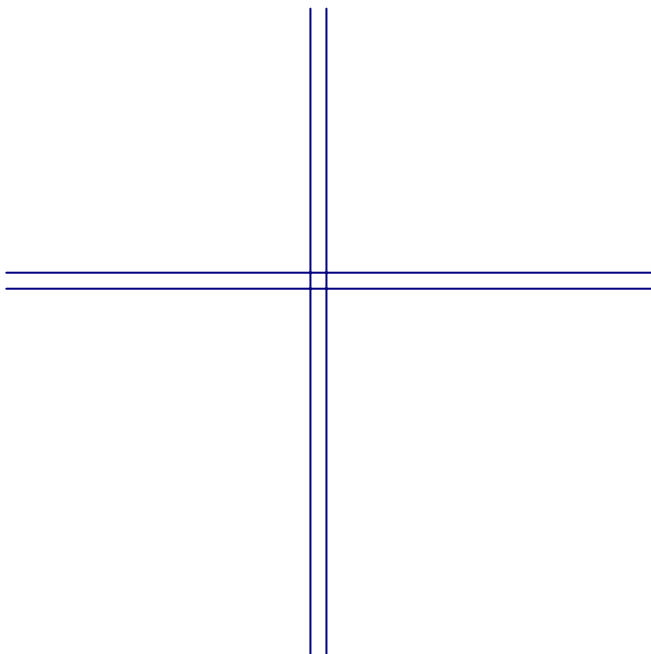




Planning Together

**Final Consultation on the
Diocesan Plan for 2001 - 2004**

*Published
8th March, 2001*



The Catholic Church of Broken Bay



CONTENTS	PAGE
How to use this Document	3
An Opening Reflection - A Future Not Our Own	4
Introduction by Bishop David Walker - The Importance of Involvement	5
Background to the Second Consultation	6
The Next Stages	11
Mission Statement	12
Vision Statement	13
The Plan in Detail	
Mission Focus 1: Community Life and Mission	14
Mission Focus 2: Catholic Education and Personal Faith Development	18
Mission Focus 3: Service and Social Justice	21
Mission Focus 4: Diocesan Leadership and Community Support	23



- How to use this document

Planning together has been developed to assist individuals and groups in participating in the Broken Bay diocesan planning process.

A Diocesan Planning Project Group (DPPG) was appointed to gather the widest possible level of comment and advice and to consider this in formulating the plan. Your views are important and this is true whether you are a regular mass attender or an interested member of the community.

There are many ways of participating in the process.

- i) Making a direct written submission to the consultants
- ii) Completing the questions at the back of Planning Together and mailing these back to the consultants
- iii) Participating in one of the facilitated parish discussions on planning
- iv) Participating in planning meetings to be held at all schools
- v) Participating in special interest group discussions which will be organised by the Diocese (Specific "special interest" discussions can be organised by contacting the Diocesan Planner on 9487 1255.

Your ideas will be collected and collated by the consultants assisting the Planning Group and used in considering the choices the Diocese must make about the future.

In June this year a final draft of the plan will be completed and referred to the Bishop for his consideration. The plan will take effect from July 2001 and will be followed by the development of plans for Diocesan agencies, special ministries and individual parishes.

Further copies of Planning Together can be obtained from your local parish or your Diocesan office. It can also be downloaded from the Diocesan web site www.brokenbay.catholic.org.au

For further information on the process please contact Martyn Haertsch on 02 94734500 or email mhaertsch@brokenbay.catholic.org.au

Mail your written responses to Diocesan Planning Project, c/- Bruce Callaghan & Associates Pty Ltd, P O Box 144, Balmain NSW 2041.



Bruce Callaghan & Associates Pty Ltd have been engaged by the Diocese to assist with planning and delivering the planning process.



- An Opening Reflection for consultations on the future of our Broken Bay community.

A Future Not Our Own

*It helps now and then to step back and take a long view:
The kingdom is not only beyond our efforts, it is even beyond our vision.*

We accomplish in our life time only a small fraction of the magnificent enterprise that is God's work.

Nothing we do is complete, which is another way of saying that the kingdom always lies beyond us.

No statement says all that could be said

No prayer fully expresses our faith.

No confession brings perfection, no pastoral visit brings wholeness.

No program accomplishes the Church's mission

No set of goals and objectives includes everything.

This is what we are about.

We plant the seeds that will one day grow.

We water seeds already planted, knowing that they hold future promise.

We lay foundations that will need further development.

We provide yeast that produces effects far beyond our capabilities.

We cannot do everything and there is a sense of liberation in realising that.

This enables us to do something, and to do it well.

It may be incomplete but it is a beginning, a step along the way, an opportunity for the Lord's grace to enter and do the rest.

We may never see the end results, but that is the difference between the master builder and the worker.

We are workers not master builders, ministers not messiahs.

We are prophets of a future not our own.

Archbishop Oscar Romero

El Salvador

(taken from Madonna, May 1993)



DIOCESE OF BROKEN BAY

- **Introduction by Bishop David Walker: The Importance of Involvement in Diocesan Planning**

This document takes us a step further in the formation of our pastoral plan for the Diocese. It has a history and a future. It expresses what has already been done in the many consultations that took place within the diocese over the past year. It also takes us forward, focusing our vision for the future in a way that makes it achievable.



I appreciate that your involvement in this project has meant time and effort. It has borne fruit, and I thank you for your collaboration. What we are doing is meant to be a model of working together, of being collaborative, in working for the future of our local Church of Broken Bay. Each of us has a particular role to play within our community.

Like the body, we are made up of diverse elements, but all are necessary for the healthy working of the body. Do not feel that your contribution is not necessary. It is! Even though we might get along without it, we do not get along as well. What has been achieved is the fruit of people's goodness and their desire to be active members of our faith community. What will be achieved will rest on this same foundation.

A time of planning is a challenging time. It involves a willingness to let go of some of the things of the past, and a willingness to commit oneself to the future that is obviously not as clear as the past. Change, the necessary ingredient of growth, is not easy. It takes great trust: in God and in each other. We have good reason to trust in God, as God's love for us is the basis of our faith. It can be harder to trust in each other, as we are more fallible than God, and, at times in the past, we may have failed. Yet the power of God does work through us, and we need to have faith that God will empower us to go forward together.

