



**ST CATHERINE OF SIENA
CATHOLIC PARISH
CAROLINE SPRINGS**

PASTORAL PLAN - 2019



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MESSAGE FROM REV. FR RICHARD ROSSE

Dear member of the St Catherine of Siena parish community,

Welcome! It is my great honour and privilege to present this Pastoral Plan to you.



We all know that we are members of a vibrant and devout community of believers who seek to make Jesus Christ their Lord and Saviour by living out their Baptism call to holiness. This is done in the context of worship and fellowship in order to continually grow in our relationship with Christ while being “an inclusive, welcoming and dynamic faith-filled Catholic community, living and sharing the Gospel, to set the world ablaze.”

This Pastoral Plan highlights the different ways to become the catholic community we want to be by building upon what has been achieved since the parish was established in 2006. It is my hope that we will all contribute to turning our plan into a reality.

I look forward to meeting you personally as we take our parish into the future.

In Christ,

A handwritten signature in blue ink, appearing to read 'Fr. Richard Rosse'.

Fr Richard Rosse

Parish Priest



1. WHY HAVE A PLAN

In September 2016, the St Catherine of Siena Parish Pastoral Council (PPC) was established.

Whilst the immediate focus of the Council was on formulating the operating guidelines and council organisational matters, the PPC recommended to Fr John Tollan (Parish Priest at the time) the development of a Parish Pastoral Plan as a priority.

The Parish had existed and grown for 10 years prior to this initiative, largely through the efforts of our clergy, our parish administration team and a dedicated group of parishioners. For the parish to move towards its potential, the PPC reasoned in line with the old adage

***“IF YOU FAIL TO PLAN, THEN YOU PLAN
TO FAIL”***

Benjamin Franklin

and encouraged greater parishioner involvement and ownership in the development of the Parish Pastoral Plan and its subsequent implementation.



2. SCOPE OF THE PARISH PASTORAL PLAN

Parish Vision

What do we want to be?

Parish Mission

How will we achieve our Vision?

SWOT

What are our **S**trengths?

What are our **W**eaknesses?

Where are our **O**pportunities?

What are our **T**hreats?

Pastoral Categories & Priorities

Spirituality and Faith Formation

Liturgy

Welcoming and Hospitality

Community Building

Evangelisation

Leadership

Outreach

GOATs

Goal, Opportunities, Actions, Timelines

For each of the Pastoral Categories



3. THE PROCESS UNDERTAKEN

- i. The Parish Pastoral Plan Task Group was established by the Parish Pastoral Council (PPC).
- ii. All members of the PPC completed a questionnaire providing their views on the strengths, weaknesses, opportunities and threats (SWOT) of/to the parish. The input was then consolidated.
- iii. Fr Richard became Parish Priest, restarted the PPC, reconfigured the Pastoral Plan Task Group and added his input to the Task Group.
- iv. Parishioners were invited to submit their own SWOT of/to the parish which were then consolidated with those of the councillors.
- v. A parish meeting was held to present and discuss the SWOT results. A draft SWOT was published on the website and feedback invited.
- vi. Draft Vision and Mission statements were developed and published on the website and feedback invited.
- vii. Pastoral Category priority rankings were established from councillor and parishioner submissions. These were consolidated, published on the website and feedback invited.
- viii. Councillor and parishioner input and feedback were used to develop the Pastoral Category oriented GOATs (Goal, Objective, Action, Timeline).
- ix. The Pastoral Plan was assembled, approved by the PPC and presented to the parishioners for discussion and feedback.
- x. The total time taken for the development of the Pastoral Plan was 27 months, with most of the progress made in the last 17 months.
- xi. The Pastoral Plan is intended to cover the next five (5) years, but it is a living document that can and will change as our needs and environment vary from time to time.
- xii. In conjunction with Fr Richard, the PPC will oversee the implementation of the Pastoral Plan. The progress of the implementation will be reviewed every year in June.



4. OUR VISION

“An inclusive, welcoming and dynamic faith-filled Catholic community, living and sharing the Gospel, to set the world ablaze.”





