) as well as any natural or topographic features that are relevant to the boundaries and pastoral activities of parish communities.

*(Photo opposite page)
Bishop Anthony blessing
the foundation stone of Our
Lady of the Angels Parish,
Rouse Hill*



Putting our Pastoral Plan into Action

Implementation guides for *Faith in Our Future*

There are many ways to put *Faith in Our Future* into action.

How each one of us makes the most of the Pastoral Plan depends largely on who we are, our different gifts, and the role we play in our communities. The important thing is to get involved, to discuss and pray about *Faith in Our Future* with your community, family and friends, and contribute your faith and gifts to the Gospel mission we share.

We recognise that each parish, ministry group, and migrant community is unique in its potential and needs, and has its own history and local priorities. *Faith in Our Future* is designed as an adaptable resource that enables you to build upon the good things already taking place in your community as well as offering suggestions for renewal and fresh directions to foster discipleship and outreach in the future.

On the pages that follow are a number of purpose-written guides for the variety of people and groups that shape our communities of faith. Accompanying worksheets are also available online at our website (www.faithinourfuture.org.au). Simply click on “Your Parish” and then “Worksheets & Prayers”. Alternatively, contact our Pastoral Planning Office for advice and support to make the most of the Pastoral Plan in your community or group.

Parish Pastoral Councils

The Australian Catholic Bishops' Conference has named pastoral planning as "a primary role of the parish pastoral council" for it is "the discipline of intentionally working towards a desired future" (ACBC's Committee for Laity). Parish pastoral councils are mandatory in the Diocese of Parramatta, generally include elected lay members, are presided over by the parish priest but may be chaired by a layperson.

The purpose of such councils is to foster pastoral action in the parish by proposing, studying and facilitating pastoral initiatives that respond to the needs of the local community. This includes planning for the future with the support of the parish finance committee so that the faith community can grow in holiness and reach out to others with the Gospel. Here are some suggestions on how parish pastoral councils can start putting *Faith in Our Future* into action:

Step 1

Discuss with your parish priest the opportunity to set aside a number of parish pastoral council meetings or a weekend reflection day or time at each pastoral council meeting to discuss and pray about *Faith in Our Future*.

Step 2

Once time has been set aside to focus on the Pastoral Plan, **invite each member of your pastoral council to read *Faith in Our Future* prior to the first meeting** to ensure everyone is familiar with the document. Pastoral councils should read at least the vision statement of the Pastoral Plan (pp.10-12) and the parish actions that are provided in this plan (pp.17-25). While reading *Faith in Our Future*, invite your pastoral councillors to write down or highlight any points or ideas that stood out to them as particularly significant or relevant to the life and aspirations of your community.

Some parish pastoral councils may choose to convene with the parish finance committee for their first discussion of the Pastoral Plan. If so, ensure that each member of the finance committee also has ample time to read and reflect on the document prior to the gathering.





Step 3

The purpose of the first parish pastoral council meeting is to begin a discussion about the present life of the parish and the ways that the community is currently *growing in faith* and *sharing its faith*. It also invites your council to discern and name any areas of parish life that could be strengthened to better achieve these goals.

Begin the meeting with prayer (download and print “*Prayer Sheet #1*” from our website by clicking on “Your Parish” and then “Worksheets & Prayers”).

Then, reflect on the questions below which will help kick-start your discussion. We suggest that each council member spend 15 minutes or so writing down their own response to each of the questions below before discussing them as a group (download and print “*Parish Pastoral Council – Worksheet #1*” from our website):

DIOCESE OF PARRAMATTA
PARISH PASTORAL COUNCIL

WORKSHEET 1

1. What struck you about the vision of Faith in Our Future (pp.10-12)?

2. With reference to this vision of a faith that grows and is shared, how is your parish living these goals and what are the signs that your people are growing as disciples and inviting new people to become disciples of Jesus in his Church?

3. What are some of the challenges that the vision of the Pastoral Plan raises for your parish now and in the years to come? What could be done differently or improved to better grow the faith of your people and reach out with the Gospel to the wider community?

