



STRUCTURES OF PARTICIPATION: in Pastoral Ministry

DIOCESE OF MAITLAND-NEWCASTLE



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Structures of Participation in Pastoral Ministry

165. THE PARTICIPATION OF THE FAITHFUL IN DIOCESAN COUNCILS

By virtue of their baptism, all the faithful enjoy true equality in dignity and action. Hence, all are called to co-operate, according to their particular circumstances and responsibilities, in building up the Body of Christ and in fulfilling the mission that God gave the Church to accomplish in the world. The organic nature of ecclesial communion and the spirituality of communion require the Bishop to evaluate the structures of participation envisaged by canon law. These structures guarantee a dimension of communion in the pastoral governance of the Bishop, insofar as they generate a kind of reciprocal interplay between what a Bishop is called to contribute to the good of the diocese through exercising his personal responsibility, and the contribution made through the collaboration of all the faithful. The Bishop should keep clearly in mind that these structures of participation do not take their inspiration from criteria of parliamentary democracy, because they are consultative rather than deliberative. Fruitful dialogue between a Pastor and his faithful will unite them “a priori in all that is essential, and... [lead] them to pondered agreement in matters open to discussion”. In promoting the participation of the faithful in the life of the Church, the Bishop will recall the rights and duties of governance to which he is personally bound. These include not only witnessing, nurturing and caring for the faith, but also cherishing, defending and proposing it rightly.

The co-ordination and marshalling of all diocesan resources requires opportunities to gather for joint reflection. The Bishop needs to make sure that these encounters are well prepared and not unduly long, that they have clear objectives and achieve tangible results. In this way, with a genuine Christian spirit, the participants establish a good mutual rapport and sincerely seek to collaborate.



a) THE DIOCESAN SYNOD

- ▶ Act of Governance and Event of Communion
- ▶ The Nature of the Synod
- ▶ The Application and Adaptation of Universal Discipline
- ▶ The Composition of the Synod as an Image of the Particular Church
- ▶ The Presence of Observers from other Churches or Christian Communities
- ▶ The Rights and Duties of the Bishop in the Synod
- ▶ The Preparation of the Synod
- ▶ Gathering Suggestions, Circulating Information and Offering Prayers in the Preparatory Phase
- ▶ The Celebration of the Synod
- ▶ “Forum” Meetings and other similar Ecclesial Assemblies

b) THE DIOCESAN CURIA

- ▶ The Diocesan Curia in general
- ▶ The Co-ordination of Different Offices
- ▶ The Vicar General and Episcopal Vicars
- ▶ The Chancellor of the Curia and other Notaries
- ▶ The Diocesan Tribunal
- ▶ Diocesan Pastoral Structures

c) DIOCESAN COUNCILS

- ▶ The Presbyteral Council
- ▶ The College of Consultors
- ▶ The Pastoral Council

d) THE CHAPTER OF CANONS

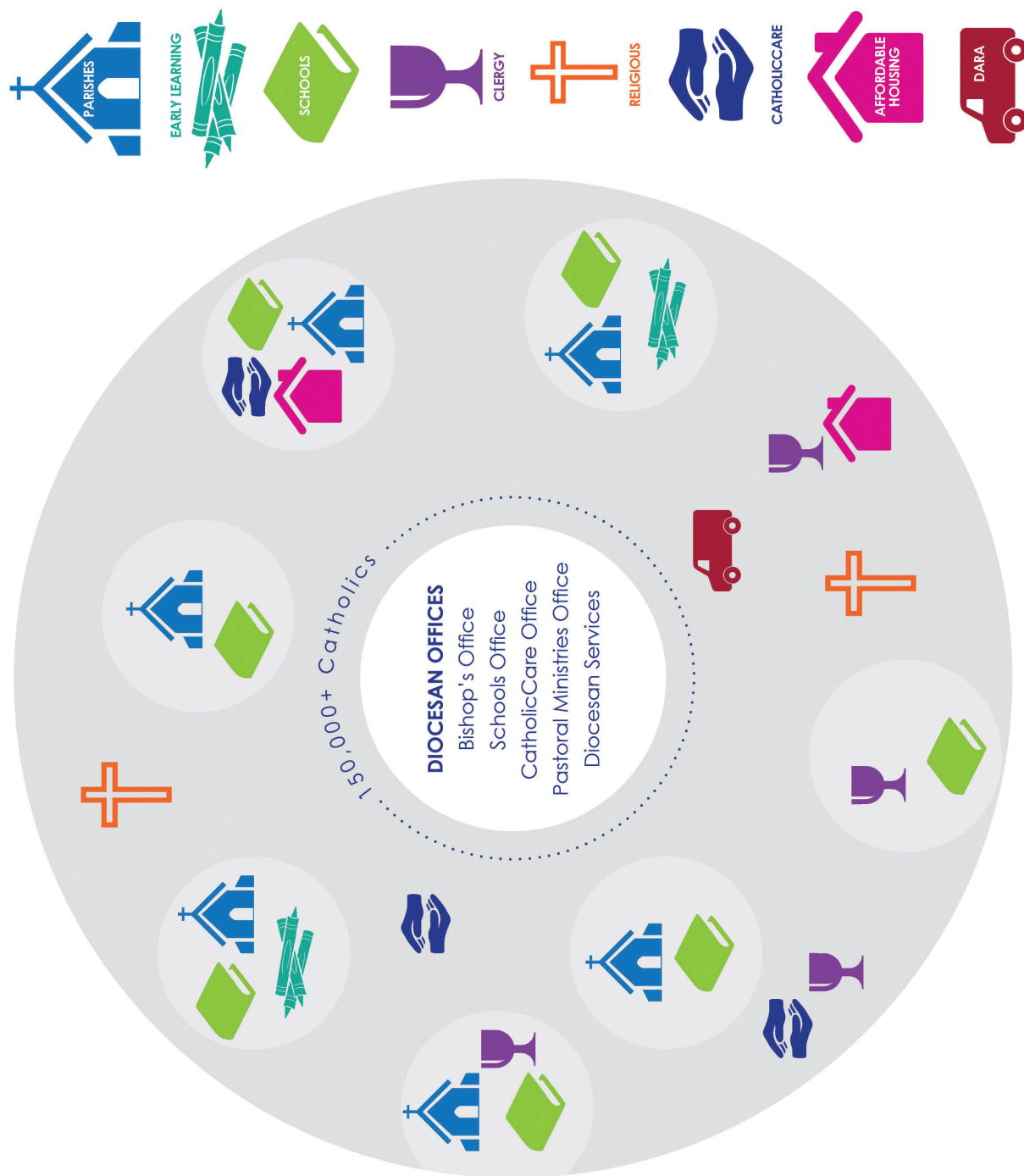
- ▶ The Responsibilities of the Chapter and the Appointment of Canons
- ▶ The Establishment, Alteration and Suppression of the Chapter
- ▶ Offices in the Chapter

