

DIOCESE OF RAPHOE



Forward  
Together

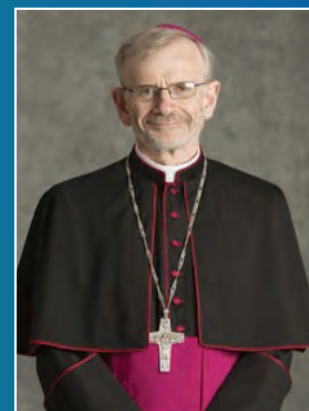


PASTORAL PLAN 2022 - 2024





# A Word from The Bishop



One of the great Saints of recent centuries St John Henry Newman once said: 'to change is to grow and to be perfect is to have changed often'. Those words can sound either ominous or exciting depending on how we choose to hear them. Newman's conviction was that the Spirit of God is ever-creative and that the grace of the Spirit in the lives of people and communities must bear fruit. If we choose to live by Newman's words we do it in faith, not relying on our own strengths nor overwhelmed by our failings in the past. The followers of Jesus can readily acknowledge their weaknesses and hear his invitation to begin again.

The goal of this plan is to bring us together as a community of faith, hope and charity in our parishes and in our diocese. We will face the future together, priests and lay faithful and those in the consecrated life, confident that the Holy Spirit will be working among us. There is a wonderful providence in the fact that Pope Francis is calling the entire Catholic Church to reflect on new ways of living the Faith together under the heading of 'Synodality'. The completion of our plan will be a great work of Synodality.

Let us go forward together with trust in God. We also look back and learn from our mistakes. Our experience as a community in recent years has taught us that the safeguarding of children and vulnerable persons must be to the forefront of our thinking in every one of the initiatives we undertake.

Let us pray for the kind of change that gives evidence of growth. We remember that if change is to come in the diocese or in our local parish it will have begun in the heart of each individual. Let each one of us be open to that change.

Our Lady, Mother of the Church, pray for us  
Saint Eunan and Saint Colmcille, pray for us

**+Alan McGuckian SJ**

Bishop of Raphoe

**Commissioned by Christ and empowered by the Holy Spirit, together we will continue to build vibrant, prayerful communities where the joy of the Gospel is experienced by everyone. We, the Church in Raphoe, celebrate the Good News with lives of Faith, Hope and Charity (1 Cor 13:13).**

PASTORAL THEME:

FAITH

**Vision:**

That the Diocese of Raphoe would be a place where the people have a deep understanding of the faith and the many ways it can be expressed.

**Action Point F1:**

*The diocese will develop a programme of Children's Catechetics and Sacramental Preparation co-ordinated by a Diocesan Youth Development Officer.*

**What this is:** The children are both the present and the future of our Church. Our parishes will promote and nurture the faith of our children through vibrant formation, both in terms of catechesis and sacramental formation, building on the excellent work already undertaken at parish, school and home level.

**Who will do it:** A Youth Development Officer and a team of volunteers from across the deaneries, learning from and supporting those already engaged in this work.

**What resources this will require:** A Youth Development Officer will be employed to co-ordinate and energise this programme. An office space in the Pastoral Centre as well as office set up costs will pertain. A budget for physical resources and online resources will be needed.

**Strategy:** In order to be sure of the viability of this post, we must look to build capacity in the parishes first for Youth Ministry. In order to do this, it is envisaged that the Director of Pastoral Renewal will undertake work in this area in Year 1 (2022) to research modes of work that would be appropriate for the Diocese and then in Year 2 (2023) begin some work on the ground to assess the effectiveness of this work. Youth Ministry will be suggested as a common theme for all Parish Pastoral Councils to consider as they are formed (Action Point H5). Pending all of this preliminary work, and when the need is clearly present, recruitment for the post of Youth Development Officer will begin. This is envisaged as happening in the last quarter of Year 2; in other words towards the end of 2023.





## **Action Point F2:**

*The Diocese will set up a support network for post-primary RE teachers.*

**What this is:** The Diocese recognises the vital work our teachers do. In recognition of the challenges faced by post-primary RE teachers and chaplains, we will set up a network of support for these teachers to sustain them and to further enliven their work and the impact it has on our children. Days of retreat, reflection and information will be held throughout the school year. There will also be a mechanism for sharing resources that are current and fresh.