5. OUR MISSION

To achieve our Parish Vision, we will:

- *Energetically rejoice in and openly express our faith.*
- *Warmly welcome everyone, and nurture and foster greater involvement.*
- *Enthusiastically celebrate the Eucharist.*
- *Actively immerse ourselves in the life of our Parish activities.*
- *Joyfully proclaim the Gospel of Christ.*
- *Compassionately serve the needs of others.*
- *Lovingly cultivate and strengthen fraternal bonds in our Parish Community.*
- *Inspire, motivate and empower people as parish leaders.*





6. STRENGTHS, WEAKNESSES, OPPORTUNITIES, THREATS (SWOT)

Note: *An item could appear as both a strength and a weakness or as both an opportunity and a threat. They are neither right nor wrong, they are the consolidation of the opinions submitted.*

- **STRENGTHS:** The Parish is enhanced by:
 - a) Dynamic and diverse multicultural community, deeply focused on historically traditional Catholic up-bringing and teaching.
 - b) Masses and Liturgical services are generally well attended by Parishioners who are reasonably serious and dedicated about living out their Faith and commitment.
 - c) Stable core of longstanding parishioners who are extremely dedicated in sharing their gifts and talents in leadership and service of the various ministries and activities.
 - d) Newly appointed, energetic and enthusiastic, Parish Priest, supported by a Deacon/pastoral associate and long-established parish staff.
 - e) Strong foundation of active ministries, which plays a significant role in building the faith and life of our Parish.
 - f) Strong sacramental programs enhancing the faith community.
 - g) Young, vibrant, growing, community.
 - h) New, modern and contemporary Church building centrally located.
- **WEAKNESSES:** The Parish is diminished by:
 - a) Loss of stable clergy.
 - b) Exclusiveness and lack of cohesion and collaboration in our ministries, which restricts participation and parishioners' inclination to volunteer.
 - c) Lack of effective outreach, evangelical, charismatic, faith, and spiritual formation programs.
 - d) Lack of participation in Parish events.
 - e) Disconnect between the Parish and the school communities.
 - f) Limited sources of income.



- g) Poor parish identity within the church and the wider community.
- h) Parish is not seen to be welcoming enough and lukewarm engagement with fellow parishioners.
- i) Minimal engagement by parishioners apart from Mass attendance.
- j) Lack of statues and icons in the church or worship space.

- **OPPORTUNITIES:** There is an opportunity for:

- a) Establishment of more ministerial groups, building upon the core diverse base of committed and gifted regular parishioners.
- b) Occasions of social gatherings and parishioner bonding.
- c) Greater interaction and outreach with Parish schools/college, disengaged families, youth and the local lapsed Catholic Community.
- d) Expansion of revenue sources.
- e) Growth of the music ministry outside of liturgical parameters.
- f) Investment in the younger generation.
- g) Education and spiritual growth.
- h) Astute utilisation of technology and social media.
- i) Ministering to a growing community.

- **THREATS:** Limit the negative or inhibiting effects of:

- a) Vibrancy of alternative religious organisations.
- b) Continuing attachment to previous Parish Communities.
- c) Negative image and publicity of the Catholic Church.
- d) Low priority given to religion and spiritual life.
- e) Belief that medicine, science and technology can meet all spiritual needs.
- f) Stagnation in the knowledge and the practices of the Catholic faith.
- g) Natural resistance to change.
- h) Affluent society.
- i) Government policy.



7. PASTORAL CATEGORIES

***Note:** After significant input from Parishioners adding to PPC submissions, the Pastoral Categories were ranked in order of importance. They are listed below from the most important down to the not quite as important. All Pastoral Categories are integral to the Pastoral Plan and all are addressed in it.*