e) THE BISHOP, ADMINISTRATOR OF THE ECCLESIASTICAL GOODS OF THE DIOCESE

- ▶ The Duties of the Bishop in the Administration of the Patrimony
- ▶ The Principal Criteria that should Govern the Administration of Goods
- ▶ Patrimonial Foundations for Covering Diocesan Expenses
- ▶ The Participation of the Faithful in the Support of the Church
- ▶ The Diocesan Finance Council and the Finance Officer¹

¹ Congregation for Bishops, Directory for The Pastoral Ministry of Bishops, “Apostolorum Successores”, 2004.

Structures of Participation in Pastoral Ministry



This illustration is a simple attempt to locate the Diocesan Offices (or Curia) within the larger reality of the Diocese.

THE DIOCESE is fundamentally the Catholic community within the Hunter, Manning and Lake Macquarie regions. Under the care of the Bishop, it is divided into parish communities, many of which comprise several smaller communities with their own churches. These communities, served by the clergy, have their own activities, finances and ministries, such as visiting the sick, organising youth activities, etc. The parishes are to some extent supported by the Diocesan Services located in the Diocesan Offices.

DIOCESAN WORKS are those ministries and agencies administered directly by the Diocesan Offices. Pastoral Ministries services are generally provided to parishes directly and are not shown separately. Schools, CatholicCare services, Early Learning Centres and Affordable Housing tend to serve Catholics and others alike. They are shown as generally overlapping with the parishes but extending beyond the parish & Catholic community.

THE CLERGY are not employees of the diocese. They have their own ministries as priests or deacons, which they exercise in collaboration with, and by authority of, the Bishop.

THE RELIGIOUS are vowed communities with their own structures and affiliations beyond the diocese. They are independent, but under the supervision of the Bishop.