What we are doing is God's work. We exist as a community of disciples of Jesus to proclaim God's love to others. We are a people with a mission: to share with all the mystery of Jesus that has been entrusted to us. It is this final goal of our existence that must be constantly kept before us. It is the goal against which we must measure whatever we do. It is so easy for our faith to become something comfortable, and our community life together to become the final focus of what we are and do. Yet each is lacking in foundation unless they are consciously directed, and actively lived, for the proclamation of God's love to all the people of our society.

The Lord invited Peter to "put out into the deep." (Luke 5:4) This is the invitation before us now. Let us do what Peter did, with the same faith with which he did it, and be ready for the catch that the Lord will provide. Let us go forward in confidence, knowing that the Lord who loves us and entrusts to us our mission will empower us to bring it to completion.



- **Background to The Second Consultation**

The Goal

In February 2000 Bishop David Walker called together a Diocesan Planning Project Group (DPPG) which is comprised of clergy, lay people, and people in special ministries. This group was asked to work with consultants to engage the Diocese in thinking about its future and about the issues of our church in the modern world, and to help it prepare a plan for the next 3-5 years.

Bishop David Walker set a clear direction for the plan. He said

'The goal of the plan is a reinvigoration of Christian community life: a diocese whose members value and celebrate their communion, are united in faith, and are committed to share their faith by living and proclaiming the mission of Jesus Christ.'

In many ways the proposal to engage the whole Diocese in planning was a bold action but it was in keeping with a proposition put by the Bishops of Oceania to the Holy Father in 1999. The proposition emphasised four things:

1. that it is vital to have a Pastoral Plan in every local Church
2. that this plan should involve all the people and all the organisations and movements within the Diocese
3. that the plan should call for participation, dialogue and community discernment; and
4. that the plan flows from the spirituality of the Second Vatican Council, which is the spirituality of communion

The Planning Principles

The Bishop also formulated 5 principles to guide the planning process:

A Mission Focus

Implementing our Diocesan mission as a community of disciples of Jesus. With confidence and trust in, and openness to the Holy Spirit, we are committed to work together to extend the Kingdom of God.

Truthfulness

Issue driven and wherever possible informed with objective data; shaped by thorough, honest and transparent analysis; drawing on theology for insight and through prayer and creative imagination discerning what the community is called to be and do.

Inclusiveness

Seeking and valuing the diversity of inputs irrespective of age, personal circumstances, behaviour, ethnicity, lifestyle preference, disability and degree of involvement; providing all members of the Diocese with opportunities to express their views and be heard.

Respect

Listening, showing consideration, valuing each others contribution and seeking to understand each others perspective; in the spirit of reconciliation, and valuing the story the Diocesan community- its past, present, and possible futures.

Ecclesial Unity

Ensuring that the processes and outcomes are in keeping with the expressed mind of the Church.

The Planning Process

The planning process began in February 2000 and it has taken almost a year to produce this draft plan for consultation using the feedback in response to the discussion document, *Going Forward Together*. For those who have not been involved from the beginning we have followed the six steps to reach this stage:

1. The DPPG worked for two months to finalise *Going Forward Together* (February - March)
2. *Going Forward Together* and a proposed consultation process were approved by the Bishop (April)
3. *The first consultation*, involving parishes, schools and special groups were facilitated by volunteer facilitators (April - October)
4. Returns from consultations were collated and analysed together with responses to individual questionnaires and submissions
5. Key issues and strategies were developed by the DPPG and consultants asked to draft a first draft of a plan for consideration by the DPPG and for use in the next round of consultations
6. DPPG has agreed to the text of *Planning Together* incorporating a draft plan for final consultation

The Planning Model

The *Going Forward Together* document was a starting point. The document asked three questions:

- Where are we now?
- Where do we want to be in 3 to 5 years?
- What issues must we address if we are to move forward?

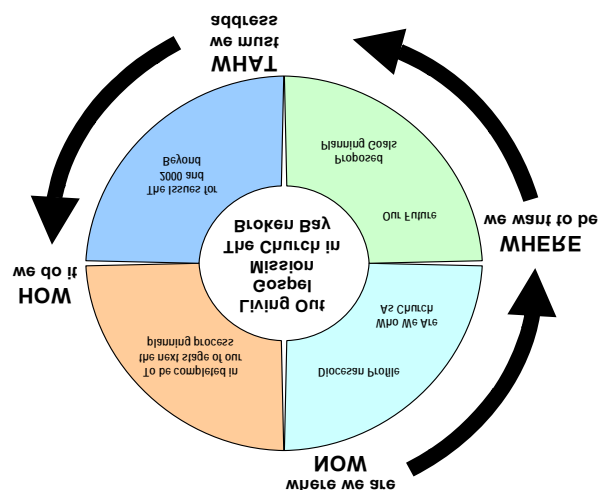
The first consultation provided answers to these questions.

In the last few months of 2000 the DPPG took your answers and formulated this draft plan called *Planning Together*.

The draft plan is an answer to our fourth question "how will we achieve what we plan to do?"

We are now at the stage of final consultation, where members of the Diocese are being asked for their views on this question and to agree on the draft plan.

This final round consultation will begin in March 2001. The Bishop wants to provide opportunity for wide comment in a way which ensures Catholic people can influence the directions of the Diocese. During the final consultation in March, April and May 2001, clergy, those leading special ministries and lay people will be asked to consider the implications of the draft plan for their own communities and ministry.





Having considered their feedback, the DPPG will submit the final plan to the Bishop in June for his consideration.

The Bishop expects that implementation of the plan will begin in July 2001. It will be referred to diocesan agencies, parishes, schools and special ministries to be used as a basis for the next stage - the preparation or refinement of *their* plans in accordance with the Diocesan Plan.

- **The First Consultation**

Who Participated?