4. After discussing the questions above, what were the main opportunities and challenges that your pastoral council identified for your community to grow and share its faith with vitality into the future? List these in two separate columns:

Opportunities	Challenges

Note that your parish pastoral council may choose to discuss these questions over *more* than one meeting. What is important is that your pastoral council takes the time it needs to reflect on and name the main opportunities and challenges for discipleship and outreach in your community.

It is strongly recommended that the secretary of your parish pastoral council, or another nominated member, record and collate the group response to these questions, in particular the main opportunities and challenges identified, and take these notes to the next meeting of the pastoral council dedicated to the Diocesan Pastoral Plan.

Step 4

The purpose of the second meeting of the parish pastoral council is to **discuss and select the actions that your parish can take** to make the most of opportunities and address challenges on the way to a stronger and shared faith.

Begin the meeting with prayer (download and print “*Prayer Sheet #2*” from our website). Then, revisit the opportunities and challenges that were identified at the first meeting of your pastoral council for the parish to grow and share its faith. Review these briefly to ensure they represent the consensus of the group.

Next, using the worksheet below, place each of the opportunities and challenges your pastoral council has named **under the pastoral priority to which it relates** (e.g. An opportunity: ‘To encourage parish families to socialise together more often’ should be placed under the pastoral priority ‘Supporting family life’). Again, this worksheet can be downloaded and printed from our website (“*Parish Pastoral Council – Worksheet #2*”).

DIOCESE OF PARRAMATTA PARISH PASTORAL COUNCIL		Supporting family life	Connecting better with the young	Building upon our ethnic diversity	Growing and supporting our laity	New evangelisation or outreach
Opportunity or challenge named	Parish actions selected for the coming year	Opportunity: To encourage parish families to socialise together more often.				
		Actions 1.1.4b, 1.1.5, 1.1.11				



Finally, look through the parish actions listed in the Pastoral Plan by pastoral priority (e.g. ‘Supporting Family Life’), selecting those that would best help your parish respond to each of the opportunities and challenges identified by your council. Write your selected actions into the box ‘Parish actions selected for the coming year’, directly below the opportunity or challenge named.

Some criteria are offered below to assist your pastoral council in discerning the best actions to undertake:

- i. Will this action assist our parish make the most of our opportunities or meet challenges in growing and sharing its faith? How will it do so?
- ii. Does this action suit the gifts and needs of our parish community?
- iii. If the action is suitable, what resources and people need to be engaged to make it a reality (e.g. a specific parish ministry group or parishioner/s)? With what other groups could we collaborate to bring this action to life?
- iv. What role will our parish pastoral council play in supporting this action and promoting it throughout the community and beyond?
- v. How can we involve as many members of our community in this action as appropriate and possible? Also, how can we engage this action as a means of evangelisation, reaching out and involving those who are not strongly connected to the Church or even not yet a part of our parish?

- vi. Does this action involve any significant costs that need to be raised with the parish finance committee?
- vii. How can local Catholic schools support and help bring this action to life?
- viii. Within what time frame will this action be implemented? (e.g. within 6 months; by the end of 2014; by the end of 2015...)
- ix. How will we review the effectiveness of this action as a pastoral council in growing and sharing the faith of our community? That is, what are the signs that will tell us this action is bearing fruit? How will we share these outcomes with the community?

It is recommended that once your parish pastoral council has discussed and identified opportunities and challenges as well as actions that your parish could take to respond, that these be further discussed and refined with the leaders of your **parish ministry groups** (e.g. hospitality groups, sacramental teams, etc). This ensures wider involvement in the parish planning process.

Parish pastoral councils may also choose to share the outcome of their discussions with the **wider parish community**, through the parish bulletin or handouts at Masses and in schools or a short presentation after Holy Communion. By inviting the feedback of parishioners on the opportunities, challenges and actions identified by your council, the process of discernment is strengthened, ownership of actions is encouraged and a sense of common purpose and direction is fostered within the community.