Context – *Many parts. One body. One mission.*

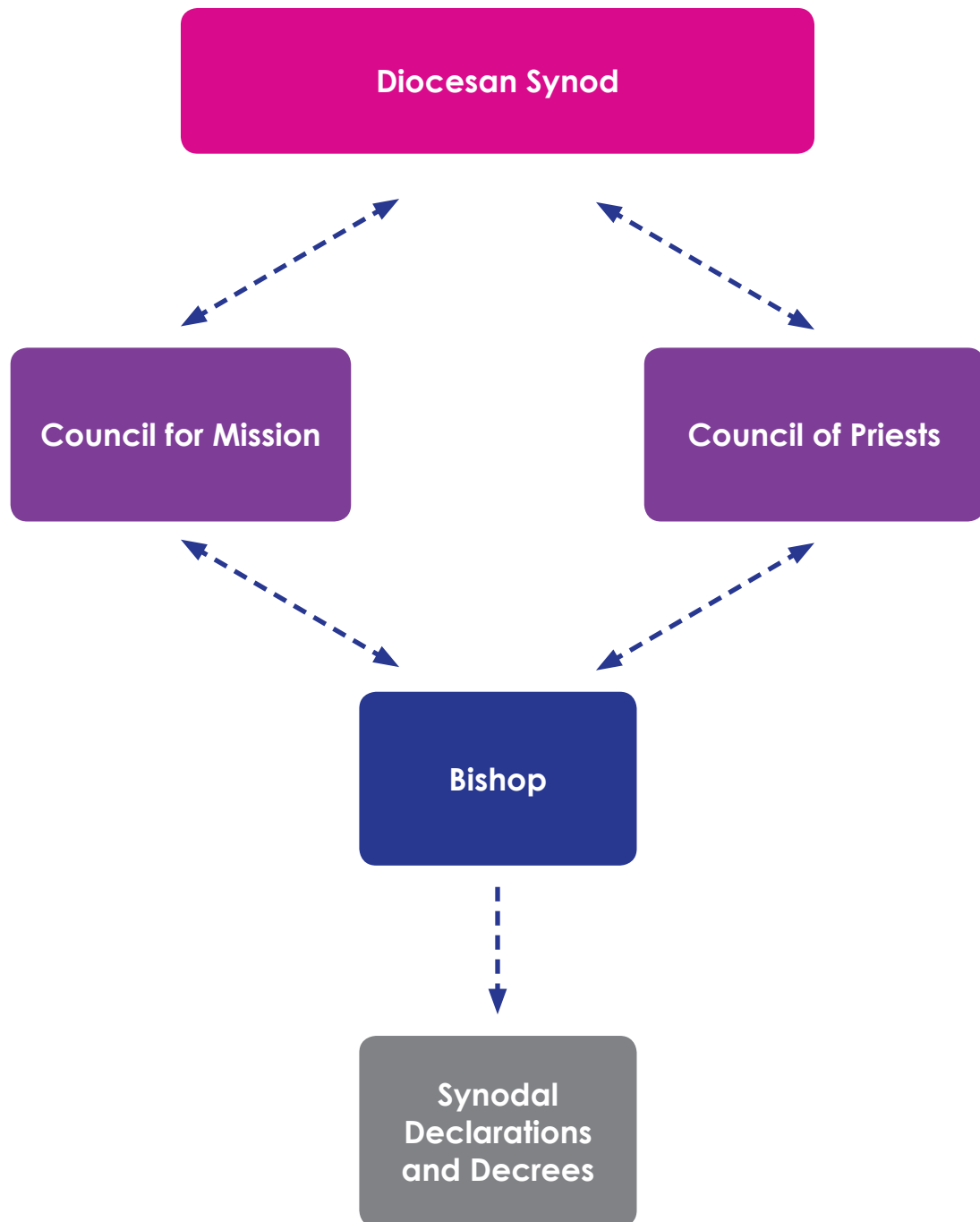
In May 2017 the Bishop met with senior leaders from across the diocesan chancery with the intention of taking active steps in aiding the curia to serve the diocese better and to work better together.

Consequently, it was decided to embark on a change management project known as ***Many parts. One body. One mission.*** This proposed project has four parts:

1. Instituting a 'Council for Mission' for the whole diocese, which will review our overall direction as Church, establish priorities for the development of our ministries, agencies and services and foster collaborative initiatives between agencies. The Council will meet regularly throughout the year.
2. The Diocesan Executive will be expanded to include Directors of agencies to enhance information sharing and opportunities for joint planning and projects across the curia. This will now be known as the Diocesan Leadership Group (DLG).
3. Existing agency Boards and Councils will be charged primarily with exercising governance of the agency directly, through each Director, and providing periodic reports to the Diocesan Leadership Group.
4. Within the curia, bringing together resources and services that all areas of the curia may benefit from and which do not need to exist as separate units in each agency. This will enable agency leadership to focus on core business, reduce confusion across agencies and diminish duplication of staff and resources. This will also enable staff in these areas to have opportunities for broader experience.



The Diocesan Synod



Foreword – The Diocesan Synod

According to the Second Vatican Council, these principle elements express the true and genuine image of the Church:

1. The Church is presented as the People of God and its hierarchical authority as service
2. The Church as a communion and the mutual relationship between the particular and the universal Church, and between collegiality and primacy
3. All members of the People of God share, in a manner proper to each of them, in the threefold priestly, prophetic and kingly office of Christ.

(Apostolic Constitution *Sacrae Disciplinae Leges*)

CANONS 460 – 468 – DIOCESAN SYNODS

Can. 460 A diocesan synod is a group of selected priests and other members of the Christian faithful of a particular church who offer assistance to the diocesan bishop for the good of the whole diocesan community according to the norm of the following canons.

Can. 461 §1. A diocesan synod is to be celebrated in individual particular churches when circumstances suggest it in the judgment of the diocesan bishop after he has heard the presbyteral council.

§2. If a bishop has the care of several dioceses or has the care of one as the proper bishop but of another as administrator, he can convoke one diocesan synod for all the dioceses entrusted to him.

Can. 462 §1. The diocesan bishop alone convokes a diocesan synod, but not one who temporarily presides over a diocese.

§2. The diocesan bishop presides over a diocesan synod. He can, however, delegate a vicar general or episcopal vicar to fulfil this responsibility for individual sessions of the synod.