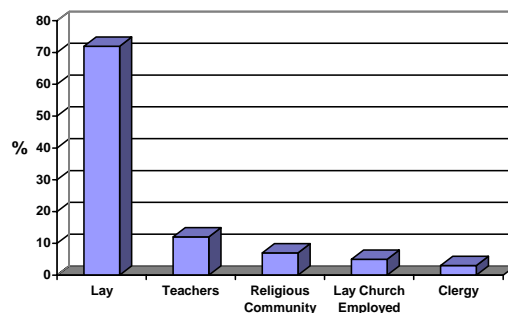
The Diocese conducted a total of 91 consultation meetings involving over 1600 people. There were 14 special consultations to examine major issues for the church in the world and to gather views from those people who are out of contact with the church. Special consultations were planned on:

- Youth and church
- Women and church
- Aged people and church
- Homosexual people and church
- Parents of homosexual people and church
- Non English speakers and church
- People with disabilities and church
- Men and church
- Carers and church
- A workshop for priests not in active ministry

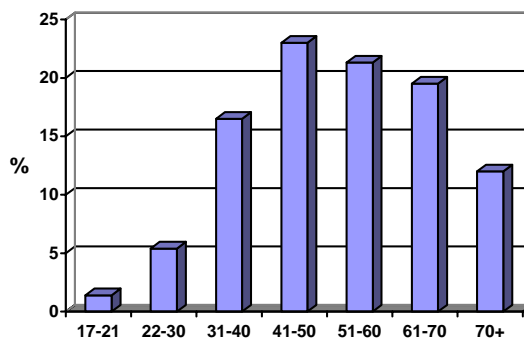
There were some difficulties organising the consultations and the discussion on "men and the church", "Non English speakers and church" and "parents of homosexual people and church" did not take place.

The special consultations were challenging. Although it is very clear that many people are interested in the church and want to share their ideas, it was difficult to contact and involve people currently out of contact with the church. For a church committed to evangelisation - taking the gospel to people - it is clear that this part of the dialogue has just begun.

The profile of those involved in the consultation reflects people who are commitment to the church, who are generally older, who attend mass.



- 28% work with the church



- 76.4% were over 40
- 53.3% were over 50
- 86% attend mass weekly
- 74% said they were committed Catholics

Consultation results

The evidence from the first consultation reinforces the conclusion that the Diocese will have to find new ways of “going out” to people to engage them in thinking and discussion about their own faith and the life of the church. It seems probable that parishes and special ministry groups may be in a better position to consult with people out of touch with the church in the next stage of the process. In this plan the message of Pope Paul Vi on Evangelisation in the Modern World must be foremost in our minds:

“ As an evangeliser, Christ first of all proclaims a kingdom, The Kingdom of God; and this is so important that, by comparison, everything else becomes ‘the rest’, which is ‘given in addition’. Only the Kingdom therefore is absolute, and it makes everything else relative. The Lord will delight in describing in many ways the happiness of belonging to this Kingdom” Pg 18

Evangelisation is a call to reach out to others with the gospel message. The profile of those who were involved indicates that we have consulted a group of people who are both committed to the church and generally involved in its day to day life. Taking our mission to the world will require a reorientation of much that we do.

Respondents identified with the Mission Statement and generally accepted the Vision Statement. However many related more with the elements of the vision which were listed below it. The Vision has been rewritten to reflect both a stronger theology of church and a language which reflects the concerns of ordinary people.

Many expressed surprise about the distribution of diocesan services remarking on an imbalance of resources between the northern suburbs of Sydney and the Gosford Wyong area. Many were concerned at the relatively low numbers attending church particularly among younger people.

Most agreed that the description of what the church is in Broken Bay was very idealistic. A common comment was that it would be wonderful if the church lived up to the description in the document. For many there was a great gap between ideal and reality.



Goals and Areas of Mission Focus were broadly accepted by those involved in consultation.

The key issues raised through the consultations have been analysed by the DPPG and listed under four Mission Focus areas.

They were:

Mission Focus 1: Community Life and Mission

- Liturgy
- Role of women
- Engagement of youth
- Reaching out to others in need
- Responding to people with disabilities
- Responding to families
- Responding to divorced and remarried people
- Responding to aged people
- Engaging the 80% who are nominally catholic but are out of touch with the church
- Collaborative leadership in communities
- Role of laity (delegation, empowerment)
- Local community development
- Local community communication
- Collaboration across boundaries

Mission Focus 3: Service and Social Justice

- Engagement of youth in social justice issues
- Reaching out to others in need
- Responding to people with disabilities, frail, aged and special needs groups
- Research
- Balance of resources in diocese

Mission Focus 2: Catholic Education & Personal Faith Development

- Catholic teaching
- Catholic schools and faith education
- School links with parish
- State schools, quality of Christian education
- Parent education and faith development
- Sacramental program
- Training people for ministries
- Spirituality, prayer
- Spirituality development as a lifelong journey
- Social teaching of the church

Mission Focus 4: Diocesan Leadership and Community Support

- Leadership role of priest
- Leadership and ministry
- Leadership role of women
- Resourcing priorities
- Parish boundaries
- Building churches
- Building schools
- Vocations
- Linking and building better structures for planning and decision making
- Diocesan communication
- Quality of leadership

The DPPG used these issues together with the ideas of the Bishop to shape the draft plan. The DPPG has integrated ideas coming from all parts of the diocese. Inevitably some points will have received less emphasis than those who supported them may want. This is an area for discussion in the second consultation.

It is important to emphasise that the Diocese cannot do everything at once. We are planning for the longer term and the DPPG has tried to address the most important issues first. Others may want to discuss whether we have given the right emphasis in choosing the issues we have listed and the time frames indicated in the plan.



- **The Next Stages**

Finalising the Diocesan Plan

The diocese is proposing that in the next few months we consider what the larger plan means for our parishes, our ministries and our collaborative activity in the Diocese. We can amend it and further develop ideas but in the end we must commit to doing new things.

It is very important that each person considers the plan's implications for their parish, for Catholic education, social justice and spiritual development. The Diocese has limited resources and it is important that we direct them towards the areas which we agree most need them. There will be things which we can't do and we need to understand and acknowledge these limitations for the 3 years ahead. There are also things which are so important that we must work together to achieve them.

Local Implementation Planning

When it is finalised, the Diocesan Plan will guide decisions within the diocese over the next 3 years. In the second half of 2001 a diocesan conference will be held for priests, parish representatives, school and ministry representatives to discuss and analyse the plan and interpret impacts on parish, school and diocesan life. If necessary, more than one such conference will be held.

Next, each parish, diocesan agency and area special ministry will be asked to:

- review the diocesan plan to assess what it means for them including the skills, resources and organisational changes needed to take the plan further, and
- develop their own 3 year plan, reflecting the mission, goals, strategies and achievement targets of the diocese. These plans are to be completed before June 2002.

Diocesan planners will provide guidance and assistance with this process.

The Bishop will review and approve each plan after discussion with the priests and their pastoral councils, agency and ministry leaders, school principals and others, as the case may be.

