

# Alive in Christ

Parish Pastoral Plan 2022 – 2026



Catholic Parish of Brunswick and  
Brunswick East

**St Ambrose's and Our Lady Help of  
Christians Parish Office**

**287 Sydney Road, Brunswick**

**Phone: 9380 1023**

St Ambrose Church

Our Lady Help of Christians Church

Our Lady Help of Christians Primary School

### Acknowledgement of Country

In the spirit of reconciliation, we acknowledge and respect the Wurundjeri Woi-Wurrung people of the Kulin Nation, the traditional custodians of this unceded land upon which our Parish meets. We recognise their Elders, past, present and emerging, and learn from them ways to respect the creation on which we walk.

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## A document in two parts

This document offers both an account of a pastoral planning process in our parish over 2022 and the outcomes of that process in a plan for eight priority areas of parish life.

The Pastoral Plan is intended to guide the life of our parish for the next 4 years.

The Parish Pastoral Council thanks all those who have contributed their insights, imagination, and enthusiasm to the plan.

# A message from our Priests

## **Ad -Before Vent – The Coming**

Advent is a time of expectation, a time of pregnancy that is on the way, soon to be revealed.

In Advent the Word images.... The People who walk in darkness has seen a great Light.

Covid Lockdown has been a hard walk in darkness for many people; some people suffered a great deal, for others things will never be the same.

BUT, The People of God who form the Brunswick/ Brunswick East Parish, with the grace of God, present among them, gathered during this time, both in small groups and assemblies. They conceived, imagined, discussed, dreamt, shaped insights and formed action plans that finally gave birth to a vibrant and hope-filled Pastoral Plan for the Brunswick/Brunswick East Parish.

What has emerged is a thorough set of goals and actions in eight key areas of Parish life. We thank Bryan Cussen for his commitment to vision, hope and new beginnings and for inspiring others to join and enthuse.

People of the Brunswick Moreland Mission have also seen a great light and through Brunswick/ Brunswick East Mission Review, we wait expectantly for some overall Structural Change.

The BBE Pastoral Plan will well contribute to float the Mission Structure as it encourages ALL parishioners across the Mission to also see a Great Light that Shines on a People who have walked in darkness, these recent years.

It is with pleasure that we launch this BBE Pastoral Plan, in this Advent Season, and thank the people who worked so diligently to bring it to birth.

**Fr Linh Pham and Fr Greg Bourke**

**Pastors in Solidum**

**Advent 2022**

# Executive Summary

This Parish Pastoral Plan is a call to collaborative **mission** in a time of **transformation**. It springs from and engenders **new hope**.

The Parish of Brunswick and Brunswick East (BBE) sees itself as living out a transformative faith that recognises the diversity of our parish, our local community, and connections beyond.

Our liturgical presence is one of a vibrant and welcoming community that focuses on putting our faith into action through strong social justice initiatives.

We recognise the dignity of each person and make a commitment to building an environment where everyone is enabled to reach their full potential.

We work with other local faith communities to address social issues, including that of the impact of climate change.

We offer our children and youth a sense of belonging and provide opportunities for them to explore their own faith and social justice commitments.

We continue to explore with our linked parishes, Brunswick West and Moreland, imaginative and complementary ways of collaborating in mission.

## Pastoral Planning approach and outcomes

Our vision of our community has emerged from a pastoral planning process that adopted an 'Appreciative Inquiry' model, enabling parishioners to **Discover** what we do best, **Dream** about what we could be, **Design** what we should be, **Deliver** what we should do.

The exploration led to eight key areas of focus:

- Faith Formation
- Liturgy
- Community Building
- Social Justice
- Diversity of Leadership
- Children and Youth Presence
- Parish and Mission Structures
- Ecumenical Solidarity and Cooperation

These areas emerged initially from open parish meetings held during mid-2022 and were developed into vision and action statements through smaller group discussions and consultation. The Vision Statements of our Pastoral Plan are summarised overleaf.

This report outlines our planning process and presents a plan for eight priority areas for implementation over the next four years.

Our statement of mission:

# To proclaim and live the message of Jesus Christ as a welcoming community through our celebration of liturgy and by serving the needs of others



## Vision statements of our Pastoral Plan 2022 – 2026 *being a parish focused on a transformative faith*

### Faith Formation

We rejoice that in Baptism we are born again in Jesus and are to be formed more and more in the charisms of Baptism. In exploring our faith and the charisms of our community we have an inclusive and affirming approach to all regardless of gender, sexual orientation, ethnicity or faith background. Recognising the diversity of parish ministries and personal journeys in faith, we have a diversity of formation opportunities that ground our ministries in faith and offer a wide choice of personal faith development activities. Our local initiatives are informed by local needs and, where possible, are locally led.

### Diversity of Leadership

Taking our inspiration from the Great Commission of the Gospel and born of the Spirit and the early days of the Church, we recognise, foster and utilise the gifts of leadership wherever they emerge in our parish community. This means that gifted young people and adult men and women are invited to proclaim the gospel, lead ministries and participate in governance.

### Liturgy

Our liturgy celebrates the Word made flesh through whom we become the Body of Christ. It is in this flesh that we are made a vibrant, welcoming community that is multicultural and cross-generational. We are a community without borders. The worshipping community is engaged in the liturgy – in song, prayer, and reflection. In the spirit of Christ, our liturgy reflects outreach to the wider community and the issues of the day.

### Social Justice

We recognise and know that each person is made in the image and likeness of God and is thus gifted with an equal and inalienable worth that is essentially good (Gen 1:27,31). We all have a responsibility to uphold this essential dignity of each person and to contribute to a common good where everyone is enabled to reach their full potential. This energises us to reach out to newcomers so that they feel they belong, we assist the aged, disabled and lonely, we provide refuge for Asylum Seekers, and we make a positive response to Climate Change.

### Community Building

As Christians we respond to the call to be the Faithful and we are known by a love which leads us to be inclusive, welcoming and a community built on strong relationships. We are making new connections each week through active welcoming at weekend Eucharists and by reaching out to people in our local community. We build the Body of Christ by nurturing each other's gifts and by being there for each other in times of celebration and of hardship.

### Parish & Mission Structures

We are responding to the invitation from our Archdiocese to be a new Mission in our region of parishes. Our response is to explore new ways of being Mission. We want to be alert to possible partnerships between the parishes of Brunswick/Brunswick East, Moreland and West Brunswick and to forming joint ministries and programs. Just as we share our priests, we will explore sharing of other ministry and administrative personnel to enrich the Mission.

### Ecumenical Solidarity & Cooperation

As Catholics we yearn for full communion with our baptised brothers and sisters in Jesus Christ. Inspired by the prayer of Jesus "May they all be one" (John 17:21), we wish to build our solidarity and cooperation with other Christian churches in the City of Merri-bek in framing responses to issues that are prompted by the call of the Gospel. Further, we wish to build solidarity and unity with all people of Good Will and particularly with all people of the Great Religions of the Word.

### Children & Youth Presence

Our parish connects children and young people and nurtures strong relationships through Christian fellowship. We want to listen to and understand what our children, teenagers and young adults want from a spiritual aspect according to their life stage. Our parish and the parish primary school form a passionate partnership in caring for the Christian foundations of our children and their Sacramental preparation.



# Why we need a Parish Plan



## A call to mission

This plan is a call to collaborative **mission** in a time of **transformation**.

At the universal and national level, the Catholic Church is seeking new ways of being that will engage contemporary society in the mission of Jesus Christ.