Once there is agreement on the actions the parish will undertake in the coming year, download and print “*Parish Pastoral Council - Worksheet #3*” shown below. This will help your pastoral council record the details of the actions you have now selected (for example, the key people or groups who will lead the implementation of parish actions and how the pastoral effectiveness of the action will be measured).



Parish actions selected	Opportunity or challenge to which the action will respond	Primary person, ministry team or group that will implement the action	When the action will be implemented	Resources or costs involved in implementation	Measures of pastoral effectiveness of the action
Action 1, 2, 3, 4, with the offer of coffee after masses	To encourage parish families to facilitate together more often	parish welcome team	after all parish masses, from Easter to Pentecost	Coffee, cups, biscuits, tables, signposts, ensure parish welcome kits available	Short information, banners, signposts; follow survey after Pentecost to gauge community response to this action

The process outlined above recognises that parishes constantly change in the challenges and the opportunities they face from year to year. We recommend selecting actions to meet the needs and potential of your parish one year at a time, drawing on this Pastoral Plan for inspiration.

In June and October of each year, parish priests and parish pastoral councils will be asked to review and report on the progress of their community using the **Parish Feedback Form** (pp.69-70) at the back of this Pastoral Plan. The form is to be submitted to the Diocesan Pastoral Planning Office for support and feedback. The parish can then begin the above planning process once again, constantly renewing its life and future aspirations.

Need More Support?

Contact our Pastoral Planning Office on (02) 9831 4911 or by email pastoralplanning@parra.catholic.org.au

Parish Ministry Groups

In each of our parishes there are a number of ministry groups that support and foster pastoral life, including sacramental teams, liturgy committees, music ministries, family groups, finance committees, grief and bereavement teams, the St Vincent de Paul Society, CCD, Legion of Mary, and youth ministries to name only a few. These groups are essential to the way in which a parish grows and shares its faith with others. Here are some suggestions on how your parish ministry group can start putting *Faith in Our Future* into action:

Step 1

Firstly, the leader of your parish ministry group should invite all members of the group to read *Faith in Our Future* to ensure everyone is familiar with the document. Ministry groups should read at least the vision statement of the Pastoral Plan (pp.10-12) and the parish actions that relate to their area of ministry (pp.17-25). Ministry groups may also find the Agency Actions of the Diocese of interest in their work (e.g. CCD actions related to catechists can be found on p.40).

While reading *Faith in Our Future*, invite group members to write down or highlight any points that stood out to them as particularly significant or relevant to the life and aspirations of your ministry group.

Step 2

Convene a meeting of your parish ministry group to discuss the Pastoral Plan. The purpose of this meeting is to discern those actions which could best be taken up in your area of ministry and to move towards implementation of those actions.

Begin the meeting with prayer (download and print “*Prayer Sheet #3*” from our website). Then, reflect on and discuss as a group how your parish ministry *currently responds* to the five pastoral priorities of the Diocese (e.g. How we currently respond: ‘We have some young people serving as lectors’), writing your response into the worksheet below. This worksheet can be downloaded and printed from our website (“*Parish Ministry Group – Worksheet #1*”).

Then, read through and select any parish actions that could help your ministry group *better respond* to each area of pastoral priority (e.g. Action 2.3.3, ‘Through the invitation and training of young people for liturgical ministries with the support of the Office for Worship’).



Some criteria are offered below to assist your ministry group in discerning the best actions to undertake:

- i. Will this action enable our ministry group to respond better to the area of pastoral priority concerned?
- ii. If the action is suitable, what resources and people need to be engaged to make it a reality? With what other parish groups could we collaborate to bring this action to life?
- iii. How can our ministry group involve as many members of our parish in this action as appropriate and possible? Also, how can we engage this action as a means of evangelisation, reaching out and involving those who are not strongly connected to the Church or even not yet a part of our parish?
- iv. Does this action involve any significant costs that need to be raised with the parish priest or parish finance committee?
- v. Within what time frame will this action be implemented? (e.g. within 6 months; by the end of 2014; by the end of 2015...)
- vi. How will we review the effectiveness of this action as a ministry group in growing and sharing the faith of our community? That is, what are the signs that will tell us this action is bearing fruit? How will we share these outcomes with the parish priest, parish pastoral council and parish community?