This process should ensure that the whole diocese can work together on matters which concern the larger church, while encouraging local planning and decision making at the community and ministry level.

The plan proposes that our church will be more active about its mission and that it will improve many of the things which we currently do and reaching out more actively in our own communities.



The Draft Plan is prefaced by the Diocesan Mission, developed with input from the whole Diocese in 1999. This statement emphasises the church's mission to the world - the call to every member of the Diocese to transform society through the power of the gospel. It has shaped all the thinking on the draft plan which has followed.

- Diocesan Mission Statement

We the Catholic Church of Broken Bay are, through Baptism, a community of disciples of Jesus. Under the guidance of the Holy Spirit, we are committed to work together to extend the Kingdom of God. We will:

Proclaim

Proclaim the Good News of Jesus in our words and actions.

Respond personally

Respond personally to God's unique love for each of us.

Love each other

Live with each other in the love of Jesus

Celebrate

Celebrate and share our Catholic faith and life experience

Educate

Educate our people in our Catholic story and beliefs and their implications for our lives.

Serve

Serve each other, the community and all creation in justice and love.

Seek unity

Seek unity with our fellow Christians and meaningful dialogue with people of all faiths.



The Diocesan vision represents our hope for what the Catholic Church of Broken Bay can achieve if we are able to reinvigorate our Christian community and unite our efforts within the church.

- **Diocesan Vision - Our Future**

As a community of disciples of Jesus, we will recognise that our baptism into the communion of those who desire the fullness of God's Kingdom is the source of our identity.

Thus we will challenge and support each other as we seek to make faith in Jesus Christ the centre of our lives, to share the hope we have in Christ, and to embody Christ's justice and peace in all our actions.

Our celebrations will be such that:

- They begin from a desire to worship the God on whom we depend
- They are shaped by a desire to be attentive to the Spirit of Jesus who is present in Word and sacrament
- They renew and deepen our desire to follow Christ and to proclaim Christ in our words and actions
- They foster reconciliation and unity with our sisters and brothers in Christ and an openness to all people of good will

We will recognise in ourselves:

- The need for conversion to deeper faith in God
- The need to nurture the gifts that each person brings for the good of all the Church
- The need to become a communion that promotes justice and reconciliation

We do all this in openness to the inspiration that comes from following the scriptures and our trust in the Holy Spirit.

- **Diocesan Mission Focus Areas and Strategies 2001 - 2004**

To coordinate our activity and to work together to achieve our mission the Plan proposes strategies for the whole diocese under four mission areas.

- **Community Life and Mission**
- **Catholic Education and Personal Faith Development**
- **Service and Social Justice**
- **Diocesan Leadership and Community Support**



- Mission Focus 1: Community Life and Mission

We the Catholic Church of Broken Bay are, through Baptism, a community of disciples of Jesus. Under the guidance of the Holy Spirit, we are committed to work together to extend the Kingdom of God.

Proclaim

Respond personally

Love each other

Celebrate

Seek Unity

Our Goal: Living parishes which:

- a) proclaim the Gospel by word and action.
- b) encompass the pains and joys of life in their prayer and sacramental celebrations.
- c) nurture Christians so that they better respond to their baptismal call.
- d) promote forgiveness and reconciliation.
- e) reach out to members of the community and the marginalised.
- f) encourage collaborative leadership among their own people.
- g) build links with the broader diocesan community.
- h) support smaller communities for prayer, service, ministry, communication and celebration.
- i) seek unity with other Christian communities and work with them to carry out Christ's mission of preaching the kingdom.

Where we want to be by end 2004:

- All parishes are communities where people and particularly those who feel isolated and excluded experience welcome and acceptance in the name of Christ - communities whose people are missed if they are absent.
- Parishes are communities where members experience a common sense of faith, a shared life experience, a life giving liturgy and a shared mission.
- Parishes are communities that encourage leadership which is collaborative and which liberates and empowers others.
- Parishes are communities that can effectively relate to the society in which they exist and influence its values, activities and life.
- Parishes in active partnership with other Christian communities in the journey of faith and in the proclamation of the Gospel.
- Parishes and Catholic schools collaborating in faith development and community engagement.
- Catechesis in government schools which informs young people about their religion and forms their faith.



We will achieve this by:

<i>Issues</i>	<i>Strategy</i>	<i>Who</i>	<i>Achievement Targets</i>
1.1 Preparing to Work Together – Implementing the Plan	<ul style="list-style-type: none"> ○ Hold a Diocesan event to analyse the plan and interpret impacts on parish life ○ Parishes review the plan to assess what it means for parish life and ministry ○ Parishes develop 3 year draft plan for Bishops approval 	<p>Diocese</p> <p>Diocese /Parish</p> <p>Parish</p>	<ul style="list-style-type: none"> ○ All parish priests with a group of their parishioners work together at a diocesan workshop to analyse the plan by Oct 2001 ○ All parishes complete broad discussion on the impact of the plan and skills, resources and involvement required for implementation Dec 2001 ○ A second diocesan workshop held to assist local planning Mar 2002 ○ All parishes have a plan approved by June 2002
1.2 Proclaiming the Kingdom	<ul style="list-style-type: none"> ○ Develop a consciousness that the purpose of our personal and communal life is to share the Good News of Jesus. ○ Work with Christian communities to strengthen Christian evangelisation ○ Look for opportunities in the local community and its media to bring the Christian message to the issues of the society in which we live. ○ Identify and reach out to Christian people and those with an interest in Christianity and engage them in community life 	<p>Diocese</p> <p>Parish</p> <p>Parish</p> <p>Parish</p>	<ul style="list-style-type: none"> ○ All educational and formation programmes within the Diocese of Broken Bay will include this emphasis ○ Programs for Joint Christian evangelisation in 50% of parishes by Dec 2003; 80% of parishes by Dec 2004 ○ 80% parishes have strategies which can demonstrate action in this area by Dec 2003 ○ All parishes have established communication networks with non Catholic Christians interested in the church by Dec 2003
1.3 Engaging Liturgy	<ul style="list-style-type: none"> ○ Appoint a Diocesan Director of Liturgy ○ Publish the Diocesan Liturgical Guidelines to assist with development of liturgy ○ Provide courses to educate local people in implementation of the guidelines ○ Develop Liturgy committees in each 	<p>Diocese</p> <p>Diocese</p> <p>Diocese /Parish</p>	<ul style="list-style-type: none"> ○ Diocesan Director in place Jan 2001 ○ Guidelines published by Dec 2001 ○ All parishes have representatives trained in implementing the guidelines by Dec 2002