At the universal level, Pope Francis has initiated a global two-year consultation process which will enable the incorporation of **'synodality'** in Church structures as never before. The Pope has said that: "Celebrating a synod means walking on the same road together...[taking] time to look others in the eye and listen to what they have to say, to build rapport, to be sensitive to the questions of our sisters and brothers, to let ourselves be enriched by the variety of charisms, vocations and ministries."<sup>1</sup>

In the same spirit, the Australian Bishops invited Catholics across the nation to join them in a Plenary Council, recently completed, which asked of us: "What is God inviting us to do to enable our transformation – with the grace of the Holy Spirit – into a community of disciples who are journeying together into a deeper intimacy with God and a deeper realisation that because we have the one Father in heaven we are all, without exception, brothers and sisters?"<sup>2</sup>

Both these processes aim to draw deeply on the gifts and faith understandings of the Catholic community. They also aim to encounter and respond to the multiple challenges that are marginalising the Church's role in society: secularisation, diminishing Church membership, a lack of trust in episcopal leadership, increasing dissent from official Church teaching, obstacles to broader participation in governance and to women's role in leadership. A simple statistic shows these challenges at play at the local level of our parish: in 2017 the average attendance at St Ambrose Sunday Mass was 235, whereas in 2022 the average attendance is 106.

While the challenges are profound, our parish has found renewed hope in the universal and national initiatives and so has embarked on a similar process at the local level.

In doing so, we have been encouraged by the words of our Archbishop who wrote directly to us about the issue of priest appointments:

"In looking at how we address this reality, rather than seeing it as something problematic, we are presented with an excellent opportunity to imagine new ways to reinvigorate the mission of the Gospel into the region. Consideration and planning must be towards building vibrant parishes that are well equipped for the ongoing pastoral outreach and spreading of the Good News of Jesus Christ to the people of your neighbourhoods... In looking at the overall needs of the Archdiocese in its local faith communities, there is clearly a need for extensive planning, consultation and reform".<sup>3</sup>

Deeply aware of the realities of our local community and yet inspired by the movements for transformation across the Church, our parish has discerned and committed itself to a plan for the next four years that will impel and guide us in mission.

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<sup>1</sup> Pope Francis, Homily at Mass for the Opening of the Synodal Path, 10 October 2021.

<sup>2</sup> Archbishop Tim Costelloe SDB, Final Report for the Plenary Council, p. IV.

<sup>3</sup> Letter of Archbishop Peter A Comensoli to parishioners of St Ambrose and Our Lady's, 14 July 2020.

## Journeying together

The Catholic communities of St Ambrose and Our Lady Help of Christians were intrinsic to the founding of the townships we now know as the suburbs of Brunswick and Brunswick East. Building on these foundations of Catholic community, in 2009 they were brought together in partnership and then amalgamated as one parish with one parish school under the pastoral care of one priest.

In 2020, the Parish of Brunswick and Brunswick East was united with the Parish of Brunswick West and the Parish of Moreland to form the Brunswick and Moreland Catholic Mission under the pastoral care of two priests ‘in solidum’. This new model began to unfold slowly largely due to the Covid-19 lockdowns. With the lockdowns lifted, since 2021 the parishes in the model have largely been focused on reconnecting with their members but, in their own ways, each parish has begun exploring what it means to also be a member of the Catholic Mission.

### Transforming into a life of Mission. Where do we want to go? Who and what do we want to be?

Reflecting on our identity and the foundations of our past and our present realities, we are invited into a life of mission as a united community.

This Pastoral Plan gives voice to our identity, dreams and aspirations as the Parish of Brunswick and Brunswick East. Gathering also as one Catholic Mission we bring these as our inspirations for shaping a shared understanding and commitment to Mission life.<sup>4</sup>

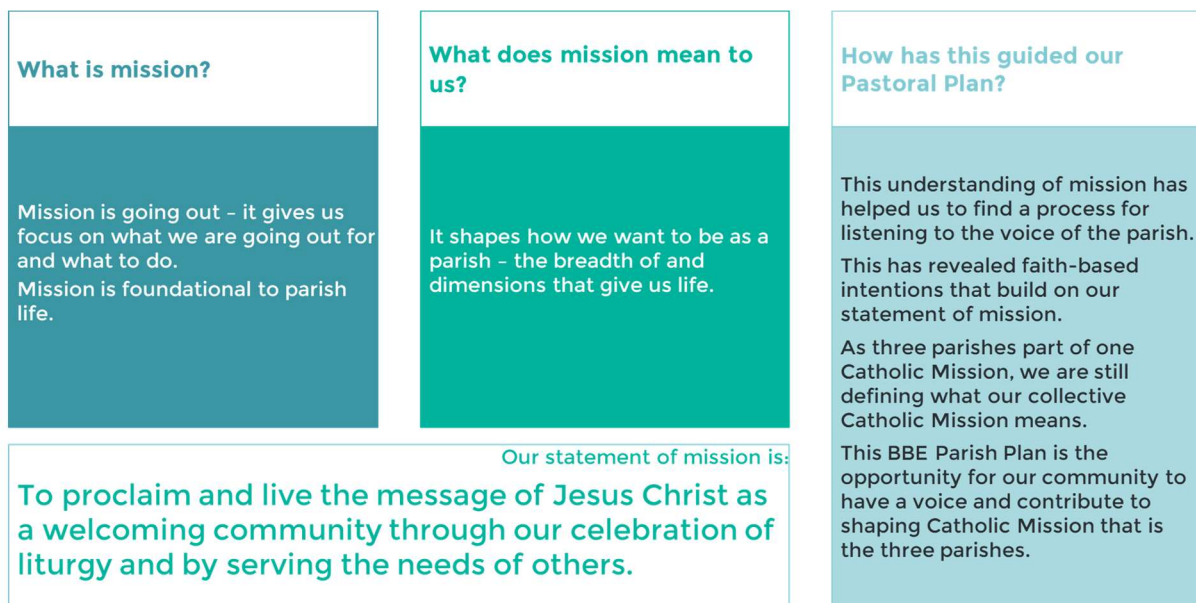


FIGURE 1: OUR UNDERSTANDING OF MISSION

<sup>4</sup> We recognise that there can be confusion here over the word mission given that it is both a theological concept and is used as part of the name Brunswick and Moreland Catholic Mission. Generally, in this document, mission with a small ‘m’ refers to the theological concept and with a capital ‘M’ to the name of the three parishes who are linked together.

## Pastoral Planning Mandate

The mandate to undertake a pastoral planning process is contained in the ‘Guidelines for the Parish Pastoral Council’ which were approved by the parish in March 2021 as part of the establishment of the Council within the new ‘in solidum’ model of three parishes being led by two priests.

The planning process was due to take place within the first year of operation of the Council, but the process was delayed by restrictions associated with the COVID-19 pandemic.

The relevant section of the Guidelines is as follows.

The Council will facilitate development of a Parish Pastoral Plan to guide the mission and life of the parish for a four-year period. The first of these plans will be formulated in the first year of operation of the PPC.

With broad participation and consultation of parishioners, the planning process will involve identifying current strengths in parish life, developing a vision for the future of parish life, establishing goals and flexible action steps to make the vision a reality. The Pastoral Plan will ensure that the management of parish finances, property, assets, and personnel are linked to achievement of the plan.

It will be essential to frame the plan in such a way that it aligns with a Master Plan for the growth of the ‘in solidum’ model for the three parishes of Brunswick/Brunswick East, Moreland, and West Brunswick. It is expected that such a Master Plan will develop in an organic way as areas for common endeavour and partnership evolve between the parishes.

A formal review of the Pastoral Plan, open to all parishioners, will be held two years after inauguration of the plan.