**Who will do this:** A volunteer co-ordinator will engage with groups of teachers from schools across the Diocese on an opt-in basis. The co-ordinator will liaise with the Faith Renewal Director (Action Point H4) in progressing their work.

**What resource this will require:** A budget will be allocated to support this work.

**Strategy:** A volunteer co-ordinator will be identified in Year 1 to begin to outline a plan for taking this action point forward.

## **Action Point F3:**

*The Diocese will continue to support Primary School teachers through the diocesan Catholic Primary Schools Managers Association group.*

**What this is:** The Diocese of Raphoe recognizes the essential work that primary teachers do in our schools. It is important that the Diocese continues to offer support and training to all schools especially in the area of religious education. It is equally important that school principals feel supported in the work that they undertake on behalf of our children, their families and parishes.

**Who will do this:** The Diocese will continue to support the Catholic Primary Schools Managers Association group who have been working with schools over this past couple of years.

**What resources will this require:** The group will continue to need volunteers who have a background in primary education and who will assist the existing group in the work of supporting the religious ethos in our schools. This group is already financed by a portion of the school membership being redirected each year to the Diocese in order to provide resources and courses to teachers.

**Strategy:** This work is ongoing in the Diocese and will continue to be supported in the way it has been.



## **Action Point F4:**

*The Diocese will appoint a Faith Development Officer to co-ordinate and facilitate the running of a vibrant Faith Development Programme throughout the year in the Parishes across the Diocese.*

**What this is:** Faith Development is a key activity for any Diocese to undertake. The people in our parishes are hungry for ways to come together and experience, learn and live out our faith. We will deliver a concerted programme of vibrant faith development across the parishes of the Diocese.

**Who will do this:** We will employ a Faith Development Officer whose role will be both to deliver high quality and accessible faith development programmes and to co-ordinate the training of parishioners across the Diocese to do the same, ensuring longevity and sustainability in how we approach faith development.

**What resource this will require:** A Faith Development Officer will be employed. An office space in the Pastoral Centre as well as office set up costs will pertain. A budget for physical resources and online resources will be needed.

**Strategy:** It is envisaged that the Diocese will undertake work in this area in Year 1 to research and choose appropriate faith development programmes. In Year 2 (2023) the Director of Pastoral Renewal will begin to deliver these programmes in the Deaneries. Faith Development will be suggested as a common theme for all Parish Pastoral Councils to consider as they are formed (Action Point H5). Pending all of this preliminary work, and when the need is clearly present, recruitment for the post of Faith Development Officer will begin. This is envisaged as happening in the last quarter of Year 2; in other words towards the end of 2023.

## **Action Point F5:**

*The Diocese will set up an End of Life Funeral Ministry Team.*

**What this is:** The Diocese values life as a sacred gift at all stages. We want to support people in a particular way at the end of life, in those difficult and sad days of grief and loss. The end of life funeral team will journey with people at this time.

**Who will do this:** We will commission a volunteer Diocesan Co-Ordinator to set up this ministry, including researching how this is done in other Dioceses around Ireland and the world over. This ministry will be lay-led and will involve volunteer teams in each Parish and/or Deanery. In order to ensure consistency and sustainability, a Diocesan Committee will be established, incorporating the Co-Ordinator and some of the volunteers on the ground in the parishes.

**What resource this will require:** The ministry will involve volunteers and, therefore, will incur no employment costs. A resource booklet for funeral liturgy will be produced. A budget for training should be set aside each year.

**Strategy:** This action point will become a reality in the Diocese in Year 3 (Jan – Dec 2024).





### **Action Point F6:**

*The Diocese will hold a Novena with the theme of 'Welcome' in June 2024.*

**What this is:** Communal worship, liturgy and fellowship are all essential elements of the life of the Christian community. In order to create a sense of community, unity and identity across the Diocese of Raphoe, we will hold a Novena in the Cathedral in June 2024 on the theme of 'Welcome' in keeping with and building on the work arising out of Action Point C2.