1. **Spirituality & Faith Formation** – to nurture people spiritually in their community and help to growing their faith – prayer groups and bible study groups, teachings, missions, retreats – Lent & Advent reflection days and sacramental preparation courses – Rite of Christian Initiation for Adults (RCIA)
2. **Liturgy** – the celebration of the Eucharistic and other services – to ensure conscious, active and full participation from all present – the choice and arranging of readings, music and liturgical rites at every service – the prudent use of artistic elements to enhance the beauty of the Worship Space.
3. **Welcoming & Hospitality** – to ensure the Parish is somewhere people can feel comfortable – where they are treated in a fair and friendly manner - where they can always ask for help if needed - where there is always a smiling face and a friendly greeting to give a warm welcome to regulars and newcomers alike.
4. **Community Building** – to build relationships amongst Parishioners – to energise and stimulate vitality in Parish management, programs and activities – to foster a deeper sense of belonging and strengthen identity as a Parishioner – to generate greater enthusiasm for participation in Parish programs and activities.
5. **Evangelisation** – to spread the Good News in the local community – to witness to the Gospel by being a good example to others – to build relationships with lapsed Catholics and people of other denominations and faiths – to utilise sacramental programs, social events and outreach services to spread the Word.
6. **Leadership** – by both ordained and secular – to play key roles in Parish vitality – to inspire, motivate and empower people to participate actively in Parish life – to work collaboratively for the development of community.
7. **Outreach** – to provide service and assistance to the wider local community – to form links with government agencies and community groups, e.g. Caritas, Catholic Mission, SVDP – to support the needs of overseas community through funding for building projects, education and other development needs.





8. GOALS, OBJECTIVES, ACTIONS, TIMELINES (GOAT)

A. Spirituality & Faith Formation

Objective: To enrich, encourage and nurture our parish community and schools to live and spiritually grow their faith.

Actions:

Item	What	Who
i	Support and facilitate parish planning by: <ul style="list-style-type: none">a. Ensuring all Spirituality & Faith Formation events are subject to long-term promotion and scheduling at parish level.b. Developing and implementing an annual program consisting of non-recurring spiritual and faith formation events. For e.g. The Jubilee Year, The Year of the Youth, World Youth Day, etc.	Parish Office & Pastoral Associate
ii	Build dynamic faith through a series of faith-based speakers during liturgical seasons. For e.g. Lent, Advent, Easter, etc.	Parish Office & Pastoral Associate
iii	Encourage diversity of music by: <ul style="list-style-type: none">a. Promoting new talent (musicians and singers) within the parish.b. Developing and supporting our choristers and musicians to lead mass and liturgical celebrations.c. Developing a varied music ministry that reaches all generations.	Music Ministry

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iv	Enhance engagement with schools and college by: <ul style="list-style-type: none">a. Encouraging and promoting parish schools' and college's participation in Faith Formation activities at parish and external events/venues. For e.g. Retreats, Revivals, etc.b. Developing Spiritual & Faith Formation events that are aimed at primary & secondary school aged children.	Parish Priest, Pastoral Associate, School Principals, School Teachers, Students & School Parents
v	Ensure that all parish events include a faith formation, education and spiritual growth component.	Parish Priest & Pastoral Associate
vi	Establish cross-generational groups to facilitate and promote open sharing of spiritual knowledge and faith.	Parish Priest, Pastoral Associate & All Parishioners
vii	Ensure spiritual and cultural inclusiveness in all parish events.	Parish Priest, Pastoral Associate & All Parishioners

***We will never change the world by
GOING to church.***

***We will only change the world by
BEING the church.***



B. Liturgy

Objective: To actively participate in and celebrate parish liturgical life with respect and reverence, worshipping God and fulfilling our baptismal mission.

Actions:

Item	What	Who
i	Promote participation and inclusion in all parish liturgical events.	Liturgy Committee
ii	Enhance, stimulate and encourage participation in the Liturgy through music and songs.	Music Ministry
iii	Improve operational layout and conditions in music ministry space.	Music Ministry & Parish Priest
iv	Align and standardise music to the liturgy of the day across weekend masses.	Music Ministry
v	Promote the presence, purpose and membership of the Liturgy Committee	Liturgy Committee
vi	Conduct regular training for the Readers, Extraordinary Ministers of Holy Communion (EMHC) and Altar Servers.	Parish Priest & Relevant Ministry Coordinators
vii	Encourage children and their families to attend and be actively involved in celebrating the liturgy.	Parish Schools & Pastoral Associate
viii	Modify the Worship Space to maximise participation in all liturgical ceremonies.	Parish Priest & Parish Finance Committee
ix	Promote understanding of and encourage respect for God and the sacred Worship Space.	Parish Priest & All Parishioners
x	Monitor and ensure that participation and actions in the church building meet expectations.	Parish Priest, Parish Pastoral Council & All Parishioners