Once there is agreement on the actions your ministry group will undertake in the coming year, download and print “*Parish Ministry Group - Worksheet #2*” shown below. This will help your group record the details of the actions you have selected (e.g. the people who will lead the implementation of actions and how the pastoral effectiveness of the action will be assessed).



DIOCESE OF PARRAMATTA					
PARISH MINISTRY GROUP					
Parish actions selected	Opportunity or challenge to which the action will respond	Primary person, ministry team or group that will implement the action	When the action will be implemented	Resources or costs involved in implementation	Measures of pastoral effectiveness of the action
1. Action 2.2.8 ("Evangelisation and training of young people for liturgical ministries")	"Connecting better with the young"	J. Smith (people director) and V. Parker (Sister)	Jan - Jun 2014	Organise training session with coffee for evening, order extra copies of hymns	Increased number of young people involved in liturgical ministries in our three weekend masses
2.					
3.					
4.					
5.					

It is recommended that parish ministry group leaders and members discuss their ideas and insights for renewal with their parish priest and parish pastoral council. This will help generate additional ideas for your group, will foster collaboration across the parish, and will ensure that the parish and its various ministries have a common sense of purpose and direction as they seek to grow and share the faith of the entire community.

Migrant Communities

Our Diocese is among the most multiethnic and multicultural in the world. In welcoming persons from overseas, our parishes, schools, agencies and individual members are mindful of the riches of culture, tradition and experience that migrants bring to their new home. Many migrants share our Catholic faith and enrich the life of the Diocese through their witness and participation in parish life and other forms of Christian community.

We suggest the following as a guide for migrant chaplaincies and communities to make the most of *Faith in Our Future* for the life and growth of our Church:

Step 1

Firstly, migrant chaplains or leaders of the community should invite community members to read and familiarise themselves with *Faith in Our Future*. Migrant communities should read at least the vision statement of the Pastoral Plan (pp.10-12) and the parish actions that could be usefully adapted by the community (pp.17-25).

Translations of our Pastoral Plan are also available in a number of languages; please contact the Pastoral Planning Office or your relevant migrant chaplaincy for more information. If no translation is available in your group's language, you might seek someone in your community who can assist in this task.

While reading *Faith in Our Future*, invite community members to write down or highlight any points that stood out to them as particularly significant or relevant to the life and aspirations of your community.