**Who will do this:** There will be a committee of lay, religious and clergy set up under the chairmanship of the Bishop whose sole task will be to organise this Novena. It will require a variety of skillsets, for example; knowledge of liturgy and sacred music, communications skills, ability to reach out across the Diocese to involve people from all Deaneries in the Novena.

**What resource this will require:** People are the main resource to consider here. The committee membership is key and will require a few people chosen initially to work with and to the Bishop in order to constitute the committee.

**Strategy:** Year 1 and 2 will be years when new activity in relation to Faith Development, Youth Ministry and the development of our Synodal Path will occur. This Novena in June of Year 3 (2024) will benefit from the work that has gone before in these areas which will have created a sense of momentum, identity and unity across the Diocese and provide a wonderful focal point for the work of this plan thus far.

### **Action Point F7:**

*The Diocese will actively promote a Vocations Strategy.*

**What this is:** The role of the ordained priest is vital within any Catholic community. He provides the Eucharist and the sacraments, preaches the Word of God and comforts and supports the people in times of joy and sadness. The Diocese will set about writing and promoting a strategy to encourage vocations to the priesthood to encourage men to follow in the footsteps of Jesus Christ. This will be a 3-year strategy, to be reviewed and renewed at the end of the 3-year period.

**Who will do this:** The Diocese will appoint a committee of priests and lay people to work along with the Diocesan Vocations Director. This committee will include the Director of Pastoral Renewal (Action Point H4). The Vocations Director will liaise with Vocations Ireland, the national vocations office.

**What resource this will require:** It is envisaged that there will be a need for a social media campaign, 'Days of Discernment', vocations booklets and resources for a Vocations Novena once per year.

**Strategy:** Work on this action point will begin early in Year 2 (Jan – Dec 2023).



## Action Point F8:

*The Diocese will establish a Liturgy Commission, embracing both liturgy and music.*

**What is this:** Good liturgy is essential to draw people into the Mystery of faith and it is important that the Diocese would have a Liturgy Commission who would be able to resource parishes for liturgies and Celebrations throughout the year.

**Who will do this:** This work would be undertaken by a new Commission. It will embrace the current Music Group. They have been working in the Diocese for many years supporting the use of good music in the Liturgy. The work will be built upon and broadened out to help enhance the quality of the liturgies in the Diocese.

**What resources this will require:** The Liturgy Commission would work under the guidance of the Director of Pastoral Renewal in order to find and prepare resources for Parishes in the coming years.

**Strategy:** This work has already begun in the Diocese with emphasis on congregational singing.





PASTORAL THEME:

HOPE

**Vision:**

That the Diocese of Raphoe would be a place where people are filled with the hope and joy of the Risen Christ and where our parishes explore how the Spirit is calling us to move into the future together.

**Action Point H1:**

*The Diocese will establish a dedicated Youth Development Programme.*

**What this is:** The Diocese values and cherishes each one of our young people and wants to contribute to the nourishing of the faith within them. We will set up a dedicated youth development programme to not only sustain them on their faith journey, but also to help and encourage them to be active participants in the life of the Church now and into the future.

**Who will do this:** The Youth Development Officer (Action Point F1) will take the lead on this, supported and managed by the Pastoral Renewal Director (idea H4). Together, they will deliver the programme.

Each Deanery will be asked to provide a Youth Lead, chosen from among its Parishioners, who will come together with other Youth Leads from across the Deaneries and the Youth Development Officer, every quarter to share best practice, resource and encourage each other in the roll out of this programme. There will also be volunteers at parish level who will facilitate the programme on the ground.

**What resource this will require:** The sourcing and buying in of programme materials as well as the training and support of Deanery Leads and parish based volunteers.

**Strategy:** In keeping with the strategy associated with Action Point F1 (the recruitment of a Youth Development Officer), the preliminary work on this idea will be done by the Director of Pastoral Renewal who, along with members of the Diocesan Pastoral Council (Action Point H6) will research effective programmes running in other Dioceses in order to make a decision about what programmes would be best for our Diocese). Following this initial work, the programme will begin in Year 3 (Jan – Dec 2024).



### Action Point H2:

*The Diocese will form a Communications Team who will develop a communications strategy.*

**What this is:** The modern world is built on rapid communications. Quality information that is timely, accurate and honest needs to be the mark of the Church. The team will be responsible for all the various types of communication e.g. print, radio/television; the range of social media platforms, websites etc.