	<p>parish</p> <ul style="list-style-type: none"> ○ Develop regional and diocesan networks in liturgy ○ Conduct diocesan reviews of liturgical life annually 	<p>Parish</p> <p>Diocese</p> <p>Diocese</p>	<ul style="list-style-type: none"> ○ Liturgy committees in 50% of parishes Dec 2001; 90% of parishes Dec 2003 ○ Regional and diocesan meetings in operation by Dec 2002 ○ First review completed and reported by Dec 2002
1.4 Leadership Development	<ul style="list-style-type: none"> ○ Establish a parish pastoral council to work collaboratively with the priest on the basis of an annual parish plan ○ Parishes to identify leadership needs and to plan to meet them over 3 years (see strategy 4.2) ○ The diocese to review and circulate initiatives in pastoral leadership and development at least annually 	<p>Diocese /Parish</p> <p>Diocese /Parish</p> <p>Diocese</p>	<ul style="list-style-type: none"> ○ All parishes to have Pastoral Councils by Dec 2001 ○ All Pastoral Councils working to a parish plan by July 2002 ○ Leadership roles in each Parish identified by Dec 2001 and processes available for training leaders by Dec 2002 ○ At least one newsletter on initiatives in pastoral leadership published annually commencing Dec 2002
1.5 Parishes working together	<ul style="list-style-type: none"> ○ Establish a committee to examine the existing parish boundaries within the diocese. ○ Develop joint plans for building stronger communities based on sharing resources 	<p>Diocese</p> <p>Diocese / Parish</p>	<ul style="list-style-type: none"> ○ Diocesan Boundaries Committee first report on boundaries Dec 2001 ○ 3 sets of parishes with joint community development plans working by Dec 2002 ○ Pilots evaluated and reported by Dec 2004
1.6 Communication	<ul style="list-style-type: none"> ○ Parishes identify community members and those who have an interest in the church and connect those people into the parish information exchange processes ○ Identify active Catholics, inactive Catholics and those who express an interest in the church and maintain a register and database to assist communication and ongoing relationship 	<p>Parish</p> <p>Parish</p>	<ul style="list-style-type: none"> ○ Proactive strategies in 40% of parishes by Dec 2002 ○ Proactive strategies in 80% of parishes by 2004 ○ Parish registers in place for Catholics and interested Christians by Dec 2002 ○ 20% increase in those on register by Dec 2003 - Dec 2004



<p>1.7 Ministry to those out of contact with the Church</p>	<ul style="list-style-type: none"> ○ Set up programs in each parish to survey and identify reasons why people are out of contact ○ Develop/implement programs to reach out to identified groups and provide forums/events to which they can come 	<p>Diocese /Parish</p> <p>Parish</p>	<ul style="list-style-type: none"> ○ 3 pilot parishes complete surveys and report to the diocese by Dec 2002 for sharing with other parishes ○ 3 pilot parishes programs in 2003 and report by Dec 2003
<p>1.8 Ecumenical linking</p>	<ul style="list-style-type: none"> ○ Priest to take an active part in meeting with ministers of other churches ○ Parish to form joint committees with other Christian communities to bring the communities closer together and to plan Christian outreach in the community ○ Investigate the concept of "covenant" between Christian communities ○ Establish a working group to support partners in interfaith marriages 	<p>Diocese /Parish</p> <p>Parish</p> <p>Diocese /Parish</p>	<ul style="list-style-type: none"> ○ Ecumenical Commission to report annually on activities across the diocese ○ 50% of parishes have joint activities by Dec 2001 ○ Joint committees in 40% of Parishes by Dec 2002 ○ 80% of Parishes Dec 2004 ○ 3 parishes covenanted by end Dec 2001 ○ Working group to report Dec 2003
<p>1.9 Parish communities and their schools</p>	<ul style="list-style-type: none"> ○ Seek joint plans from Parish and school involving parents in catechesis and faith development of the youth and young people ○ Create opportunities for joint celebrations and liturgies with parishes and independent Catholic schools 	<p>Diocese /Parish</p> <p>Diocese</p>	<ul style="list-style-type: none"> ○ CSO to provide implementation plan by Dec 2001 ○ 20% of parish/schools have a joint plan by June 2002 ○ 60% have a joint plan by Dec 2004 ○ Program in place in 3 pilot school/parish alliances by Dec 2002



- **Mission Focus 2: Catholic Education and Personal Faith Development**

We the Catholic Church of Broken Bay are, through Baptism, a community of disciples of Jesus. Under the guidance of the Holy Spirit, we are committed to work together to extend the Kingdom of God.

- ***Proclaim***
- ***Educate***
- ***Love each other***

- Our Goal** An environment of education and formation that
- a) is sensitive to the gifts and needs of people in every stage of life.
 - b) promotes the development of a personal relationship with the risen Jesus.
 - c) fosters community life around faith in Jesus.
 - d) develops empowering and collaborative leaders.
 - e) is a preparation for ministries of service to our Catholic community and to the wider community.
 - f) offers to the children of our community an opportunity to know our Catholic story and beliefs and their implications for their lives.
 - g) is directed to the proclamation of the Gospel to others.
 - h) reaches out to Catholics who are not regularly involved in the life of the community, to other Christians and to the members of the broader society.

Where we want to be by end 2004:

- An adult education program on Catholic teaching available to all in the diocese.
- Formation programs in Catholic spirituality available to all Catholics in the Diocese in a form suitable to people working and raising families.
- Programs to prepare motivated and skilled people for ministries in the diocese.
- Accredited and well supported catechists, and a high quality catechesis in government schools.
- Catholic schools as part of the mission of the parishes and offering an experience of discipleship to our students.
- Involvement of other Christians and members of the broader society in our programs.
- A variety of family life ministries active in parishes to help and support families.