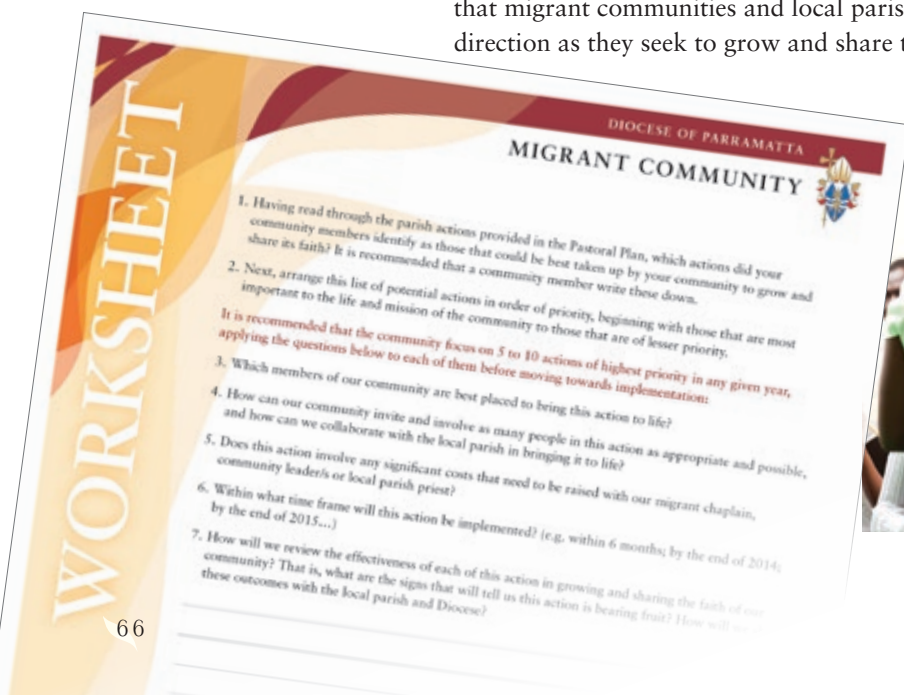
Step 2

Convene a meeting of your migrant community or its leaders to discuss the Pastoral Plan. The purpose of this meeting is to discern those actions which could best be taken up by your community and to move towards implementation of those actions.

Begin the meeting with prayer (download and print "[Prayer Sheet #4](#)" from our website by clicking on "Your Parish" and then "Worksheets & Prayers").

Then, reflect on the questions below which will help kick-start your community's discussion. This worksheet can be downloaded and printed from our website ("[Migrant Community – Worksheet](#)").

It is recommended that community members discuss their ideas and insights for renewal with their related migrant chaplain or parish priest. This will help generate additional ideas for your community, will foster collaboration across the Diocese, and will ensure that migrant communities and local parishes have a common sense of purpose and direction as they seek to grow and share the faith of the entire community.



Families

Our Diocese includes many thousands of families that are crucial for the transmission of life, Catholic faith, values and vocations. As cradles of life and love, each family can contribute to the growth and evangelising mission of our Church in a variety of ways, through their witness of communion, involvement in parish life and in the wider community, by undertaking opportunities for faith formation, involvement in ecclesial movements and lay associations, works of justice and charity, and living as disciples in the ordinary circumstances of their life.

Here are some suggestions to help families bring *Faith in Our Future* to life:

1. For many of our families **the local parish is the most immediate experience of the Church as a community of faith**. By reading through the parish actions outlined in this Pastoral Plan (pp.17-25), families will find a number of initiatives and activities in which they can participate and contribute to the mission of our Diocese. We invite you to get in touch with your local parish priest, parish team, family group coordinator or the relevant parish ministry group to express your interest in getting involved.
2. Many of our families are connected to **our Catholic school communities**. Included in this Pastoral Plan are a number of initiatives by our Catholic education system which will be of interest (pp.30-46). As well, many of the parish actions outlined in *Faith in Our Future* provide opportunities for school families to get involved in their local parish communities through ways of worship and prayer, service and outreach, community building and family groups, among others. We invite you to get in touch with your local parish, school REC, or our Pastoral Planning Office for more information (02 9831 4911).
3. Families will also be interested in **a range of formation and support services** that are available in our Diocese, many of them offered by our agencies. These include a new Family and Life Office which will offer practical faith resources for families and children; the Institute for Mission, our adult education centre which provides courses and programs to support discipleship in everyday life; and CatholicCare Social Services which offers a range of marriage preparation and enrichment programs. To find out more about these agencies and the support and services available to our families, visit our pastoral planning website at www.faithinourfuture.org.au.

Individuals

Every member of our Diocese can make a real difference and play their part in the growth and mission of our Church in Western Sydney. Our Catholic faith is not only communal but personal as well. The whole body is enriched by the gifts and faith of each and every member.

Faith in Our Future outlines a variety of ways in which each member of our Diocese can get involved in our 21st Century Gospel mission, many of these in our parish communities but also in other areas of our life as a community of faith.

For instance, individuals may choose to get involved in the mission of CatholicCare Social Services as an official ambassador or volunteer, enrol in a formation or spirituality course at the Institute for Mission, get involved in actions of justice and solidarity through our Social Justice Office, foster vocations in the community with the support of our Vocations Office, be a part of youth events and programs offered by Catholic Youth Parramatta, or get involved with Catholic education through the Parents' Representative Council. The contact details for each of these agencies and ministries are available through our pastoral planning website (www.faithinourfuture.org.au). The most important thing is to get involved and contribute your gifts and talents to our future in faith.

