

DPC Planning Document 2008

Forward

At the last Diocesan Assembly of September 2007, a significant amount of discussion was devoted to the 4 Discussion Papers and the question that was posed to regional discussion groups, "Where to from here?"

In both instances the recommendations of people were recorded
These recommendations were then passed on to the Diocesan Pastoral Council for the determination of an Action Plan.

This document, the "DPC Planning Document" is the culmination of a long process of evaluation and discernment to determine how the recommendations of people could be moved forward in the best possible way in the Diocese.

A number of key areas were identified for action:

- ongoing conversion to Jesus, evangelisation, ongoing faith formation, leadership,
- parish-school relationships, formation for Eucharist and Reconciliation, outreach to Youth and young adults,

At the best of times we recognise the tension that exists between Action Plans that are generated from the DPC and those that are worked on and developed at the parish or regional level. In each of the key areas identified, there are things that can be done at the diocesan level to support the efforts of parishes and regions, but there are many things that parishes and regions can do, of their own accord, to address the areas of need and concern that were identified by people at the Diocesan Assembly. For this reason, this document seeks to present an Action Plan that incorporates actions that could be undertaken by both diocesan and parish/regional pastoral councils.

There were many key areas of concern identified.

Not all the action suggested in this Action Plan is possible at the one time.

Parish and Regional Pastoral Councils may use this document to discern their own priorities.

They may wish to utilise the services or programs being developed at the diocesan level or determine their own course of action.

The 5 Cornerstone Planning Framework provides the appropriate tool for framing this Action Plan. In Acts 2:42-47, the disciples of Jesus were involved in all aspects of the life of the Church and this is an indication that, where possible, we should do likewise. However, by separating the 5 Cornerstones of Church Life, we can use this Planning Framework for evaluating and planning for the totality of the mission of Christ, entrusted to us as members of the Church.

Paul O'Bryan
DPC Executive Secretary

Working Document from the Diocesan Assembly - 2007

5 Cornerstones Framework: Mission and Outreach

Outcome	Strategies	Persons Responsible	Time Frame	Budget	Completed
<p>All members of the Church have a clear understanding of the Church's Mission and have opportunities for participation in that Mission.</p>	<p>(1) Evangelisation is a priority for the Diocese.</p> <ul style="list-style-type: none"> - establish an Evangelisation Task Team - Team to create/adopt an Evangelisation Education Program for the Diocese - Evangelisation Team makes this program available to all parishes and regions. 	<p>DPC Subcommittee Including Faith Development Council & Social Justice Council Evangelisation Education Team/Local persons</p>	<p>Dec 2008 June 2009 Dec 2009</p>		
	<p>(2) Social Justice is promoted in the Diocese.</p> <ul style="list-style-type: none"> - Social Justice Council is re-established promoted, supported and resourced - diocese conducts Social Justice activities to highlight local, national and global issues - Social Justice Statements are promoted and distributed, eg ACBC SJ Statements - parishes encouraged and supported to engage in social justice issues 	<p>Social Justice Council DPC/Social Justice Council ACBC/DPC Social Justice Council Parish Pastoral Council & Team</p>	<p>Dec 2008 Ongoing 2008-2009 Ongoing 2008-2009 Ongoing</p>		
	<p>(3) Ecumenism and Inter-faith relations are promoted in the Diocese.</p> <ul style="list-style-type: none"> - promote and empower the Diocesan Ecumenical and Inter-faith Council - promote active involvement in the Catholic-Anglican Covenant - form and educate people in issues related to Ecumenism and Inter-faith relationships 	<p>DPC Bishop / Ecumenical & Interfaith Council Ecumenical and Interfaith Council & Faith Development Council</p>	<p>Ongoing Ongoing Ongoing</p>		

	<ul style="list-style-type: none"> - promote ecumenical and interfaith involvement at parish and regional levels - develop and publish a list of "best practice" programs in developing interfaith involvement 	Pastoral Councils and Teams	Ongoing		

5 Cornerstones Framework: Leadership and Structure

Outcome	Strategies	Persons Responsible	Time Frame	Budget	Completed
Collaborative Leadership is practised in the Maitland-Newcastle Diocese at all levels of Leadership.	(1) Research current models of Collaborative Leadership. <ul style="list-style-type: none"> - identify and evaluate 3 -5 models of effective collaborative Leadership - Sub-committee to report to DPC with recommendations 	DPC Sub-committee and reps from Council of Priests	Commenced	\$1,000.00	
	(2) Develop a model that is relevant to the different levels of leadership in the Diocese: Diocese, Region, Parish DPSU develops models of Leadership, relevant to the MN Diocese, suitable for Regions and Parishes, based on sub committee recommendation, and has these available for parishes and regions.	Sub-committee of the DPC and reps from the Council of Priests	Commenced	\$1,000.00	
	(3) Conduct information sessions across the Diocese with all relevant bodies to determine interest in trialing collaborative Leadership models. <ul style="list-style-type: none"> - members of the DPSU hold information sessions with: DPC, Council of Priests, Regional Councils other stakeholders to outline the concept of collaborative Leadership. - obtain and record feedback from information sessions 	DPC Sub-committee DPSU	April 2009	\$2,000.00	