Can. 463 §1. The following must be called to a diocesan synod as members of the synod and are obliged to participate in it:

1. a coadjutor bishop and auxiliary bishops;
2. vicars general, episcopal vicars, and the judicial vicar;
3. canons of the cathedral church;
4. members of the presbyteral council;
5. lay members of the Christian faithful, even members of institutes of consecrated life, chosen by the pastoral council in a manner and number to be determined by the diocesan bishop or, where this council does not exist, in a manner determined by the diocesan bishop;
6. the rector of the diocesan major seminary;
7. vicars forane;
8. at least one presbyter from each vicariate forane, chosen by all those who have the care of souls there; also another presbyter must be chosen who, if the first is impeded, is to take his place;
9. some superiors of religious institutes and of societies of apostolic life which have a house in the diocese, chosen in a number and manner determined by the diocesan bishop.

§2. The diocesan bishop can also call others to a diocesan synod as members of the synod; they can be clerics, members of institutes of consecrated life, or lay members of the Christian faithful.

§3. If the diocesan bishop has judged it opportune, he can invite as observers to the diocesan synod other ministers or members of Churches or ecclesial communities which are not in full communion with the Catholic Church.

Can. 464 If a member of the synod is prevented by a legitimate impediment, the member cannot send a proxy to attend it in his or her name. The member, however, is to inform the diocesan bishop of this impediment.

Can. 465 All proposed questions are subject to the free discussion of the members during sessions of the synod.

Can. 466 The only legislator in a diocesan synod is the diocesan bishop; the other members of the synod possess only a consultative vote. Only he signs the synodal declarations and decrees, which can be published by his authority alone.

Can. 467 The diocesan bishop is to communicate the texts of the synodal declarations and decrees to the metropolitan and the conference of bishops.

Can. 468 §1. The diocesan bishop is competent to suspend or dissolve a diocesan synod according to his prudent judgment.

§2. When an episcopal see is vacant or impeded, a diocesan synod is interrupted by the law itself until the succeeding diocesan bishop has decided that it is to be continued or has declared it terminated.²

In 1997 the Congregation for Bishops and the Congregation for the Evangelization of Peoples published the Instruction on Diocesan Synods. This Instruction seeks to foster proper and adequate direction of diocesan Synods, ecclesial institutions which have been held in high esteem throughout the centuries and currently are the object of renewed interest and which, with the help of the Holy Spirit, will continue to serve the communion and mission of the particular Churches.

Each diocese is obliged to develop its own Directory for the Synod based on this **Instruction**.

² *Codex Iuris Canonici*, 1989

LEVEL ONE

(Consultative,
Collaborative
and Decide
Direction)

DIOCESAN SYNOD MEMBERS (UP TO 250 MEMBERS)

A Diocesan Synod – Diocesan Synods are important instruments and occasions for effecting conciliar renewal. Hence, a Diocesan Synod is a formal assembly of priests, religious and lay people, representative of the whole diocesan community, who are invited by the Bishop of the diocese to advise him on matters concerning the good of the entire diocese. The meaning of the word 'Synod' is "journeying together". Synods are instruments of collaboration, discernment, governance and communion; the outcome of which results in declarations and decrees. It is the Synod which sets the direction for the diocese in the form of a Diocesan Pastoral Plan. Synods make recommendations to the Bishop who in turn makes decisions which determine the local law for the diocese. [The What]

Representatives – proportional to the number of Catholics residing in the diocese. It is proposed that representation could be one person for every 1000 Catholics. In the 2011 census there were about 166,000 Catholics in the diocese which means **170** representatives from parishes which would cover the demographical make-up of the diocese – gender, age, ethnicity, occupation, aboriginality, people with a disability, other minority groups. People are chosen based on their roles or demographic and therefore can be replaced, based on that criteria.

eg MacKillop Parish has almost 7000 Catholics so its representative group of 7 could be made up of the following:

- Parish Pastoral Council Chair
- Parish Finance Council Chair
- Principal or representative from one of the schools in the parish
- Young person representing the youth of the parish
- Other persons (x3) representing distinct groups in the parish

Representatives from each parish have a responsibility to consult with the people of their community.

Active Clergy – 30

Diocesan Leaders/Managers – 30

Congregational Leaders and Religious - 10

The Synod is therefore a representative body, not a body of representatives. It honours the character of the people of God in the Diocese of Maitland-Newcastle and comes together to serve the community in this geographical location.

Observers may be invited to particular sessions of the Diocesan Synod.

By engaging with the broad church in listening to God's spirit and people, the Diocesan Synod, as a **consultative process**, sets the direction for the diocese and hence provides the Diocesan Pastoral Plan for the Council for Mission.