xi	Ensure appropriate liturgies on special 'non-liturgical' days. For e.g. Australia Day, Anzac Day, etc.	Parish Priest, Pastoral Associate & Liturgy Committee
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***We aren't called to fill the pews
with bodies; we are called to fill
the world with disciples.***



C. Welcoming & Hospitality

Objective: Provide a welcoming and empowering experience for our parish community and visitors at every liturgical or social gathering.

Actions:

Item	What	Who
i	Provide a safe environment by addressing any internal and external issues.	Parish Priest, Parish Safety Officer, Parish Pastoral Council
ii	Be inclusive at all times and avoid exclusivity.	Parish Priest, All Ministry Coordinators, Parish Pastoral Council & All Parishioners
iii	Organise social events to welcome new parishioners.	Welcoming Committee & Social Committee
iv	Encourage more people to participate in all parish activities.	Parish Priest, Parish Pastoral Council & All Ministry Coordinators
v	Develop programs to embrace parish schools as part of the parish.	Parish Priest, School Principals
vi	Follow-up events for families to celebrate having received the sacraments.	Parish Priest, School Principals, Society of Christian Doctrine & Pastoral Associate
vii	Maximise the capacity of the Worship Space during liturgical celebrations. For e.g. Ushering.	Ushers (potentially new ministry) & Parish Office
viii	Find ways to encourage parishioners to mingle after mass.	Social Committee

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ix	Build and nurture the Youth Ministry.	Parish Priest & Parish Youth Group
x	Develop a range of social activities that embraces the cultural diversity of our parish.	Social Committee

“The Church must be a place of mercy freely given, where everyone can feel welcomed, loved, forgiven and encouraged to live the good life of the Gospel.”

- Pope Francis



D. Community Building

Objective: To develop a faithful loving community that prays, works and socialises together.

Actions:


Item	What	Who
i	Develop effective channels to educate, inform and communicate.	Parish Pastoral Council
ii	Provide and live a vibrant, energetic and varied parish social and events calendar	All Parish Committees and Ministries & All Parishioners
iii	Strengthen relationships between parish & schools at parent & student level. For e.g. Pre and post sacramental occasions and academic progression	Schools, Parish Pastoral Council, Parish Priest & Pastoral Associate
iv	Maximise use of the parish website to cater to all age groups, ministries and activities	Parish Pastoral Council
v	Ensure that meetings, commitments and working bees embrace social and well-being components	All Parishioners
vi	Incorporate a dynamic youth and young adults focus in all parish ministries and activities	All Ministries, Parish Priest & Pastoral Associate
vii	Actively represent and participate as a faith community in the wider community	Parish Pastoral Council & All Parishioners
viii	Acknowledge and appreciate all parish volunteers and those who go above and beyond	Parish Priest & Parish Pastoral Council
ix	Develop a process and/or facility for feedback, complaints and grievances	Parish Priest & Parish Pastoral Council
x	Support parishioners experiencing grief and/or hardship	Parish Priest, Pastoral Associate & Parish Office

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xi	Form specific (age, circumstance, interest) groups that regularly meet/socialise but interact with other groups annually	Parish Priest & Parish Pastoral Council
xii	Celebrate cultural diversity while promoting community	Parish Priest & All Ministry Coordinators



**CHURCH IS NOT SOMETHING
YOU GO TO... IT'S A FAMILY
YOU BELONG TO.**



E. Leadership

Objective: To provide effective and supportive pastoral leadership and successful transition of leaders in ministries and lay groups.