We will achieve this by:

<i>Issues</i>	<i>Strategy</i>	<i>Who</i>	<i>Achievement Targets</i>
2.1 Preparing to Work Together – Implementing the Plan	<ul style="list-style-type: none"> ○ All agencies/ministries involved in Catholic education and personal faith development send a delegation to a diocesan event to analyse impacts of the plan (refer to 4.1) 	Diocese/Ministry	<ul style="list-style-type: none"> ○ All parishes, relevant ministry groups and agencies attend and report by Dec 2001
	<ul style="list-style-type: none"> ○ Each agency/ministry to analyse the impact of the diocesan plan and prepare their 3 year plan 	Ministry	<ul style="list-style-type: none"> ○ All plans approved by June 2002



<i>Issues</i>	<i>Strategy</i>	<i>Who</i>	<i>Achievement Targets</i>
2.2 Evangelisation and Catholic Teaching	<ul style="list-style-type: none"> ○ A basic program on Catholic teaching accessible and promoted widely in the Diocese for all people ○ Establish a program to educate people in the basic teaching of the Catholic faith 	<p>Diocese</p> <p>Diocese</p>	<ul style="list-style-type: none"> ○ Program Package developed Dec 2002 ○ Program available to wider community by Jan 2003 ○ Accessible program in place by Dec 2001
2.3 Ecumenism	<ul style="list-style-type: none"> ○ Develop commitment to ecumenism based on the ecumenical teaching of the Church ○ Establish joint training programs with Christian communities to promote understanding and joint work on mission activities 	<p>Diocese</p> <p>Diocese/ Parish</p>	<ul style="list-style-type: none"> ○ Have in place a program to educate Catholics in the ecumenical teaching of the Church by Dec 2002 ○ Pilot program conducted and evaluated by June 2002 ○ Ecumenical Commission members, all parish ecumenical representatives completed course by Dec 2002
2.4 Catholic Schools and Faith Education	<ul style="list-style-type: none"> ○ Develop the Catholic dimension of our schools ○ Develop joint parish/school plans to address key issues of community and faith development 	<p>Diocese</p> <p>Parish/ School</p>	<ul style="list-style-type: none"> ○ All schools will report to the Director annually on the Catholic dimension by Dec 2002 ○ All schools will have Advisory Councils by Dec 2004 ○ All parishes and schools will have a joint plan by Dec 2004
2.5 Government schools	<ul style="list-style-type: none"> ○ Strengthen the network of volunteer catechists ○ Restructure Catechist formation program ○ Develop a closer relationship between CCD and CSO. 	<p>Diocese</p> <p>Diocese</p> <p>Diocese</p>	<ul style="list-style-type: none"> ○ Employ one extra support person by Dec 2001 ○ Smaller regions with stronger support by Dec 2002 ○ Diocesan database on teaching resources by Dec 2002 ○ Restructured accreditation program introduced – level 1 Feb 2002, level 2 Feb 2003, Level 3 Feb 2004 ○ Catechists involved in relevant programs run by CSO



	<ul style="list-style-type: none"> o Involve the parents of government school children in their religious education 		<ul style="list-style-type: none"> o A committee of Catholic parents for 10% of state schools by Dec 2003 o 40% of parishes have outreach programs to children and parents by Dec 2004 o 40% of parishes have government school parents represented on Pastoral Council by Dec 2004
2.6 Sacramental programs	<ul style="list-style-type: none"> o Diocesan Committee reviews all existing sacramental programs o Involve parents directly in the Sacramental programs in all schools 	<p>Diocese</p> <p>Parish</p>	<ul style="list-style-type: none"> o Full review and update of programs by Dec 2002 o 80% parishes have parent programs in place Dec 2002; 100% by Dec 2004
2.7 Parent involvement in education	<ul style="list-style-type: none"> o Develop the role of the Council of Catholic School Parents in relationship to the diocesan Catholic School System. o Involve parents actively in their children's faith development by offering programs through Catholic Schools o Develop possibility of catechesis for government school children outside school hours 	<p>Diocese</p> <p>Parish</p> <p>Diocese</p>	<ul style="list-style-type: none"> o Parent programs to directly involve and support parents in the training of their children for faith and spirituality and in advising CSO o Programs available in 60% of schools by Dec 2002 o Review of other models in Australia and O/S – report to CCD Board by Dec 2002
2.8 Training for ministries	<ul style="list-style-type: none"> o Establish a Diocesan program as "stand alone" or with other dioceses for training adults for leadership and ministry 	<p>Diocese</p>	<ul style="list-style-type: none"> o Feasibility plan by Dec 2001 o Full program operating by Dec 2003
2.9 Spirituality	<ul style="list-style-type: none"> o Offer spirituality programs in a way which is accessible to working people 	<p>Diocese</p>	<ul style="list-style-type: none"> o On an annual basis spirituality programs available through at least 3 locations in the Diocese by Dec 2002
2.10 Faith development	<ul style="list-style-type: none"> o Working group to progressively develop strategies and approaches for faith development for specific age groups (children, adolescent young adult, mid life adults and retired people) 	<p>Diocese</p>	<ul style="list-style-type: none"> o Working Group to report Dec 2002



• Mission Focus 3: Service and Social Justice

We the Catholic Church of Broken Bay are, through Baptism, a community of disciples of Jesus. Under the guidance of the Holy Spirit, we are committed to work together to extend the Kingdom of God.

- **Proclaim**
- **Respond personally**
- **Love each other**
- **Educate**
- **Serve**

Our Goal The development of personal and community commitment to social justice supported by programs that

- a) are grounded in the Gospels, and inspired by the Church's social teachings.
- b) proclaim the Good News of Jesus.
- c) promote justice, compassion and hope.
- d) develop a consciousness of the needs of those around us.
- e) serve people with special needs and marginalised people.
- f) foster cooperation with other Christians in these endeavours.

Where we want to be by end 2004:

- Each parish is a community conscious of the needs of those around them and able, and willing, to respond to them according to the Church's social teaching.
- Each parish is a community recognised, especially by those in need, as a place of compassion and a source of assistance.
- Each parish is a community with practical strategies in place to support those in need.
- An organised and coordinated network of Christian services working throughout the Diocese for those in need.