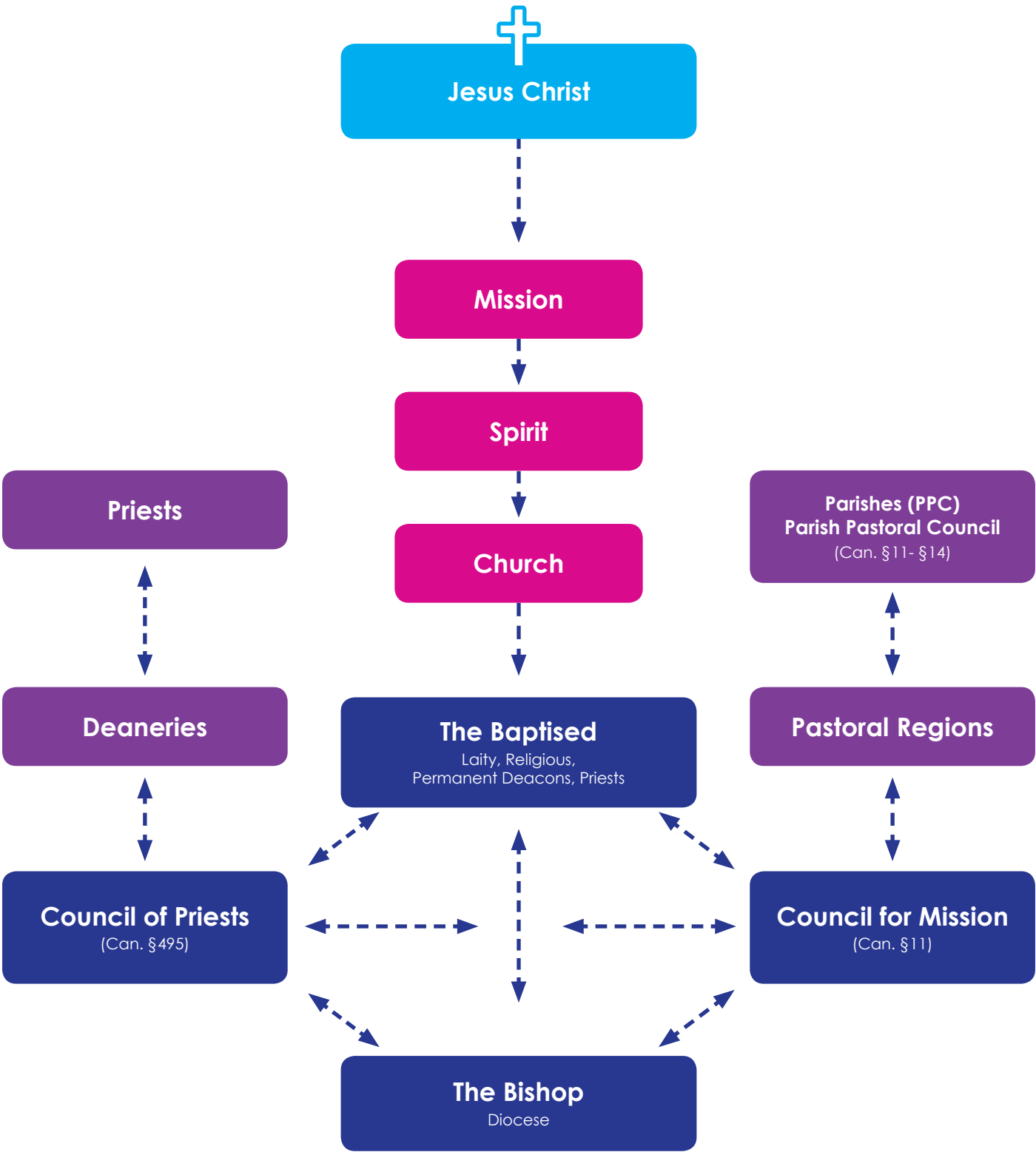
There may be other occasions when the people of the diocese gather:

An Assembly is a formal gathering of people of a parish, region or diocese, who come together, after hearing the outcomes of the Diocesan Synod, to determine instructions or action plans. What is discussed at an Assembly is aligned with the local law as decreed by the Diocesan Synod. Pastoral Assemblies are held regularly and work towards the operational plan for the implementation of the recommendations that come from the diocesan synod. A Diocesan Assembly Directory should be developed. [The How]

A Gathering is an informal gathering of people from across a parish, region or diocese to **celebrate** the life of the diocese coming from the diocesan synod and assemblies. Conversations that take place in this forum give people a voice which feeds into the Council for Mission.

Synods, Assemblies and Gatherings are places in which the people of God meet and discern what is best for them at a particular time in a particular place, like the people of the early Christian communities. It requires all gathered to hear God's voice and to determine, as they did at the Council of Jerusalem c 48 CE, "For it has seemed good to the Holy Spirit and to us." (Acts 15:20)

The Council for Mission



Foreword – The Council for Mission

The Council for Mission is a group of members of the diocesan community with whom the Bishop, and members of his Chancery, consult on pastoral concerns and how these might best be addressed. The Council for Mission makes recommendations to the Bishop in a pastoral context.

The Council for Mission fulfils the canonical role of the Diocesan Pastoral Council as per Canons 511 – 514:

THE PASTORAL COUNCIL

Can. 511 In every diocese and to the extent that pastoral circumstances suggest it, a pastoral council is to be constituted which under the authority of the bishop investigates, considers, and proposes practical conclusions about those things which pertain to pastoral works in the diocese.

Can. 512 §1. A pastoral council consists of members of the Christian faithful who are in full communion with the Catholic Church—clerics, members of institutes of consecrated life, and especially laity—who are designated in a manner determined by the diocesan bishop.

§2. The Christian faithful who are designated to a pastoral council are to be selected in such a way that they truly reflect the entire portion of the people of God which constitutes the diocese, with consideration given to the different areas of the diocese, social conditions and professions, and the role which they have in the apostolate whether individually or joined with others.