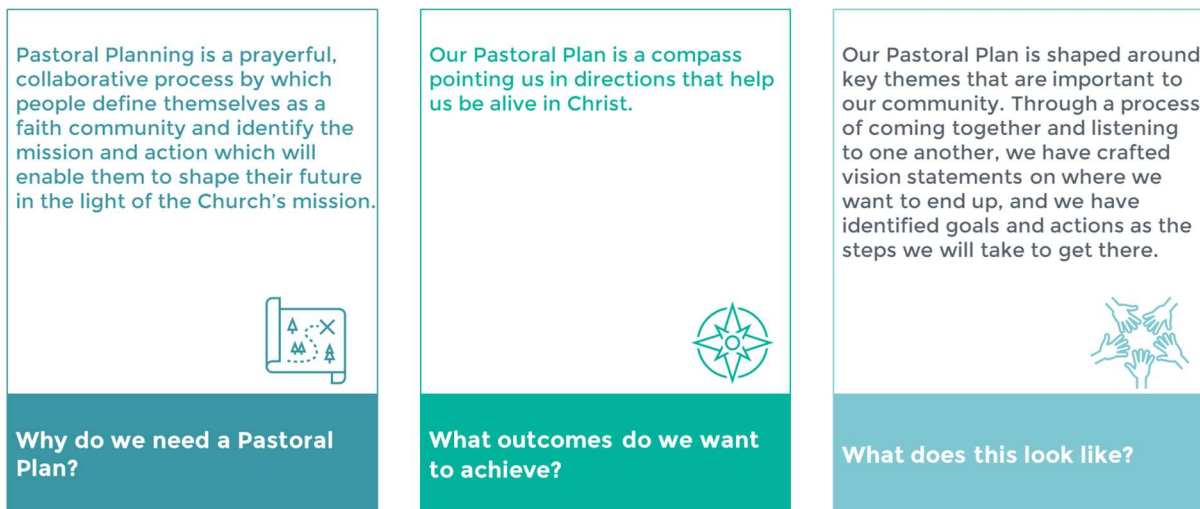


FIGURE 2: THE PURPOSE OF THIS PLAN



# How we developed the Parish Plan

## Pastoral Planning Methodology

At its meeting on 8 February 2022, the Council decided that the pastoral planning process would utilise the planning methodology known as 'Appreciative Inquiry', an approach that has been utilised by many churches across the United States and that has also grown in Britain and Australia.

**Appreciative Inquiry** was founded in the late 1980's by David Cooperrider and Diana Whitney of Case Western University in Cleveland. It is an approach to organisational change and planning that assumes that every community or organisation has strengths, good news stories and times of success on which it can build. The task is to uncover them, share them and use them as springboards for the future.

Church communities have picked this up because they see a natural affinity with the message of the New Testament that Christian communities are all graced and gifted and called to build the Body of Christ. Those who use the methodology in churches point to the advice of St Paul to the Philippians:

"Finally, brothers and sisters, whatever is true, whatever is honourable, whatever is just, whatever is pure, whatever is pleasing, whatever is commendable, if there is any excellence and if there is anything worthy of praise, think about these things...and the God of peace will be with you."

(Phil 4:8-9).

A foundational principle of Appreciative Inquiry is that all reality is socially constructed and thus we are continually creating the world around us by what we focus on.

**If we focus, then, on the best, the positive, what is life-giving, then we are truly accepting our responsibility for co-creation.**

We do so as disciples of Jesus who said, "I have come that they may have life and have it to the full" (John 10:10). We plan in the belief that Jesus is the ultimate source of life. In the midst of our communities, he is:

- the bread of life (John 6:35)
- the way, the truth and the life (John 14:6)
- the resurrection and the life (John 11:25)
- the light of life (John 8:12)
- the life-giving vine (John 15:8).
- the gate to life (John 10:9)

The process Appreciative Inquiry offers to do this is a re-orientation of the traditional strategic planning cycle.

Instead of Situation Analysis, Vision, Goals, and Strategies, the *Appreciative Cycle* consists of Discovery, Dream, Design and Delivery.

Parishioners are invited to identify the expressions of Jesus' life in their congregations:

what has given them life in the past,

what gives life in the present, and

what they can build on,

to create a future that will lead to life to the full.

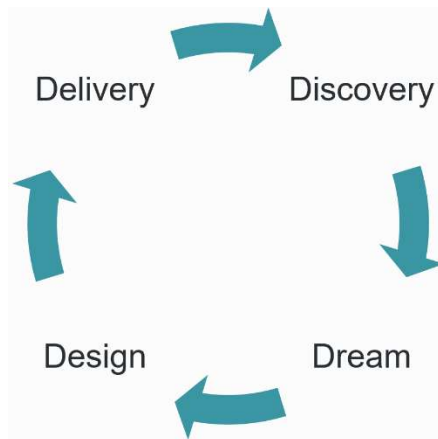


FIGURE 3: THE APPRECIATIVE CYCLE

The **Discovery** phase seeks to identify sources of life for the parish. Parishioners share high points or best moments of their experience in the parish and together explore what was going on to make these times of excellence. In telling stories about these times, they uncover life-giving factors such as leadership, quality of relationships, shared values, and faith understandings.

In **Dream**, they stimulate the collective imagination to envision an attractive future which builds on the strengths already identified. Visioning exercises are used to draw out desired pictures of what will be happening in the parish in several years' time. A reality check is made on what can realistically be achieved given parish resources. Then a consensus begins to emerge about a future that can be seen as a call across the parish community.

In **Design**, parishioners draft the specific goals and community structures needed to achieve the vision. It is a process of establishing roles and responsibilities, forging community linkages, and mobilising resources.

In **Delivery**, practical strategies and projects are put into place to meet each of the goals. Timelines are also established for achievement of the goals and for monitoring progress of the plan.


The principal difference from traditional strategic planning is that Appreciative Inquiry focusses entirely on discovering strengths and then expanding possibilities from that strengths base. The methodology does not ignore situations of deficit or negativity but sees them as opportunities for transformation by re-directing existing gifts. In common with all forms of synodality, crucial to the process are storytelling, listening and discernment which initiate positive development.

## Adopting Appreciative Inquiry as our way

We committed to the Appreciative Inquiry process and formed a core team to plan and facilitate the process. The core team were responsible for steering the process and capturing outputs into this Pastoral Plan document.

The core team curated a series of parish assemblies to listen to parishioner voices and these were held after Mass at Our Lady's and St Ambrose. The parish assemblies attracted high participation rates from a diverse cross section of our parish and their enduring commitment over the series of meetings. We had very good participation rates comprising the majority of Mass goers at Our Lady's and one-third of Mass goers at St Ambrose.

Following the series of parish assemblies, the core team tasked small groups with preparing action plans for each of the key themes as the substance of the Pastoral Plan. The small groups were formed from participants of the parish assemblies. The aim of each small group was to convert the insights, ideas and aspirations that emerged from the parish assemblies into vision statements, goals and actions. This focused effort also enabled groups to reach out to other sources relevant to the theme to help complete the picture. During October 2022 a draft of this report was made widely available to parishioners for consideration and comment. The feedback offered helped refine this final version.



# Outcomes of the Planning Process



## Products of the planning sessions

### Discovery the best of what is

**Discovery** sessions were held at Our Lady’s and St Ambrose in March and April 2022 and included discussions with our Italian parishioners. After centring ourselves in prayer and calling on the guidance of the Holy Spirit we explored the questions:

- What experiences in our parish uplift us, inspire us, energise us?
- What gifts and strengths show we are living life in Christ?
- What sources of Christian vitality do we want to carry into the future and build on?

From the discussions emerged a series of **faith-based intentions that continually give life to our community**. These intentions can be summarised in the statements below.

It was also clear that our long-held Statement of Mission continues to be foundational to parish life.