	<ul style="list-style-type: none"> - evaluate feedback and incorporate adjustments to plan if appropriate <p>(4) Respond to regions who are interested in trialing a model of Collaborative Leadership.</p> <ul style="list-style-type: none"> - expressions of interest to be obtained from interested Regions/Parishes - decide on a mutually agreeable process for trialing these models 	DPC Sub-committee DPSU	One example commenced in Chisholm Region		
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<p>An effective Communication System operating across the Diocese.</p>	<p>(1) Review current communication operation.</p> <ul style="list-style-type: none"> - conduct a review of the current communication systems in <ol style="list-style-type: none"> 1. Diocese 2. Regions 3. Parishes 4. Schools 5. Other Stakeholders eg DPC - conduct a review of the Diocesan Communication Department. - address findings and implement recommendations 	External Review	End 2008	\$10,000	
		External Review	End 2008	\$5000	
	<p>(2) Implement new and improved communication systems and structures.</p> <ul style="list-style-type: none"> - new technologies be introduced to improve networks - evaluate the effectiveness of new systems. 	Diocesan Communication Department	January 2009 January 2010		

5 Cornerstones Framework: Formation and Education

Outcome	Strategies	Persons Responsible	Time Frame	Budget	Completed
<p>The Diocese of Maitland-Newcastle is a leader in Faith Development in Australia.</p>	<p>(1) Faith Development is established as a priority for the Diocese.</p> <ul style="list-style-type: none"> - the diocese supports and empowers the Faith Development Council - recommendations of the "Face to Face" Report promoted and supported - the Faith Development Council will assess needs and make recommendations for faith develop to the DPC - The Faith Development Council promotes and advertises the wide range of opportunities for formation in the diocese. - training programs are established in identified priority areas for interested clergy and laity <p>(2) Focus Programs, in developing understanding in key areas of the Church, are implemented.</p> <ul style="list-style-type: none"> - train personnel to visit each parish/ region to facilitate discussions and conduct study sessions in <ul style="list-style-type: none"> * Reconciliation * Faith development 	<p>DPC</p> <p>DPC</p> <p>Faith Development Council</p> <p>Faith Development Council</p> <p>Faith Development Council</p> <p>Faith Development Council</p> <p>Faith Development Council Trained personnel TWEC</p>			
<p>Faith communities in the Diocese are supported by an adequate number of clergy.</p>	<p>(1) Implement the recommendations of the "Workers for the Harvest" Project.</p> <ul style="list-style-type: none"> - facilitate ongoing contact and communication with overseas Diocese - identify overseas priests suitable to join our Diocese - identify and provide formation for communities willing to accept overseas Priests 	<p>Bishop Michael</p> <p>Bishop Michael</p> <p>DPC/DPSU/Councils Experts Other Dioceses</p>	<p>2007</p> <p>March 2008</p> <p>Before Aug 2008</p>		

	<ul style="list-style-type: none"> - provide a process of enculturation for priests coming to our Diocese - provide ongoing support for overseas priests 	Fr Brian Mascord Other Dioceses	Before Aug 2008 Ongoing		

5 Cornerstones Framework: Identity and Community

Outcome	Strategies	Persons Responsible	Time Frame	Budget	Completed
<p>The Diocese and its Parishes reflect the vision of the “Eucharistic Community” with a Spirituality of Communion.</p>	<p>(1) Continue to promote the primacy of “ongoing conversion to Jesus.</p> <ul style="list-style-type: none"> - formation and education processes are developed and offered to parishes/regions to facilitate an understanding and growth of a spirituality of communion. <p>(2) Develop in all areas of the diocese a clearer understanding of what is a “Christian Community”.</p> <ul style="list-style-type: none"> - Diocesan Faith Development Council develop a plan for adult formation for developing genuine Christian community . - seminars and discussion groups be held in each parish/region. - all Catholic High Schools incorporate “The Christian Community “as part of their study program. - all Catholic agencies and organizations work together to integrate the full life of the Catholic community. 	<p>DPSU Faith Development Council TWEC ??</p> <p>Diocesan Faith Development Council</p> <p>Diocesan Faith Development Council</p> <p>CSO</p>			

	<p>(3) Stewardship is a characteristic of the Diocese.</p> <ul style="list-style-type: none"> - Stewardship Education Team is established - Regions/Parishes invited to participate in a training/education program and a process for establishing a Stewardship Project 	<p>DPC DPSU Parish Councils and Teams</p>	<p>Dec 2008</p>		
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5 Cornerstones Framework: Worship and Prayer

Outcome	Strategies	Persons Responsible	Time Frame	Budget	Completed
<p>Faith communities that fully understand their identity as Catholic Eucharistic Communities.</p>	<p>(1) Sound formation and education programs are developed and made available for parishes/regions that wish to further their understanding of Eucharist and what it means to be a Eucharistic community.</p> <ul style="list-style-type: none"> - schools and parishes to co-operate more effectively to improve the school-parish relationship - formation for people to improve their understanding of Sunday Celebrations in Anticipation of Eucharist 	<p>Schools and Parishes</p> <p>Liturgical Consultant Liturgy Council TWEC</p>			
<p>The provision of a wide range of relevant and meaningful experiences of liturgy, worship, devotion, meditation and prayer.</p>	<p>(1) Parishes, Schools and Agencies prioritise the importance of developing excellence in their provision of different forms of worship and prayer.</p> <ul style="list-style-type: none"> - the role of the Diocesan Liturgical consultant is supported and promoted 				

	<ul style="list-style-type: none"> - the Diocesan Liturgy Council is empowered to identify liturgical needs in the diocese and to respond to these needs - further resource efforts to develop liturgical excellence through the use of local organisations eg TWEC, formation programs and guest presenters - use the Powerful Points Program to resource and train liturgical leaders - develop formation for the introduction of the New Missal <p>(2) Lay Liturgical Leaders are called forth to lead different forms of worship and prayer in their local communities. They are formed and resourced to do this task effectively</p> <ul style="list-style-type: none"> - processes for the discernment and training of lay liturgical leaders are made available to the diocesan community - lay liturgical leaders are appointed, commissioned and given recognition for their role . 				