Duties of the team would include:

- Liaising with diocesan teams (liturgy, faith formation, youth, pastoral councils etc.) and keeping the parishes up to date with developments, e.g. through newsletters
- Press releases – Bishop’s announcements, diocesan activities etc.
- Web page
- Social media
- Radio interviews

Various members of the team could specialise in different forms of communication and build a network of contacts within the media outlets.

They will also compile the narrative that will underline the communications for a specific period of time i.e. create a communications strategy. This should be a dynamic piece of work capable of allowing modifications to take cognisance of developing situations.

**Who will do this:** The Diocesan Pastoral Council, in conjunction with the Diocesan Communications Officer, will undertake initial work on this; then a small group of media minded people will be drawn together to create their own team with the agreement of the Bishop.

**What resource this will require:** The main resource will be personnel; volunteers who make up the committee. Dedicated space within the Pastoral Centre where the committee could meet and work will also be needed as well as a budget for media training for the team and any individuals they identify as core to the promotion of the Diocese’s messages.

**Strategy:** Work to realise this action point will begin during Year 1 (Sept – Dec 2022) after the Bishop has called together the Diocesan Pastoral Council and strikes a sub group to work along with the Diocesan Communications Officer.



**Action Point H3:**

*The Diocese will undertake a re-ordering of the Pastoral Centre.*

**What this is:** In order to give a central focus and energy to this plan, the Diocese requires a central location in order to manage, organise and provide pastoral activities as well as to house Diocesan Pastoral staff and volunteers. The Pastoral Centre will provide such a location. This will require a review of current activity in the centre and a re-ordering of the centre in such a way as to provide space for the activities outlined in this plan.

**Who will do this:** The Diocesan Pastoral Council will review and reflect on the current activities in the centre and make recommendations to the Bishop for going forward. The Raphoe Diocese Pastoral Services CLG will implement any changes deemed necessary.

**What resource is required:** It is envisaged that some physical restructuring will need to take place as well as outfitting new office space with furniture, computers, printers, photocopier etc.

**Strategy:** Work to realise this action point will begin in Year 1 (Sept – Dec 2022) after the Bishop calls together the Diocesan Pastoral Council and sets up a subgroup to do so.

**Action Point H4:**

*The Diocese will appoint a Director of Pastoral Renewal.*

**What this is:** The Diocese recognises the importance of keeping a focus and energy behind this plan. In order to ensure this, we will employ a Director of Pastoral Renewal to lead on its implementation. The Director will manage and lead both pastoral workers mentioned in action points F1 and F3. They will also report to the Bishop and the Diocesan Pastoral Council, keeping them informed of the progress of the plan.

**Who will do this:** The Bishop will commence a recruitment process within the year 2022.

**What resource is required:** A salary and costs.

**Strategy:** A job description will be drawn up and a recruitment process started in Year 1 (Sept – Dec 2022). Getting the right person into this post early on is a key target of the first phase of rolling out this pastoral plan and so this action point will be moved on early on in Year 2.



### Action Point H5:

*The Diocese will provide training and formation in order to set up and sustain Parish Pastoral Councils.*

**What this is:** Parish Pastoral Councils are bodies comprising the Parish Priest and 8-10 parishioners who come together to hold a vision for the parish community and to conceive a plan to encourage the growth of the faith life of the parish. They embody the idea of co-responsibility between lay and clergy that Pope Benedict spoke of and the spirit of synodality that Pope Francis speaks of. It is central to this plan that as many parishes have Pastoral Councils as is possible in order to keep the fire of the Holy Spirit, envisaged in this plan, burning across the Diocese.

As well as Parish Pastoral Councils meeting in individual Parishes, the Diocese commits to encouraging Councils to meet quarterly in Deanery areas in order to share good ideas and support each other in pastoral renewal. In this way, the development of Parish Pastoral Councils will walk hand in hand with the unfolding of the national synodal pathway, which envisages the sort of dialogue and co-operation that this action point will encourage.