Faith-based intentions	Our Statement of Mission
<ul style="list-style-type: none"> <li>• We seek to be a parish that builds a caring, supportive, and inclusive community.</li> <li>• We foster diversity in leadership where we all contribute to the direction of the parish and where we strongly recognise our female and lay leadership.</li> <li>• We seek to express and build our individual, parish, and broader community faith identity through uplifting liturgies.</li> <li>• Pastoral outreach and action on social justice are core to our parish.</li> <li>• We are committed to the safety, well-being and dignity of all children, young people, and vulnerable adults.</li> <li>• We recognise the need to look ahead and to develop models that encourage our younger parishioners in their faith exploration; and for them to have an ongoing say in the development of the parish.</li> <li>• We also seek partnerships with the parishes of the Brunswick and Moreland Mission and opportunities to express common beliefs through Ecumenical Solidarity and Cooperation.</li> </ul>	<p style="text-align: center;">To proclaim and live the message of Jesus Christ as a welcoming community through our celebration of liturgy and by serving the needs of others.</p>

## Dream what could be?

**Dream** sessions were held in May and June 2022. In an imaginative exercise, parishioners projected their minds four years into the future and envisioned what the parish would look like and what would be happening in nine key areas of community life.

Those areas were Community Building, Liturgy, Faith Formation, Pastoral Outreach, Social Justice, Children and Youth Presence, Diversity of Leadership, Ecumenical Solidarity and Cooperation, and Parish and Mission Structures.

A summary reflection on these nine areas was written by the Pastoral Planning Team a few days after the first Dream session.



FIGURE 4: OUR KEY AREAS OF COMMUNITY LIFE

## Summary Reflection – June 2022

As would be expected as we emerged from COVID lockdowns, a key thematic area is that of **Community Building**. While aspects of this theme focus on practical gatherings such as picnics, meals, and coffee, what is of prime interest is the recognition of *caring* for each other. There is a commitment to being inclusive, non-judgemental, and welcoming.

The **Liturgy** and **Faith Formation** themes continue to emphasise our need for strong, reflective liturgical practices, but also on extending our own knowledge of our faith and tradition. Guest speakers on theology, reflective prayer processes and faith sharing are opportunities for the parish to grow. However, we also *practice our faith* through engagement with the broader human community on issues of justice, refugee support and climate action.

This is further highlighted by the theme of **Pastoral Outreach** where parishioners offer practical ways to put our faith into action. Linked to this is the acknowledgement that we need to rebuild our **Social Justice** committee and activities, not only as outreach to the community, but also as we review our properties and assets, so that we use these for socially just and outreach focused purposes.

There is recognition that we are an older congregation and that we need to develop and foster ways to engage our **Children and Youth**. Family Masses, especially linked to the school are practical ideas. But we need to consider ways of drawing youth leadership into the parish and its decision-making processes.

The **Diversity of Leadership** highlights our need to be fully inclusive and to especially affirm our female parishioners in leadership and decision-making processes. Our congregation is primarily women and our structures, liturgy and decision-making need to reflect that reality.

These themes and ideas recognise that we do not act alone, and that **Ecumenical Solidarity and Cooperation** is needed between the churches of Brunswick/Brunswick East but also across the Mission.

Finally, these ideas will be impossible to implement without formal support from paid parish staff. Roles such as Liturgy Coordinator, Pastoral Associates, and Administrative Manager need to be

explored and, if viable, pathways for their establishment charted during the planning of the **Parish and Mission Structures**.

The aspirations which emerged in the Dream phase are articulated in the Vision sections of the plans for parish life in the tables which follow this page. Due to significant overlap of the Pastoral Outreach aspirations with those of Social Justice and Community Building, the outreach area was fully subsumed into the latter two areas reducing the number to eight.

## Design what should be? Delivery what will we do?

The *Design and Deliver* phases saw a change in process from the first two phases. Those phases had been held in parish assemblies and consisted of faith-based planning input, general discernment, and small group exercises. In the Dream phase, the small groups developed understandings and relationships which enabled them to proceed on their own in the final two stages, Design and Deliver. With each small group taking one of the eight parish life areas, the groups met at times and venues that suited their members. The Pastoral Planning Team provided briefing notes to guide the work of developing practical goals, actions and timelines that will enable the dreams to become reality over coming years.

As well as the dreams that had emerged in our process, the groups also took on board the outcomes of Australia's Fifth Plenary Council which concluded its work in the first week of July 2022. The Council's decisions and decrees intersected with the dreams we had articulated on a number of levels and led to further goals and strategies being included in the Pastoral Plan.

As the small groups proceeded over July and August 2022, reality testing of people availability led to the area of Ecumenical Solidarity and Cooperation being scaled back somewhat.

The product of the small groups was reviewed by the Pastoral Planning Team and, in consultation with the group leaders, edited for consistency of structure and language. The plans for each of eight areas of parish life appear below from page 19 onwards.

## Where to from here?

The Parish Pastoral Council will act as custodian of the Pastoral Plan ensuring that it is implemented and appropriately resourced, reviewed and updated over the course of its timeframe of 2022 to 2026. This includes a progress update at the end of 2023 and a revision in 2024 as the three parishes of the Brunswick and Moreland Catholic Mission crystalise their understanding of joint mission.

A parish launch of the Pastoral Plan will take place at weekend Masses on the First Sunday of Advent 2022. Briefing papers will then be prepared for the parishioners who will take forward each of the eight areas of the plan. The plan will then begin to guide and develop the parish so that together, and with the help of the Holy Spirit, we will more deeply become **Alive in Christ!**

# Vision, Goals, and Action Statements

## Vision, Goals and Action statements

The following Tables present the vision, goals and recommended actions for our key areas of community life from the *Dream, Design and Deliver* phases. These form the basis for the implementation of the Pastoral Plan and thus outline responsibility areas and timelines for implementation.

### Faith Formation Vision

We rejoice that in Baptism we are born again in Jesus and are to be formed more and more in the charisms of Baptism. In exploring our faith and the charisms of our community, we have an inclusive and affirming approach to all regardless of gender, sexual orientation, ethnicity or faith background. Recognising the diversity of parish ministries and personal journeys in faith, we have a diversity of formation opportunities that ground our ministries in faith and offer a wide choice of personal faith development activities. Our local initiatives are informed by local needs and, where possible, are locally led.

FAITH FORMATION					
Goal Statements	Action Steps	Who is Responsible	By When	Funding	
<b>1. We will continue to encourage and support current faith development activities led by parishioners</b>	a) Parish Council has a liaison person for communication and support to current activities such as group meditation, gospel reflection, Taizé, Italian prayer group, annual reflective weekend.	Parish Council	Dec 2022	No cost	
	b) Current activities receive regular publicity in parish newsletter and 'Parish Voice' and are included in welcoming package for new parishioners.	Faith activity leaders and Parish Council liaison person	Ongoing		
<b>2. A Parish Ministry Faith Formation program will be designed to prepare and develop parishioners in particular ministries.</b>  <i>(see Liturgy plan below for topics already identified as foundational for Liturgy ministry)</i>	a) Parish Council establishes a project to identify faith foundations of parish ministries.	Parish Council and Project Coordinator (Volunteer)	Feb 2023	No cost	
	b) The project also identifies relevant courses, seminars and experiences that explore ministry foundations. These will be a mix of offerings in the parish, at Melbourne institutes and online.				
	c) The project produces a list and calendar of courses, seminars and experiences suitable for parish needs.		May 2023		

FAITH FORMATION				
Goal Statements	Action Steps	Who is Responsible	By When	Funding
	d) Parishioners in parish ministry attend the relevant activities with others in the ministry.	Parishioners in ministry.	During 2023	Subsidy from Parish budget if needed
	e) Parishioners review the activities for suitability in future ministry calendars.	Parish Council	Nov 2023	
<b>3. A Parish (or Mission) Faith and Prayer program will be developed to offer a wide choice of personal faith and prayer development activities to parishioners</b>	a) Parish Council establishes a project to identify parishioner faith and prayer development desires. The possibility of this being a Mission project (for our 3 parishes) is explored before establishment.	Parish Council and Mission parish leaders	Feb - May 2023	No cost
	b) The project also identifies relevant courses, seminars and experiences to meet these desires. These will be a mix of offerings in the parish, at Melbourne institutes and online*.	Project Coordinator (Volunteer)		
	c) The project produces a list and calendar of courses, seminars and experiences suitable for parish (Mission) needs.		May 2023	
	d) Activities in the list and calendar are promoted in parish communications.	Parish Council liaison person	During 2023	Some subsidy from Parish budget if needed
	e) Parishioners who participate review the activities for suitability in future Faith and Prayer programs.		During 2023	

\* As part of the above project, we will explore the possibility of lectio divina/bible study, a winter series on spirituality and offering a series of group encounters on the spiritual journey, integrating the psychological and spiritual dimensions. We will also liaise with the parish Liturgy Team over intersections with their formation program.