§3. No one except members of the Christian faithful outstanding in firm faith, good morals, and prudence is to be designated to a pastoral council.

Can. 513 §1. A pastoral council is constituted for a period of time according to the prescripts of the statutes which are issued by the bishop.

§2. When the see is vacant, a pastoral council ceases.

Can. 514 §1. A pastoral council possesses only a consultative vote. It belongs to the diocesan bishop alone to convoke it according to the needs of the apostolate and to preside over it; it also belongs to him alone to make public what has been done in the council.

§2. The pastoral council is to be convoked at least once a year.³

COUNCIL OF PRIESTS (CANONS 495 – 501)

Can. 495 §1. In each diocese a presbyteral council is to be established, that is, a group of priests which, representing the presbyterium, is to be like a senate of the bishop and which assists the bishop in the governance of the diocese according to the norm of law to promote as much as possible the pastoral good of the portion of the people of God entrusted to him.⁴

COLLEGE OF CONSULTORS

Can. 502 §1. From among the members of the presbyteral council and in a number not fewer than six nor more than twelve, the diocesan bishop freely appoints some priests who are to constitute for five years a college of consultors, to which belongs the functions determined by law. When the five years elapse, however, it continues to exercise its proper functions until a new college is established.⁵

³ *Codex Iuris Canonici*, 1989.

⁴ *Codex Iuris Canonici*, 1989.

⁵ *Codex Iuris Canonici*, 1989.

Council for Mission

LEVEL TWO A (Strategic)

COUNCIL FOR MISSION

(To support the Bishop's canonical office of teaching, sanctifying and governing)

In each diocese, in so far as pastoral circumstances suggest, a pastoral council is to be established. Its function, under the authority of the Bishop, is to study and weigh those matters which concern the pastoral works in the diocese, and to propose practical conclusions concerning them. (Canon 511)

The Council for Mission is the key advisory **strategic group** of the diocese to the Bishop. Its purpose is to provide the prophetic voice of the Spirit and a broader vision, so God's mission is revealed and lived out actively within and outside the local church.

People will be called and chosen, because of their specific gifts, for this Council to represent the people of the diocese. The intention is for it to be a **representative group** not a group of representatives. By building up a sense of trust and unity among all peoples, the diocese will be recognised as a visible and credible sign and instrument of communion with God and so fulfil its mission.

The Council for Mission would:

1. Be truly representative of the diversity of works and people of the diocese
2. Consist of people who are capable of visionary thinking, as Catholics, at a diocesan level
3. Draw on the experience and wisdom of the church on the ground, so as to demolish the real or perceived gap between those who work at 'official', Curia levels and the 'real' diocese
4. Ignite and re-energise our direction forward.

The Council for Mission does not have an operational function. Its recommendations go to the Bishop who would then entrust them to the various leaders and operational groups of the diocese.

THE COMPOSITION OF THE COUNCIL FOR MISSION COULD BE:

► Ex Officio Members:

Representatives from key diocesan personnel and bodies:

- Bishop
- Vicar General
- Chief Executive Officer
- Director of Pastoral Ministries
- Director of Schools
- Director of CatholicCare Social Services

► Ordinary Members:

- **People from parishes** – taking into account the following:
parish life, gender, age, membership of religious congregation/s, occupation, ethnicity, aboriginality, people with a disability, other minority groups
- **People presenting perspectives of diocesan life:**
Social justice issues, health, community, youth, the elderly, research.

The Council for Mission would have approximately 'X' members in total.

The Statutes for this group could be based on the present Terms of Reference for the Diocesan Pastoral Council.

It would meet at least four times per year.

One of its key tasks is to drive the ongoing Synodal processes for the diocese.

Once a year the Council for Mission would meet with the Bishop's Leadership Forum (See Level Two B)

Other bodies may be called to present papers at specific meetings of the Council for Mission.

The Council for Mission may need the support of an Executive Officer who will assist in ensuring a culture of consultation, collaboration and accountability.

COUNCIL OF PRIESTS

Can. 495 §1. In each diocese a presbyteral council is to be established, that is, a group of priests which, representing the presbyterium, is to be like a senate of the bishop and which assists the bishop in the governance of the diocese according to the norm of law to promote as much as possible the pastoral good of the portion of the people of God entrusted to him.

COLLEGE OF CONSULTORS

Can. 502 §1. From among the members of the presbyteral council and in a number not fewer than six nor more than twelve, the diocesan bishop freely appoints some priests who are to constitute for five years a college of consultors, to which belongs the functions determined by law. When the five years elapse, however, it continues to exercise its proper functions until a new college is established.

Statutes already exist for the Council of Priests and the College of Consultors.



LEVEL TWO B

(Strategic)

BISHOP'S LEADERSHIP FORUM

A Leadership Forum is an occasion for Bishop Bill and the Council for Mission to meet with those involved in the parish, pastoral, spiritual, educational, welfare, administrative and financial aspects of the local diocesan church. It provides an opportunity to gather for joint reflection.