We will achieve this by:

<i>Issues</i>	<i>Strategy</i>	<i>Who</i>	<i>Achievement Targets</i>
3.1 Preparing to Work Together – Implementing the plan	o All agencies/ministries involved in social welfare and community support send a delegation to a diocesan event to analyse impacts of the plan	Diocese	o All parishes and agencies attend and report by Dec 2001
	o Each agency/ministry to analyse the impact of the diocesan plan and prepare their 3 year plan for approval by the Bishop	Ministry	o All plans approved by June 2002
3.2 Social Justice	o Employ a person to promote education and understanding of the church's social mission, and to plan and evaluate social justice initiatives.	Diocese	o Social justice coordinator employed by Dec 2001
	o Conduct annual programs on Catholic social teaching and its application to practice	Diocese	o Social justice initiatives identified annually and recommendations made to the Diocese by Dec for next year - to begin 2002
	o Develop a person / group in each parish to work in the area of social justice.	Parish	o Social teaching Program available in 3 locations in the Diocese by Dec 2002
			o A social justice representative / group in all parishes by Dec 2003



• **Mission Focus 3: Service and Social Justice continued**

<i>Issues</i>	<i>Strategy</i>	<i>Who</i>	<i>Achievement Targets</i>
3.3 Ministry to those with special needs and marginalised people	<ul style="list-style-type: none"> ○ Identify a skilled and motivated person in each parish to co ordinate activities in identified special areas. ○ Engage each parish in identifying and planning its response to needs groups living in the area ○ Encourage the sharing of experience between those involved in parishes in the caring ministry. ○ Centacare to continue and further promote a network of services which respond to the needs of the poor, frail and isolated. ○ Establish a Diocesan social welfare interagency as a forum for planning and collaboration among parishes and catholic providers of human services 	<ul style="list-style-type: none"> Parish Parish Diocese Diocese Diocese 	<ul style="list-style-type: none"> ○ Persons appointed in 20% of parishes by Dec 2001 ○ 50% of parishes by Dec 2003; 100% of parishes by Dec 2004 ○ Plan in place 20% parishes Dec 2001 ○ Plan in place in 80% of parishes by Dec 2003; 100% by 2004 ○ A Diocesan appropriate forum held annually the first before Dec 2002 ○ Diocesan Christian services directory established by March 2002 ○ Centacare to report progress annually commencing Dec 2001 ○ Interagency Plan by Dec 2001 ○ Review report each year from Dec 2002
3.4 Social Issues	<ul style="list-style-type: none"> ○ Continue to explore with other churches/faiths ways of resourcing the social needs of people at risk inside and outside the diocese. Eg. long term unemployed, single parents, youth persons with disabilities and their families 	<ul style="list-style-type: none"> Diocese 	<ul style="list-style-type: none"> ○ Joint inter church plans to meet the needs of identified groups by June 2003
3.5 Pastoral Care	<ul style="list-style-type: none"> ○ The diocese to develop and monitor processes for responding to: <ul style="list-style-type: none"> -domestic violence -child protection and social justice -pastoral care of Catholic children -language policy -youth 	<ul style="list-style-type: none"> Diocese 	<ul style="list-style-type: none"> ○ Policies progressively established (2 per year) by 2004



• Mission Focus 4: Diocesan Leadership and Community Support

We the Catholic Church of Broken Bay are, through Baptism, a community of disciples of Jesus. Under the guidance of the Holy Spirit, we are committed to work together to extend the Kingdom of God.

Respond personally

Seek unity

- Our Goal** Behaviour, policies, processes, and structures which
- develop involvement in local church and a commitment to it.
 - nurture the life of parish communities and support them in the pastoral mission.
 - foster good communications through the diocese.
 - distribute resources throughout the diocese according to need.
 - assist in reflection on existing pastoral structures and in the creation of new ones.
 - foster collaborative forms of leadership at every level within the diocese.

Where we want to be by end 2004:

- A diocese with a strong identity, a clear vision and mission, and a commitment to fulfil them.
- Structures which assist informed discussion and good decision making at all levels of the Diocese.
- Parishes that are interactive and willing to share resources.
- Parishes with trained leaders, able to address the development of the faith life and mission of the community.
- An effective system of communication throughout the diocese.

We will achieve this by:

<i>Issues</i>	<i>Strategy</i>	<i>Who</i>	<i>Achievement Targets</i>
4.1 Preparing to work together	o Diocese to plan and conduct a major 2 day workshop for delegations from all parishes and all ministries	Diocese	o Workshop concluded and reported by October 2001
4.2 Resourcing the plan	o Diocese to provide advice, support and skills development for planning at parish level	Diocese	o Planner available for parishes July 2001 - June 2002 o Short term skills development courses available July 2001 – June 2002
4.3 Leadership role of priests	o Work with priests to clarify their leadership role and provide training and support for them to build collaborative leadership in their parishes	Diocese	o Report by Dec 2001
4.4 Leadership and ministry	o Develop programs to train leaders in all ministries within the diocese.	Diocese	o Plan in place Dec 2001 o Leadership and ministry training available June 2002
4.5 Groups alienated from the Church	o Identify groups of people alienated from the Church and create strategies to communicate with, listen to and include people from these groups	Diocese	o Identification of such groups and plan to reach out to at least 2 of these by Dec 2002 o Progressively introduce strategies for all identified by Dec 2004



4.6 Research on needs	<ul style="list-style-type: none"> o Develop ways to access current research. 	Diocese	<ul style="list-style-type: none"> o Gather and list research done by secular bodies by Dec 2001 o Collate existing research already done within the Church by Dec 2001
	<ul style="list-style-type: none"> o Develop data on needs in the diocese in a form which can be used by local/parish groups 	Diocese	<ul style="list-style-type: none"> o Circulate existing information in a form to assist parish planning by March 2002 o Develop plan for further research in appropriate areas by June 2002
4.7 Vocations	<ul style="list-style-type: none"> o Develop a strategy for the recruitment and training of priests within the diocese 	Diocese	<ul style="list-style-type: none"> o Plan to be ready by Dec 2001 o Parish has priests at target levels by Dec 2003
4.8 Deaconate	<ul style="list-style-type: none"> o Prepare a plan for the formation of candidates for the permanent deaconate 	Diocese	<ul style="list-style-type: none"> o Plan to be ready for implementation by Dec 2002
4.9 Collaborative leadership	<ul style="list-style-type: none"> o Clarify consultation and decision making processes in Diocese 	Diocese	<ul style="list-style-type: none"> o Statement by Dec 2001
4.10 Diocesan communication	<ul style="list-style-type: none"> o Develop a plan to use existing technology for speedy and "user friendly" communication throughout the diocese. 	Diocese	<ul style="list-style-type: none"> o All parishes and schools to be linked through upto date computer technology by Dec 2001
	<ul style="list-style-type: none"> o Identify those who wish to relate to the Church and create a communication system to keep them in touch 	Diocese	<ul style="list-style-type: none"> o Interactive web site for Diocese by Dec 2001. All parishes Dec 2003 o A diocesan communication register linked to parish registry by Dec 2004
4.11 Pastoral council	<ul style="list-style-type: none"> o Create a diocesan Pastoral Council 	Diocese	<ul style="list-style-type: none"> o Council operating by Dec 2001
4.12 Relating to other faiths	<ul style="list-style-type: none"> o Research number, type of other faiths and contact points and consciously develop communication lines 	Diocese	<ul style="list-style-type: none"> o A plan on communication with other faiths developed by June 2002
4.13 Sharing of resources	<ul style="list-style-type: none"> o Develop a resource sharing plan for the Diocese with special reference to the Central Coast. 	Diocese	<ul style="list-style-type: none"> o Feasibility study by Dec 2001
	<ul style="list-style-type: none"> o Explore new ways of utilising existing resources and obtaining new resources 	Diocese	<ul style="list-style-type: none"> o Resource sharing links in 3 areas Dec 2002
4.14 Policy	<ul style="list-style-type: none"> o Establish a process for policy development 	Diocese	<ul style="list-style-type: none"> o Process in place by Dec 2002
	<ul style="list-style-type: none"> o Publish diocesan policies on key areas 	Diocese	<ul style="list-style-type: none"> o Policy documents progressively published to Dec 2004 (min 2 per year) o Policy reviews conducted annually and reported commencing Dec 2002