## Liturgy Vision

Our liturgy celebrates the Word made flesh through whom we become the Body of Christ. It is in this flesh that we are made a vibrant, welcoming community that is multicultural and cross-generational. We are a community without borders. The worshipping community is engaged in the liturgy – in song, prayer, and reflection. In the spirit of Christ, our liturgy reflects outreach to the wider community and the issues of the day.

LITURGY					
Goal Statements	Action Steps	Who is Responsible	By When	Funding	
<b>1. By 2023 we will offer a liturgical formation program covering the following topics:</b> <ul style="list-style-type: none"> <li>• The Document on Liturgy from Vatican II, <i>Sacrosanctum Concilium</i>; and Pope Francis' 2022 letter on the Liturgy</li> <li>• The centrality of music to the liturgy</li> <li>• The noble simplicity of the liturgical environment</li> <li>• Symbol and Sacrament</li> <li>• Formation and support for Children's Liturgy leaders</li> <li>• Formation in ministries of lector and special ministers of the Eucharist.</li> </ul>	a) Develop the program and relevant resources in consultation with our liturgical ministers and seek relevant presenters in the field of Liturgy from parish, archdiocese, CTC, YTU.	Liturgy Team	April 2023	Cost neutral or Parish budget if outside speakers are engaged	
	b) Seek PPC endorsement of the program and launch it.		May 2023		
	c) Review the program.	Liturgy Team/PPC	Nov. 2023		
<b>2. Re-establish the Procession of Gifts and integrate the collection with it.</b>	a) Consult priests and sacristans, as well as the collectors and counters.	Liturgy team and sacristans	Dec 2022	No cost	
	b) Families are invited to participate in the Procession of Gifts.				
<b>3. Liturgical preparation will be open to all interested parishioners.</b>	A newsletter notice is prepared, with an open invitation to all who may be interested in being part of liturgy planning.	Liturgy Co-ordinator	Dec 2022	No cost	

LITURGY				
Goal Statements	Action Steps	Who is Responsible	By When	Funding
4. <b>Sourcing and writing of the Prayers of Intercession to be reviewed</b>	a) Alternative Prayers of Intercession are sought from sites such as the Jesuit 'Parish Life' website.	Liturgy Team Parish Secretary	Advent 2022	No cost
	b) A small group of parishioners will be invited to add prayers pertaining to the needs of our local community (on a rotation basis).			
	c) Consultation with the priests.			
5. <b>There will be an open gate/open church policy on weekdays when parish staff are on site, so that we are truly seen as a welcoming community.</b>	Consult with our priests, Property Manager and Parish Secretary re opening and locking the gates and the church for private prayer.	Liturgy Team, Secretary, Property Manager, priests	Feb 2022	No cost
6. <b>We will work towards communion from the altar table becoming the norm (rather than from the tabernacle) and will re-introduce communion from the cup as soon as deemed acceptable.</b>	a) Consultation with our priests and sacristans as well as Special Ministers of the Eucharist.	Liturgy Team and sacristans	By the start of 2023	No cost
	b) Liturgical formation will be given on this important aspect of the liturgy.			
7. <b>We will enhance the symbols used in the Eucharistic prayer.</b>	a) Consult with our priests re purchasing extra-large hosts and larger wine carafe for weekend Masses.	Priests and Liturgy Team	Advent 2022	Liturgy budget
8. <b>Review the placement of the choir at St Ambrose's and encourage the congregation to sing.</b>	a) Liturgical formation on music in the liturgy	Liturgy Team and Parish choir	Advent 2022	No cost
	b) A song leader encourages the congregation to participate in the singing.			



### Community Building Vision

As Christians we respond to the call to be the Faithful and we are known by a love which leads us to be inclusive, welcoming and a community built on strong relationships. We are making new connections each week through active welcoming at weekend Eucharists and by reaching out to people in our local community. We build the Body of Christ by nurturing each other's gifts and by being there for each other in times of celebration and of hardship.

COMMUNITY BUILDING				
Goal Statements	Action Steps	Who is Responsible	By When	Funding
<b>1. We will be actively inviting new parishioners into the life of our parish, offering them pathways for building spiritual and social connections.</b>	a) Publish and regularly update a Welcome Booklet for new parishioners which gives a snapshot of parish activities and how to join.	Social Committee	Dec 2022	No cost
	b) Arrange welcomers at weekend Eucharists and have a training session in welcoming new people and linking them with other parishioners.		Dec 2022	
<b>2. We will set in place one or more Parish Weekends each year– for both social and spiritually reflective purposes.</b>	a) Book Doxa for both weekends.	Parish Weekend Committee and activity volunteers	Book and promote six months in advance beginning Nov 2022	Parishioners pay for themselves
	b) Advertise and encourage people to go.			
	c) Arrange structure and activities for the weekend.			
	d) Co-ordinate and lead the weekend.			
	e) Seek participant feedback on what worked well and what could be improved.			
<b>3. We will set up Dinners and Lunches in Small Groups to build relationships and connections.</b>	a) Find the priests' availability.	Social Committee	February each year	No cost
	b) Find host households.			
	c) Advertise in newsletter and at Mass.			
	d) Put out sheets for sign up.			

COMMUNITY BUILDING				
Goal Statements	Action Steps	Who is Responsible	By When	Funding
<b>4. We will revive the Parish Voice magazine to communicate what is happening in the parish and publish three times per year.</b>	e) Ensure Covid safety.			
	a) Find an editor and pool of writers.	Parish Voice Publication Team	First edition October 2022	Parish office printing budget
	b) Decide on publication content.			
	c) Interview parishioners and parish ministers and gather photos.			
	d) Put it all together.			
<b>5. We will set up Parish outings and activities such as parish picnics, short walks, excursions to places of interest, Trivia Night, Italian days etc from time to time.</b>	e) Get it published.			
	a) Establish annual calendar of events.	Social Committee	Yearly plan beginning March 2023	Small subsidy for catering from Parish budget
	b) Arrange activity volunteers.			
	c) Book relevant places.			
	d) Advertise well in advance.			

## Diversity of Leadership Vision

Taking our inspiration from the Great Commission of the Gospel and born of the Spirit and the early days of the Church, we recognise, foster and utilise the gifts of leadership wherever they emerge in our parish community. This means that gifted young people and adult men and women are invited to proclaim the gospel, lead ministries and participate in governance.