Actions:

Item	What	Who
i	Establish a transition team to prepare the Parish for a change of Parish Priest, when required	Parish Priest & Parish Pastoral Council
ii	Empower our parishioners to fulfil their role as pastoral leaders	Parish Priest, Parish Pastoral Council & All Ministry Coordinators
iii	Authorise ministry leaders to delegate, share and distribute responsibilities amongst their ministry.	Parish Priest
iv	Support the Parish Priest, in terms of time and resources, so he can focus on his unique responsibilities	Parish Pastoral Council & All Parishioners
v	Keep parishioners informed and up-to-date on all relevant non-liturgical parish matters	Parish Priest, Parish Pastoral Council, Ministry Coordinators & Parish Finance Committee
vi	Provide opportunities and encourage all parishioners to be involved in ministries.	Parish Priest, Parish Pastoral Council & All Ministry Coordinators
vii	Track, evaluate and maintain the Parish Pastoral Plan	Parish Priest & Parish Pastoral Council
viii	Be open and receptive to all levels of feedback	Parish Priest & All Parish Organisations
ix	Ensure effective utilisation of the Parish Pastoral Council & Ministries	Parish Priest



F. Evangelisation

Objective: To attract new members to our faith community and to welcome back those who have become disengaged or lapsed.

Actions:

Item	What	Who
i	Spiritually reach out to families by strengthening the faith connection between parish and primary/secondary schools	Parish Priest, Pastoral Associate, School Principals & School Parents
ii	Develop programs to reach out to the disengaged and lapsed in our community	Parish Priest & Pastoral Associate
iii	Encourage parishioners to promote and witness the gospel in our wider community as disciples of Christ	Parish Priest, Pastoral Associate & All Parishioners
iv	Create opportunities through ministry for parishioners to help those with special needs.	Parish Priest, All Ministry Coordinators & All Parishioners
v	Introduce programs to encourage parishioners to engage with people who are not within our faith community	Parish Priest, Pastoral Associate & All Parishioners



***“Go therefore and make disciples of all nations,
baptizing them in the name of the Father and of
the Son and of the Holy Spirit,”***

Matthew 28:19





G. Outreach

Objective: To provide material and/or spiritual assistance to communities and groups external to our Parish.

Actions:

Item	What	Who
i	Establish programs, on behalf of the parish, to assist wider community members who are experiencing hardships.	Parish Priest & Parish Pastoral Council
ii	Participate in philanthropic and wider community events representing the parish.	Parish Priest & Parish Pastoral Council
iii	Embrace approaches from agencies to support external communities or groups. For e.g. Local and/or overseas missions.	Parish Priest & Parish Pastoral Council

BE THE CHURCH:
Everyone.
Everywhere.
Everyday.



9. PRAYER

Love Undefined



*Eternal God, eternal Trinity,
You have made the Blood of Christ so precious
through His sharing in Your Divine nature.
You are a mystery as deep as the sea;
the more I search, the more I find,
and the more I find the more I search for You.
But I can never be satisfied;
what I receive will ever leave me desiring more.
When You fill my soul I have an ever-greater hunger,
and I grow more famished for Your light.
I desire above all to see You,
the true light, as you really are. Amen.”*

~ Prayer of St. Catherine of Siena



ACKNOWLEDGEMENTS

The development of this Parish Pastoral Plan would not have been possible without the contributions of intellect, time, and energy of the following.

Fr Richard Rosse

Pastoral Plan Task Group

Parish Pastoral Council

Parishioners

The parish appreciates your help and input in the development of this Pastoral Plan and anticipates the pride and satisfaction that will come to you from the plan's successful implementation over future years.

Your Feedback or Questions

If you wish to provide any feedback on the Parish Pastoral Plan or ask any questions about it, you can do so either:

In writing

OR

In person

Chairperson PPC
St Catherine of Siena Parish
28 College St
Caroline Springs VIC 3023

Contact any of the Parish
Pastoral Councillors
(*Directory in Gathering Space*)

Email: carolinesprings@cam.org.au

Contact page of the Parish website (via the Feedback link)
www.stcatherinecarolinesprings.org.au/send-feedback.php