<p>4.15 Integration of diocesan agencies</p>	<ul style="list-style-type: none"> ○ Work to integrate all of diocesan service agencies. ○ Diocesan agencies (CSO, Centacare, CCD, others) to ensure their strategic plans are consonant with this Diocesan Plan 	<p>Diocese</p> <p>Diocese</p>	<ul style="list-style-type: none"> ○ Framework for working closer together completed by Dec 2002 ○ Revised agency plans approved by the Bishop by Dec 2002
<p>4.16 Engagement of Young People</p>	<ul style="list-style-type: none"> ○ Appoint a Diocesan Youth Ministry Coordinator ○ Progressively introduce a youth minister, or shared youth minister in parishes. ○ Develop a network of activities for young people throughout the diocese ○ Celebration of liturgies directed to young people. ○ Engage young people directly in identifying social justice needs and developing responses in which they are involved ○ Seek opportunities to use Govt grants for services to young people ○ Appoint a committee to organise and hold 2 youth festivals ○ Appoint a committee supported by a coordinator to study, report on and lead strategies to engage young adults ○ Locate or establish a youth ministers training program and professionally train ministers 	<p>Diocese</p> <p>Diocese/ Parish</p> <p>Diocese/ Parish</p> <p>Diocese/ Parish</p> <p>Diocese</p> <p>Diocese</p> <p>Diocese</p> <p>Diocese</p>	<ul style="list-style-type: none"> ○ Coordinator in place Feb 2001 ○ Youth ministers, or shared youth ministers in 50% of parishes by Dec 2004 ○ Activities across the diocese on internet site and reviewed annually commencing Dec 2001. ○ Youth liturgies celebrated regularly throughout the diocese by March 2002 ○ A social justice forum held annually commencing Dec 2003 ○ Report on grant options formalised by Dec 2001 ○ One festival 2002; one festival 2003 ○ Diocesan ministry to young adults in place by Dec 2002 ○ 15 trained youth ministers in the Diocese by Dec 2003
<p>4.17 Roles of women</p>	<ul style="list-style-type: none"> ○ Set up task group to collate earlier work and statements from Bishops consultation, review and report on roles of women in parish and diocese, with special reference to leadership roles ○ Develop and circulate diocesan policy on inclusive language ○ Engage women in all activities at planning and leadership levels in diocese and parish 	<p>Diocese</p> <p>Diocese</p> <p>Diocese</p>	<ul style="list-style-type: none"> ○ Report by Dec 2001 ○ Inclusive language policy circulated by Dec 2001 ○ Women substantially represented in leadership, pastoral consultation and decision making processes by Dec 2002



DIOCESE OF BROKEN BAY

<p>4.18 Family Support</p>	<ul style="list-style-type: none"> ○ Extend Christian family ministry programme to all parishes 	<p>Diocese</p>	<ul style="list-style-type: none"> ○ Review existing family ministry program by May 2001 ○ Double participants in revised program by Dec 2002 ○ Parish family ministers in 75% of parishes by Dec 2003
<p>4.19 Ministry to divorced and remarried and their families</p>	<ul style="list-style-type: none"> ○ Provide a forum for divorced and remarried Catholics to discuss their issues and how to integrate them into the life of the parish and broader diocesan community 	<p>Diocese</p>	<ul style="list-style-type: none"> ○ Initial forum held by June 2002



RESPONSE SHEET

You are invited to make a formal written response to the draft planning document giving the Diocese your detailed views. It would be helpful if you could give us a summary of your view by completing the questions below.

Involvement: The plan seeks broad involvement of people in parishes in planning for the future and in revitalising the local church.

1. Do you agree that greater involvement in parish life is desirable? Yes No Don't Know
2. Do you believe that the plan will assist people in becoming more involved? Yes No Don't Know

Parish, Special Ministry Diocese linkages: The plan is a base for parishes and ministries working together across the Diocese

3. Do you believe that it is time for parishes and special ministries to work more closely together? Yes No Don't Know
4. Do you think the plan will make this possible? Yes No Don't Know

Comment

Effectiveness

5. Having looked at the plan do you think the proposed strategies will have a positive effect on the life of the Catholic Church in Broken Bay? Yes No Don't Know

Comment

Engagement

6. Do you think that you would like to be involved in implementing the plan? Yes No Don't Know
7. Do you see any obstacles at the local level to you becoming involved in implementation? Yes No Don't Know

Comment

Questions continued next page



Practicality: There is a great deal of action proposed in the plan

Yes No Don't Know

8. Do you think the diocese/parish will be able to implement it?

Comment

Emphasis

9. Are there areas which deserve special emphasis in terms of implementation?

Yes No Don't Know

10. Which areas?

.....

11. Could you indicate your reaction to the plan?

Not likely to be effective May help the church Sound approach to the future A very positive initiative Excellent beginning

12. Could you summarise your reaction the plan?

.....

Additional Notes:

Please hand your responses to the facilitator at your consultation. The response sheet can also be sent directly to Diocesan Planning Project c/- Bruce Callaghan & Associates by mail to PO Box 144 Balmain, NSW 2041 or by fax to 02 95557374.

Thank you for your views.