### DIVERSITY OF LEADERSHIP

Goal Statements	Action Steps	Who is Responsible	By When	Funding
1. <b>People with emerging leadership skills are offered leadership formation.</b>	Parish Council identifies and invites young people and adult parishioners for leadership formation.	Parish Council	Every 6 months beginning March 2023	Parish subsidy
2. <b>Women are equally represented on parish committees, governance bodies, and are active in all ministries open to them.</b>	a) In their twice-yearly reports to the Parish Council, parish committees will report on membership.	Parish Committees and Parish Council	Jun & Nov 2023	
	b) In seeking nominations for Parish Council and Finance Committee, these bodies will be mindful of equal representation.	Priests and Liturgy Team	Nov 2023	
	c) Women will be formally instituted into the roles of lector and acolyte and to the ministry of catechist.			
3. <b>Should the universal law of the Church be modified to authorise the diaconate for women, the parish will seek to have this ministry instituted in our Archdiocese.</b>	Should the Church law change, if the Parish Council determines there is general support in the parish for institution of the female diaconate in the Archdiocese, the Council will advise the Archbishop and call on him to move forward with this option.	Parish Council		
4. <b>Trained adult women and men will lead scheduled Communion Services and preach at them.</b>	Training and supervision is offered to suitable parishioners.	Priests, Parish Council, and Liturgy Team.	July 2023	

DIVERSITY OF LEADERSHIP				
Goal Statements	Action Steps	Who is Responsible	By When	Funding
<p><b>5. Invite appropriately experienced people to offer a reflection (not a homily) at Masses with a particular focus (e.g. Mission Sunday, Holy Family).</b></p>	<p>a) Parish priests consult Liturgy Team re Masses that would benefit from such reflections and identify appropriate persons to speak.</p> <p>b) Priest approaches potential speakers and guides them in preparing a reflection that is in harmony with the readings and rubrics of the Mass.</p>	<p>Parish Priests</p>	<p>From March 2023</p>	

## Social Justice Vision

We recognise and know that each person is made in the image and likeness of God and is thus gifted with an equal and inalienable worth that is essentially good (Gen 1:27,31). We all have a responsibility to uphold this essential dignity of each person and to contribute to a common good where everyone is enabled to reach their full potential. This energises us to reach out to newcomers so that they feel they belong, we assist the aged, disabled and lonely, we provide refuge for Asylum Seekers, and we make a positive response to Climate Change.

### SOCIAL JUSTICE

Goal Statements	Action Steps	Who is Responsible	By When	Funding
1. <b>We assist the aged, disabled and lonely.</b>	a) Using the Directory of Parishioner's Contact Details, which was collated during the COVID pandemic, contact is made by telephone or visitation. The Parishioners themselves determine the frequency of these calls and visits by the Members of the Social Justice Committee and our Pastoral Associate to Italian parishioners.	Social Justice Committee	Ongoing from Dec 2022	No cost
	b) A survey to assist in understanding the needs of parishioners will be conducted by a resource team which includes our Pastoral Associate to Italian parishioners.		March 2023	
2. <b>Social Justice activities form part of the welcoming package for new parishioners.</b>	a) The welcoming booklet in preparation will contain information and contact details of the Social Justice Committee membership team and an invitation for parishioners to advise the team of any special needs.	Social Committee	December 2022	No cost
	b) The Committee liaises with the St Vincent de Paul Conference of each Mission parish to integrate and complement their outreach work.			

SOCIAL JUSTICE				
Goal Statements	Action Steps	Who is Responsible	By When	Funding
3. <b>We provide support to refugees and asylum seekers.</b>	a) Continue to support Refugees and Asylum Seekers residing within the parish essentially in an advisory and liaison capacity and through information provision.	Social Justice Committee	Ongoing from November 2022	No cost
	b) Offer emotional and spiritual support to all those seeking our assistance.			
	c) Members also provide advice and support to the Bethany House Committee.			
	d) The Committee interacts on an ongoing basis with the Red Cross, the Brigidine Asylum Seekers Project, ACRATH given their specific involvement with this important work.			
4. <b>We respond to climate change.</b>	a) Assist the Parish and school to develop a 'Green footprint' and a <i>Laudato Si'</i> Action Plan.	Social Justice Committee	March 2023	No cost
	b) Conduct church forums and other joint actions on Climate Change in conjunction with Brunswick Uniting and Christ churches.		April 2023	
	c) Research actions of other parishes.		According to inter-church timeline	
5. <b>Parishioners are undertaking the online NATSICC course: <i>Cultural Competency in a Catholic context</i>.</b>	Parishioners are encouraged to undertake the course during NAIDOC Week.	Social Justice Committee	July 2023	
6. <b>We maintain appropriate connections with local MPs and politicians.</b>	Meet, correspond with, and publicly support actions of local MPs and politicians that align with parish social justice initiatives.	Social Justice Committee	Ongoing	No cost

### Children and Youth Presence Vision

Our parish connects children and young people and nurtures strong and safe relationships through Christian fellowship. We want to listen to and understand what our children, teenagers and young adults want from a spiritual aspect according to their life stage. Our parish and the parish primary school form a passionate partnership in caring for the Christian foundations of our children and their Sacramental preparation.

CHILDREN AND YOUTH PRESENCE					
Goal Statements	Action Steps	Who is Responsible	By When	Funding	
<b>FAMILIES AND CHILDREN – THEY WANT TO CONNECT WITH LIKE-MINDED PEOPLE AND BUILD FRIENDSHIPS TO SHARE THEIR LIFE EXPERIENCES</b>					
<b>1. Catechism is offered to all children and invites parent participation as a way for parents to connect with their faith.</b>	a) Review approach to catechism of children of non-Catholic schools – make as a ministry for all children linking prayer, faith and sacraments.	(new) Sacramental Program committee	April 2023	No cost	
	b) Review approach to Children’s Liturgy and consider catering for both primary and early teens.				
	c) Refer to structured Sacramental Program below.				
<b>2. There is an active partnership between OLHC Primary School and the Parish</b>	a) Assign an elected Parish Council representative as liaison between the school and parish.	Parish Council rep. liaising with Principal and RE Coordinator	April 2023	No cost	
	b) Form a parent group that supports engagement and participation between school and parish.				
	c) Parish to support the school’s sacramental preparation activities by participating in the school’s program (Refer to structured Sacramental Program below).				
	d) Sacraments are celebrated in alignment with the liturgical feasts, e.g. First Holy Communion on Corpus Christi Sunday.				
	e) Candidates participate in parish Mass and are presented to the parish to encourage personal				

CHILDREN AND YOUTH PRESENCE				
Goal Statements	Action Steps	Who is Responsible	By When	Funding
	connections between parishioners and school families.			
	f) Advertise events in school-parish newsletters.			
<b>3. Mass is attractive to families – a characteristic that is visible across the Mission</b>	a) Priest to engage with children at their level during homilies at ‘family masses’.	(new) Sacramental Program committee	Feb 2023	No cost
	b) Consider the Saturday 5pm mass at OLHC and the format to suit families.		Feb 2023	
	c) Include family and children participation in Mass and serving roster. Provide parents and children with appropriate formation and training.		July 2023	
YOUNG ADULTS – THEY ARE SEEKING TO UNDERSTAND AND DEFINE THEIR SPIRITUAL IDENTITY. THEY WANT TO BE ACTIVE, GLOBAL CITIZENS				
<b>4. Understand what young adults want from a spiritual aspect</b>	a) Research the Plenary Council output.	(new) Youth chaplaincy committee	Dec 2023	No cost
	b) Liaise with RMIT University campus in Brunswick, ACU in Fitzroy, CTC in East Melbourne.			
	c) Link with the Archdiocese Seminary in Carlton and the Jesuits’ Seminary in Parkville.			
<b>5. Partner with a missionary group and visit them in-country</b>	a) Liaise with Sr Marjetka and her sisters and Catholic Missions at OLHC Presbytery.	(new) Youth chaplaincy committee	Dec 2023	No cost
	b) Find a missionary cause that resonates with young adults, e.g. homeless children, building (houses or schools), education in impoverished countries.			