The purpose of these forums is to assert the centrality of Christ in all that we seek to do. These days would be occasions whereby, through prayer, information sharing, review, clarifying direction and planning, those present would seek to:

1. support the diocesan community's awareness of its baptismal vocation, to live its faith in Christ as missionary disciples, and
2. engage in specific ongoing efforts to read the signs of the times and to understand where the Holy Spirit calls the diocesan community forward as missionary disciples.

Leadership Forums will inspire preparation for diocesan gatherings like Synods and Assemblies. They likewise, would provide momentum and contribute to the realisation of synod/assembly directions.

A further outcome would be the opportunity for community-building around the shared mission of the Diocese of Maitland-Newcastle.

The following may constitute the composition of such a leadership forum group:

Representatives from key diocesan personnel and bodies:

- Bishop
- Vicar General
- Chancellor
- Chief Executive Officer
- Director of Pastoral Ministries
- Director of Schools
- Director of CatholicCare Social Services
- Development and Relief Agency (DARA)
- St Nicholas Early Education

Representation from the following bodies (perspectives of diocesan life):

- Council of Priests
- Diocesan Finance Council
- Adult Faith Formation Council
- Diocesan Council for Ministry with Young People
- Ecumenical and Interfaith Council
- Liturgy Council
- Social Justice Council

Representation from the following organisations:

- Religious Orders in the diocese
- St Vincent de Paul
- Calvary Mater Hospital
- Calvary Community Aged Services (Aged Care and Community Care)
- Mercy Services
- Catholic Healthcare
- Apostolic Groups eg Cursillo, CWL etc

Representatives from parishes – taking into account the following factors:

Parish ministries, gender, age, membership of religious congregation/s, occupation, ethnicity, aboriginality, people with a disability, other minority groups.

LEVEL THREE

(Civil Law –
Governance and
Compliance)

GOVERNANCE TASK GROUPS OF THE TRUSTEES OF THE DIOCESE OF MAITLAND-NEWCASTLE

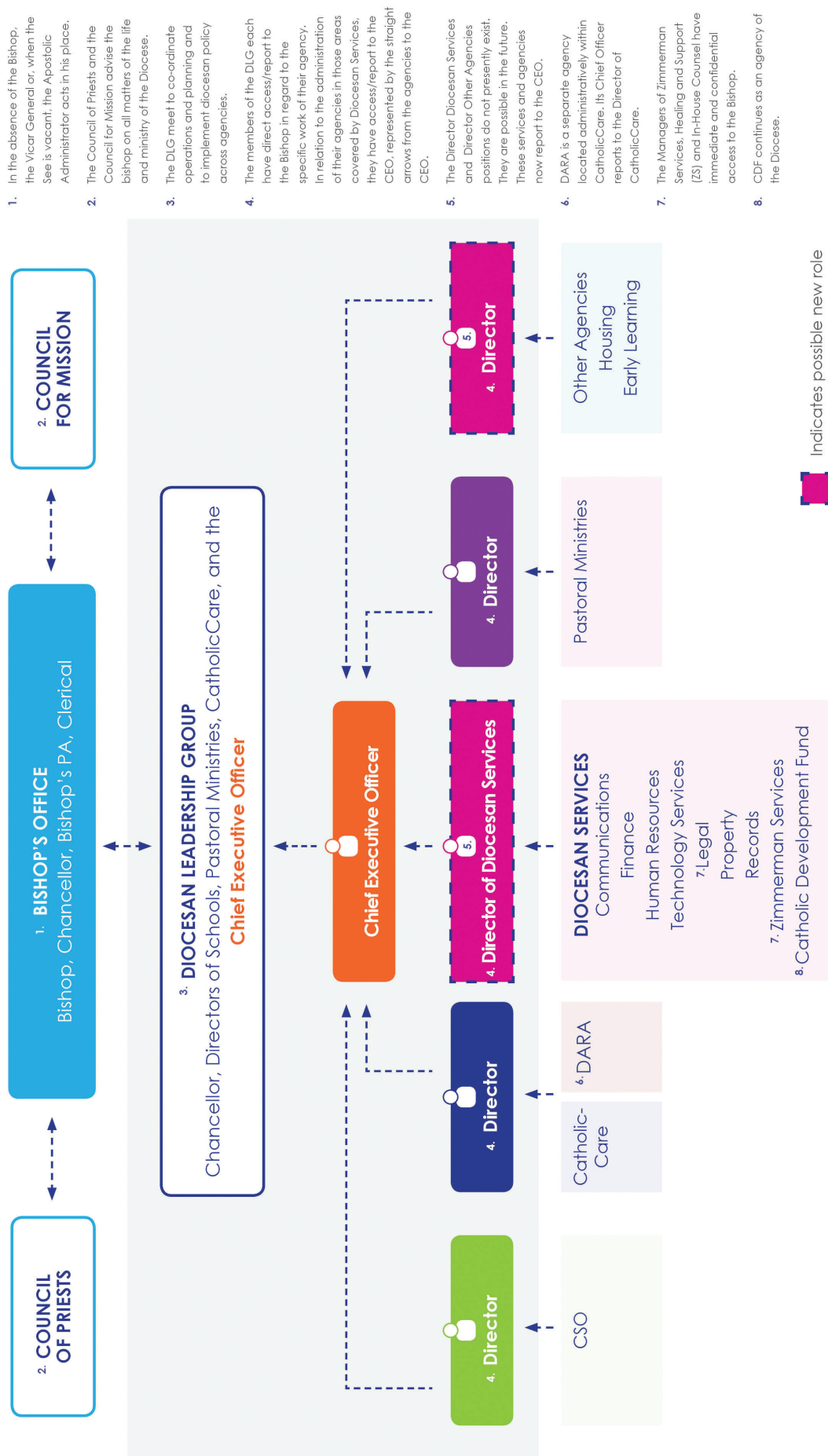
The Trustees of the Roman Catholic Church of the Diocese of Maitland-Newcastle (The Trustees) are a civil law body established by the Roman Catholic Church Trust Property Act of 1936. This act allows the Church to operate in the civil forum relating to the ownership of land. In unforeseen developments, other civil legislation regards the Trustees as the body responsible in governance issues as the Trustees are the 'civil owners'.