Religious Institutes

The Diocese of Parramatta is blessed to have many religious institutes and individual members that build up the life of the Church. Religious sisters, brothers and priests have played an essential role in our Diocese from its earliest foundation and will continue to play a significant role in its future life. As many religious express their charism through forms of pastoral work, the parish actions of this Pastoral Plan will be of particular interest to their members (pp.17-25).

Religious communities and members can also make use of the implementation guide provided for parish ministry groups (pp.64-65) as this will support them in discerning those actions best suited to their charism and ministries. Religious are also encouraged to contact the Vicar for Religious in the Diocese or the Pastoral Planning Office for more information on the ways in which their communities and their members can contribute to the growth and evangelisation of our Diocese as a whole.



Parish Feedback Form (Provided Opposite)

By providing feedback on the response of your parish to the Diocesan Pastoral Plan, the Pastoral Planning Office is able to discern the forms of support that can be best offered to your community so that it can grow and share its faith, now and into the future. It is asked that each parish complete and submit the feedback form (both Parts A and B) to the Pastoral Planning Office twice a year, in **June and October**, over the term of the Pastoral Plan (2014-2018).

This form can be downloaded from the pastoral planning website (www.faithinourfuture.org.au) or else photocopied directly from this booklet. The form is to be completed by the parish priest together with the chair of the parish pastoral council after consultation with relevant ministry groups in the parish. It is to be signed and dated by the parish priest.



Parish Feedback Form

Parish Name: _____

Parish Priest: _____

Parish Pastoral Council Members: _____

Part A: Parish Pastoral Council

As the primary planning body of the parish, the parish pastoral council is asked to provide feedback on its planning and implementation of pastoral initiatives contained within the Diocesan Pastoral Plan.

	Supporting family life	Connecting better with the young	Building upon our ethnic diversity	Growing and supporting our laity	New evangelisation or outreach
Opportunity or challenge named by the parish at the beginning of the year	E.g. An opportunity: To encourage parish families to socialise together more often				
Parish actions selected at the beginning of the year	E.g. Actions 1.1.6, 1.1.7, 1.1.11				
Parish actions actually implemented in the past months	E.g. Action 1.1.6, with the offer of coffee after Masses				
Feedback on the pastoral effectiveness, impact of actions implemented in the past months	E.g. Parishioner survey revealed strong support for the idea; observed growth in number of people getting to know each other after our Masses				

Part B: Parish Ministry Groups

This part is to be completed following discussion with parish ministry groups regarding their response to the Diocesan Pastoral Plan.

	Name of parish ministry group	Area/s of parish life served by the ministry group	Actions selected by the parish ministry group at the beginning of the year	Actions actually implemented	Feedback on the pastoral effectiveness, impact of actions implemented in the past months
1	E.g. Parish 'LifeTeen' musicians	E.g. Liturgy (Sunday night Mass)	E.g. Action 2.3.5, parish formation session on the Eucharist	E.g. Action 2.3.5	E.g. Our musicians have grown in their understanding of ministry as service, and better appreciate the mystery of the Eucharist we share
2					
3					
4					
5					
6					
7					
8					
9					

Name (Parish Priest): _____

Date: _____

Signed (Parish Priest): _____

Notice of Diocesan Review

In addition to the submission of the Parish Feedback Form twice a year, the response of each parish to the Diocesan Pastoral Plan will be the subject of review upon Episcopal Visitation by the Bishop or his delegates. This will include review of the engagement of the parish pastoral council, parish ministry groups and other members of the parish in planning for and implementing pastoral initiatives contained within the Diocesan Pastoral Plan.

Looking for More Support or Information?

Contact us:

Pastoral Planning Office
Catholic Diocese of Parramatta
1-5 Marion Street
Blacktown NSW 2148

Tel: (02) 9831 4911

Fax: (02) 9622 7469

Email: pastoralplanning@parra.catholic.org.au

Website: www.faithinourfuture.org.au

Find us on Twitter @parrafaith



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