<b>CHILDREN AND YOUTH PRESENCE</b>				
<b>Goal Statements</b>	<b>Action Steps</b>	<b>Who is Responsible</b>	<b>By When</b>	<b>Funding</b>
<b>6. Collaborate with the youth to define what mission means in the context of us today in Melbourne, Australia</b>	Regular youth gatherings at a frequency, place and time that suits participating youths.	(new) Youth chaplaincy committee	Dec 2023	No cost
<b>7. We continually build parish alertness to risks to child and youth safety and to a comprehensive set of actions to preserve safety</b>	a) Implement in full the Archdiocesan Safeguarding Children and Young People Framework. b) Employ a qualified person part-time to assist the Safeguarding Committee in implementing the Framework.	Parish Priests and Safeguarding of Children and Young People Committee	Ongoing	Parish provides salary and resources
<b>TEENAGERS – THEY ARE DISCOVERING THE MEANING OF LIFE AND WHAT CENTRES THEIR IDENTITY</b>				
<b>8. Understand what they want</b>	Liase with high school Religious Education Coordinators at The Academy of Mary Immaculate, Simonds College, Loyola College, Parade College, etc (our feeder schools).	(new) Youth chaplaincy committee	Dec 2023	No cost
<b>9. Teenagers can experience the meaning of life</b>	Participate in Vocation Days/Fairs at high schools on the meaning of life – including representatives from our parish; the priests, religious, married couples.	(new) Youth chaplaincy committee	Dec 2023	No cost
<b>GENERAL – CONNECTION WITH LIKE-MINDED PEOPLE AND CREATING STRONG RELATIONSHIPS</b>				
<b>10. There is regular fellowship amongst mothers/women and fathers/men</b>	Regular gatherings for men/women with topical talk and free conversations. Child minding provided.	(new) Youth chaplaincy committee	Easter 2023	
<b>11. There is a chaplain focused on youth presence</b>	a) A religious chaplain is an active member of the Youth chaplaincy committee and actively participates in youth activities, e.g. a resident seminarian, partner from a religious order, etc.  b) Investigate a resident NET team or similar partnership model to provide youth-led evangelisation and youth chaplaincy (can serve the whole Mission).	(new) Youth chaplaincy committee	Dec 2023	No cost

CHILDREN AND YOUTH PRESENCE					
Goal Statements	Action Steps	Who is Responsible	By When	Funding	
<b>12. The parish has a structured sacramental program</b>	a) General – review the current approach, collect feedback from leaders and participants, consider new directions from Archdiocese, the Pope, Plenary Council as relevant.	(new) Sacramental Program committee including a liaison with our parish feeder schools	April 2023	No cost	
	b) Baptisms <ul style="list-style-type: none"> <li>• have an annual thanksgiving Mass for all the families who baptised their children in the previous 12 months (this Mass being one of the existing ones).</li> <li>• create and display in a significant area of the churches (ideally close to the Baptismal font) a Tree of Life with the photos and names of the baptised children.</li> </ul>	(new) Sacramental Program committee	Target dates to be set March 2023		
	c) Reconciliation, First Holy Communion and Confirmation <ul style="list-style-type: none"> <li>• complement the school-led/parish-led programs with a parishioner-led catechism program 8 weeks leading up to the sacrament using the Saturday 5pm Mass as the liturgy that gathers families.</li> </ul>				
	d) Marriage – review current program.				
	e) Anointing of the sick – invite families to participate in the anointing mass and visit the housebound/lonely-accompanying those ministering communion to the sick.				
	f) RCIA – expand the offer to children and youth (and their families) wishing to be initiated into the Catholic Church/receive the full right of initiation if already baptised.				

### Parish and Mission Structures Vision

We are responding to the invitation from our Archdiocese to be a new Mission in our region of parishes. Our response is to explore new ways of being Mission. We want to be alert to possible partnerships between the parishes of Brunswick/Brunswick East, Moreland and West Brunswick and to forming joint ministries and programs. Just as we share our priests, we will explore sharing of other ministry and administrative personnel to enrich the Mission.

PARISH AND MISSION STRUCTURES				
Goal Statements	Action Steps	Who is Responsible	By When	Funding
<p><b>1. We will actively engage in the current review of the Mission parishes’ programs, structures and office procedures. Our engagement will contribute to these aspects of BBE parish life being aligned with and supportive of this Pastoral Plan. We will also use the review to identify opportunities for partnerships across the Mission.</b></p>	<p>a) Engage with the review facilitator to establish pathways for BBE contribution to the review and participation in the review’s Steering Committee.</p> <p>b) Clarify intersections of the review with the Pastoral Plan and how to ensure benefit to both.</p>	<p>Parish priests, Review facilitator and Pastoral Planning Team.</p>	<p>Ongoing for the period of the review.</p>	<p>No cost</p>
<p><b>2. Our parish leaders will gather regularly with leaders of St Joseph’s and St Fidelis to build relationships and common understandings of parish mission and to explore possibilities of collaboration.</b></p>	<p>Parish councillors and ministry leaders participate in cross parish gatherings hosted by our priests.</p>	<p>Parish priests offer invitations to participate.</p>	<p>Ongoing</p>	<p>No cost</p>
<p><b>3. We attend Mass and have “cuppas” at each other’s churches.</b></p>	<p>Once a month, parishioners from three of the churches visit the fourth church to celebrate Mass together and share a cuppa afterwards.</p>	<p>BBE Parish Council</p>	<p>From March 2023</p>	<p>No cost</p>

PARISH AND MISSION STRUCTURES				
Goal Statements	Action Steps	Who is Responsible	By When	Funding
4. <b>We will explore the need and viability of a Pastoral Associate working across the three parishes particularly in home visitation and outreach to the marginalised.</b>	Assessment to be made as part of the Mission structures review. Consultation with BBE Pastoral Associate essential.	Review facilitator, priests and PPC.	Dec 2022	Part of facilitator contract.

## Ecumenical Solidarity and Cooperation Vision

As Catholics we yearn for full communion with our baptised brothers and sisters in Jesus Christ. Inspired by the prayer of Jesus “May they all be one” (John 17:21), we wish to build our solidarity and cooperation with other Christian churches in the City of Merri-bek in framing responses to issues that are prompted by the call of the Gospel. Further, we wish to build solidarity and unity with all people of Good Will and particularly with all people of the Great Religions of the Word.

### ECUMENICAL SOLIDARITY AND COOPERATION

Goal Statements	Action Steps	Who is Responsible	By When	Funding
1. <b>Cooperate with other Christian churches in increasing awareness and advocating actions to mitigate Climate Change.</b>	Conduct church forums and other joint actions on Climate Change in conjunction with Brunswick Uniting and Christ churches.	Social Justice Committee	According to agreed Inter-church timetable	No cost
2. <b>Contribute to the development of the annual ecumenical Palm Sunday procession and liturgy.</b>	One of our priests contributes to the planning and leadership of the Palm Sunday events.	Priests	Lent each year	No cost
3. <b>Contribute to the World Day of Prayer.</b>	At least one of our parishioners will attend a planned event for World Day of Prayer each year.	Parish Council	A month before set date.	No cost
4. <b>Better understand other non-Christian beliefs</b>	Parishioners as a group arrange a visit to one Islamic, Jewish, Buddhist, or Hindu museum each year.	Parish Council Subgroup	Suitable date each year	Individuals pay own costs
5. <b>Better understand local Aboriginal and Torres Strait Islander spiritual beliefs and customs</b>	Arrange for an Elder to visit our parish each year to speak in Luby centre after a Sunday Mass.	PPC in collaboration with Aboriginal Catholic Ministry	Suitable date each year.	Archdiocese and parish arrangement.
6. <b>Better understand other Christian communities in our area</b>	Each year invite church leader(s) from another Christian community to share their experiences of church with our community.	Parish Council	Arranged with other community	No cost

## Goal and Action Mapping

The work that has emerged from each of the focus areas above established Goals and Actions that reflect growth across the whole parish as well as contributing across the Mission. The tables below present a matrix map for each focus area to illustrate the cross-parish impact of some of the suggested activities.

A table is presented for each of the focus areas. The Goal and or Action list is adapted from the list provided by the group. The RED X indicates the owner of each action, that is the focus group that developed the goal or action statement. The BLACK X indicates a link to the other focus areas. These links reflect where similar statement has been explicitly made by different groups or implied by a listed goal/action.

The tables illustrate where different groups may work together to support common objectives.