- Canonical Advisor (Chancellor)
- Diocesan Finance Council
- CDF Board
- Catholic Schools Council
- CatholicCare Board
- DARA Board
- St Nicholas Early Childhood Education Board
- Diocesan Risk Governance Committee
- Auditors

These bodies are responsible for the **governance** of and for the quality, compliance, risks, policies and projects of their respective parts of the diocese. The Trustees may need the support of an Executive/Compliance Officer/Director of Compliance who will assist them in ensuring compliance and accountability.



The Diocesan Curia



Foreword – The Diocesan Curia

THE DIOCESAN CURIA

Can. 469 The diocesan curia consists of those institutions and persons who assist the bishop in the governance of the whole diocese, especially in guiding pastoral action, in caring for the administration of the diocese and in exercising judicial power.

Can. 470 The appointment of those who exercise offices in the diocesan curia pertains to the diocesan bishop.

Can. 471 All those who are admitted to offices in the curia must:

1. promise to fulfil their function faithfully according to the manner determined by law or by the bishop;
2. observe secrecy within the limits and according to the manner determined by law or by the bishop.

Can. 472 The prescripts of Book VII, Processes, are to be observed regarding cases and persons which belong to the exercise of judicial power in the curia. The prescripts of the following canons, however, are to be observed regarding those things which pertain to the administration of the diocese.

Can. 473 §1. A diocesan bishop must take care that all the affairs which belong to the administration of the whole diocese are duly co-ordinated and are ordered to attain more suitably the good of the portion of the people of God entrusted to him.

§2. It is for the diocesan bishop himself to co-ordinate the pastoral action of the vicars general or episcopal vicars. Where it is expedient, a moderator of the curia can be appointed who must be a priest and who, under the authority of the bishop, is to co-ordinate those things which pertain to the treatment of administrative affairs and to take care that the other members of the curia properly fulfil the office entrusted to them.

§3. Unless, in the judgment of the bishop, local circumstances suggest otherwise, the vicar general, or if there are several, one of the vicars general, is to be appointed moderator of the curia.

§4. Where the bishop has judged it expedient, he can establish an episcopal council, consisting of the vicars general and episcopal vicars, to foster pastoral action more suitably.

Can. 474 For validity, acts of the curia which are to have juridic effect must be signed by the ordinary from whom they emanate; they must also be signed by the chancellor of the curia or a notary. The chancellor, moreover, is bound to inform the moderator of the curia concerning such acts.⁶

⁶ *Codex Iuris Canonici*, 1989.



Levels Four and Five are the **TASK GROUPS** for the Council for Mission.
The Council for Mission provides direction for the operational aspects of diocesan life.

LEVEL FOUR

(Leadership)

DIOCESAN LEADERSHIP GROUP (DLG)

This leadership group meets regularly with the Bishop to provide a consultative forum so that mission, pastoral and strategic plans and decisions for the diocese are realised to the highest standard.



The DLG consists of the following people:

- Bishop
- Vicar General
- Chancellor
- Chief Executive Officer
- Director of Pastoral Ministries
- Director of Schools
- Director of CatholicCare Social Services.

LEVEL FIVE

(Operational)

OPERATIONAL TASK GROUPS OF THE DIOCESE OF MAITLAND-NEWCASTLE

► The Curia

- Pastoral Ministries
- Adult Faith Formation Council
- Ecumenical and Interfaith Council
- Diocesan Council for Ministry with Young People
- Liturgy Council
- Social Justice Council
- Shared Services – Communications, Finance, Human Resources, Legal, Property & Facilities, Records Management, Technology, Zimmerman Services
- Catholic Schools Office
- CatholicCare Social Services Hunter-Manning
- Development and Relief Agency (DARA)
- St Nicholas Early Education.

These bodies are **operational** and execute the work of the Council for Mission at diocesan level. The Diocesan Leadership Group is responsible for working with the Bishop to achieve the mission or strategic direction of the diocese.

Parishes are the places where the grass roots of the faith are lived out daily and as such, the Council for Mission will constantly be conscious of the parishes' life and mission when recommending to the Bishop a diocesan direction. Parishes may be invited to implement a direction discerned at Synod, Assemblies or the Council for Mission.





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