Faith Formation Goal and/or Action	Faith Formation	Liturgy	Community Building	Diversity of Leadership	Social Justice	Children and Youth Presence	Parish and Mission Structures	Ecumenical Solidarity and Cooperation
Establish a Parish Council liaison person for communication and support to current activities such as group meditation, gospel reflection, Taizé, Italian prayer group, annual reflective weekend.	X		X				X	
Maintain regular publicity in parish newsletter and 'Parish Voice' and are included in welcoming package for new parishioners.	X		X					
Develop a Parish Ministry Faith Formation program, designed to prepare and develop parishioners in particular ministries.	X	X	X					
A Parish (or Mission) Faith and Prayer program will be developed to offer a wide choice of personal faith and prayer development activities to parishioners.	X						X	

<b>Liturgy</b> Goal and/or Action	Faith Formation	Liturgy	Community Building	Diversity of Leadership	Social Justice	Children and Youth Presence	Parish and Mission Structures	Ecumenical Solidarity and Cooperation
Develop a liturgical formation program to create a better understanding of: - the Document on Liturgy from Vatican II, <i>Sacrosanctum Concilium</i> ; and Pope Francis' 2022 letter on the Liturgy - the noble simplicity of the liturgical environment - Symbol and Sacrament.	X	X		X				
Formation on the centrality of music to the liturgy.	X	X						
Formation and support for Children's Liturgy leaders.	X	X				X		
Formation in ministries of lector and special ministers of the Eucharist.	X	X						
Re-establish the Procession of Gifts with Families invited to participate in the Procession of Gifts.		X				X		
Liturgical preparation will be open to all interested parishioners, with open promotion through the newsletter.		X	X					
Sourcing and writing of the Prayers of Intercession to be reviewed and to include Prayers of Intercession sourced from sites such as the Jesuit 'Parish Life' website, as well as those prepared by parishioners.		X						
Establish an open gate/open church policy on weekdays when parish staff are on site, so that we are truly seen as a welcoming community.		X	X					
Work towards communion from the altar table becoming the norm (rather than from the tabernacle) and re-introduce communion from the cup as soon as deemed acceptable.		X						
Enhance the symbols used in the Eucharistic prayer.		X						
As part of Liturgical formation on music, review the placement of the choir at St Ambrose's and encourage the congregation to sing.		X						

<b>Community Building</b> Goal and/or Action	Faith Formation	Liturgy	Community Building	Diversity of Leadership	Social Justice	Children and Youth Presence	Parish and Mission Structures	Ecumenical Solidarity and Cooperation
Publish and regularly update a Welcome Booklet for new parishioners which gives a snapshot of parish activities and how to join.	X		X		X	X		
Arrange welcomers at weekend Eucharists.			X				X	
Develop a training session in welcoming new people and linking them with other parishioners.	X		X					
Set in place one or more Parish Weekends each year.	X		X					
Set up Dinners and Lunches in Small Groups to build relationships and connections.			X					
Revive the Parish Voice magazine to communicate what is happening in the parish.	X		X		X			
Set up Parish outings and activities such as parish picnics, short walks, excursions to places of interest, Trivia Night, Italian days etc from time to time.			X			X		



<b>Diversity of Leadership</b> Goal and/or Action	Faith Formation	Liturgy	Community Building	Diversity of Leadership	Social Justice	Children and Youth Presence	Parish and Mission Structures	Ecumenical Solidarity and Cooperation
People with emerging leadership skills are offered leadership formation.				X			X	
Women are equally represented on parish committees, governance bodies, and are active in all ministries open to them.				X			X	
Should the universal law of the Church be modified to authorise the diaconate for women, the parish will seek to have this ministry instituted in our Archdiocese.				X				
Trained adult women and men will lead scheduled Communion Services and preach at them.			X	X				
Invite appropriately experienced people to offer a reflection (not a homily) at Masses with a particular focus (e.g. Mission Sunday, Holy Family).			X	X				

<b>Social Justice</b> Goal and/or Action	Faith Formation	Liturgy	Community Building	Diversity of Leadership	Social Justice	Children and Youth Presence	Parish and Mission Structures	Ecumenical Solidarity and Cooperation
We assist the aged, disabled and lonely, based on a survey of parishioner needs.					X			
Social Justice activities form part of the welcoming package for new parishioners.			X		X			
We provide support to refugees and asylum seekers and will interact on an ongoing basis with the Red Cross, the Brigidine Asylum Seekers Project, ACRATH.					X	X	X	
We will respond to climate change, by developing a Parish and School 'green footprint' and education program for the parishioners.					X			X
Conduct church forums and other joint actions on Climate Change in conjunction with Brunswick Uniting and Christ churches and research the actions of other Parishes.			X		X			X
We maintain appropriate connections with local MPs and politicians.					X		X	

<b>Children and Youth Presence</b>	<b>Faith Formation</b>	<b>Liturgy</b>	<b>Community Building</b>	<b>Diversity of Leadership</b>	<b>Social Justice</b>	<b>Children and Youth Presence</b>	<b>Parish and Mission Structures</b>	<b>Ecumenical Solidarity and Cooperation</b>
Goal and/or Action								
Catechism is offered to all children with parent participation as a way to connect with their faith.	X	X				X		
Active partnership between OLHC Primary School and the Parish: Sacraments celebrated at liturgical feasts; candidates presented to the parish.		X	X			X		
Priest to engage with children at their level during homilies at 'family masses'.		X				X		
Consider the Saturday 5pm mass at OLHC and the format to suit families.		X				X		
Include family and children participation in Mass and serving roster, with appropriate formation and training.	X	X				X		
Research and develop and understand what young adults want from a spiritual aspect via liaison with local universities, Archdiocese and Jesuit Seminaries.						X	X	
Partner with a missionary group that resonates with young adults, e.g. homeless children, building (houses or schools), education in impoverished countries.					X	X		
Collaborate with the youth to define what mission means in the context of us today in Melbourne, Australia and hold regular gathering of youth.						X	X	
Participate in Vocation Days/Fairs at high schools on the meaning of life – including representatives from our parish.						X		
There is regular fellowship amongst mothers/women and fathers/men.			X			X		
Establish a chaplain focused on youth presence.						X		
Develop a structured sacramental program, including programs on Baptism, Reconciliation, Marriage, Anointing of the sick and RCIA.	X	X				X		

<b>Parish and Mission Structures</b> Goal and/or Action	<b>Faith Formation</b>	<b>Liturgy</b>	<b>Community Building</b>	<b>Diversity of Leadership</b>	<b>Social Justice</b>	<b>Children and Youth Presence</b>	<b>Parish and Mission Structures</b>	<b>Ecumenical Solidarity and Cooperation</b>
We will actively engage in the current review of the Mission parishes' programs, structures and office procedures. We will ensure that these aspects of BBE parish life are aligned with and support this Pastoral Plan. We will also use the review to identify opportunities for partnerships across the Mission.	X						X	
Our parish leaders will gather regularly with leaders of St Joseph's and St Fidelis to build relationships and common understandings of parish mission and to explore possibilities of collaboration.				X			X	
We attend Mass and have "cuppas" at each other's churches.			X				X	
We will explore the need and viability of a Pastoral Associate working across the three parishes particularly in home visitation and outreach to the marginalised.	X	X					X	

<b>Ecumenical Solidarity and Cooperation</b>	<b>Faith Formation</b>	<b>Liturgy</b>	<b>Community Building</b>	<b>Diversity of Leadership</b>	<b>Social Justice</b>	<b>Children and Youth Presence</b>	<b>Parish and Mission Structures</b>	<b>Ecumenical Solidarity and Cooperation</b>
Goal and/or Action Conduct church forums and other joint actions on Climate Change in conjunction with Brunswick Uniting and Christ churches.					X			X
Contribute to the planning and leadership of the Ecumenical Palm Sunday events.		X						X