**Who will do this:** The Diocese will engage a suitably experienced person to work along with the Bishop, the Diocesan Pastoral Council, the Council of Priest and the Vicars Forane in constructing a programme of formation for Pastoral Councils across the Diocese. The formation will take place at Deanery level.

**What resource this will require:** A suitably experienced person will be asked to submit a price for the work to take place over the next 2 years.

**Strategy:** This action point will commence early in Year 1, given that it is a practical and visible outworking of this plan. Parish Pastoral Councils, working and discerning God's plan in parishes and Deaneries will pave the way for other action points contained in this plan to happen.





### Action Point H6:

*The Bishop will commission a Diocesan Pastoral Council.*

**What this is:** In 2013 Pope Francis affirmed that for the Church to function most effectively, synodality must be embedded throughout its governance structures, and that "...a bishop cannot guide a diocese without pastoral councils." The role of a Diocesan Pastoral Council is to "investigate under the authority of the bishop all those things which pertain to pastoral works, to ponder them and to propose practical conclusions about them." (Code of Canon Law, 511).

The Bishop has drawn together an interim Diocesan Pastoral Council together in 2021, with a commitment to finalising membership and commissioning the full Council in 2022.

**Who will do this:** The Bishop, working with the Vicars General will undertake to identify suitable people from across the Diocese to be members of the Diocesan Pastoral Council.

**What resource this will require:** The Director of Pastoral Renewal (Action Point H4) will be an ex-officio member of the Council and a budget for its training and formation will be drawn from the Director's budget.

**Strategy:** The Diocesan Pastoral Council will be brought together in Year 1 (Sept – Dec 2022) to oversee the pastoral plan and the Synodal Pathway, help in recruitment of the Director of Pastoral Renewal and in research about the other posts, and the strategy for the roll out of this plan.





### **Action Point H7:**

*The Diocese will undertake a review of liturgical activity and parish structures throughout the Diocese.*

**What this is:** With the decline in the number of active priests in the Diocese it is important that we act now in order to create parish/deanery structures that are vibrant and sustainable into the future. Communities of faith are built around the celebration of the liturgies and so it is important that our liturgies continue to be celebrated in a meaningful way, ensuring the liturgy is not rushed and the priests are not over worked. This will mean the number of Masses we celebrate may have to be decreased in some parishes and new ways for parishes to work together will have to be found.

Specifically, the Diocese will undertake a review of its Parish structures that includes:

- A review of the number of Masses celebrated each weekend with the objective of reducing the number of Masses, if required, and in line with the needs of the Parish and the Deanery.
- A review of Parish numbers and boundaries to see if alignment/amalgamation may be needed to maintain the celebration of vibrant liturgies and to build community.
- Assessment of the capability of individual Parishes to hold lay-led prayer services for the times when a priest cannot be present. Training and support will be made available to make such services a real and meaningful part of the faith life of the Parish community.
- Assessment of the future viability of maintaining multiple churches within a Parish and to prepare for a time when this may not be possible.

**Who will do it:** The Bishop will introduce this part of the plan after consultation with the Council of Priests, the Vicars General, the Vicars Forane and the Diocesan Pastoral Council. It will be coordinated at Deanery level. Parishes in each Deanery will work together, with their respective Pastoral Councils being asked to submit a plan to rationalize the number of Masses so that each priest does not have to celebrate more Masses on any given weekend than is reasonable nor in excess of the limit set out in the Code of Canon Law.

The information will be submitted to the Director of Pastoral Renewal (Action Point H4) for collation. A working party, drawn from the Diocesan Pastoral Council, Council of Priests and the Vicars Forane, with the Bishop, will review the information submitted from each Deanery and will discern an action plan vis-à-vis changing the number of Masses, the introduction of lay-led prayer services and possible alignment or amalgamations. A consultation document will then be prepared and sent back to the Parishes for comment before action is taken. This process will take 2 years to complete from introduction.

**What resources this will require:** Other than the time of the people involved, this is a resource neutral action point.

**Strategy:** While the structures necessary to be able to hear back from the Parishes and Deaneries will be in formation in Year 2 and fully functioning across the Diocese in Year 3, initial discussions and planning on this action point should begin in Year 2 (Jan – Dec 2023).





## Action Point H8:

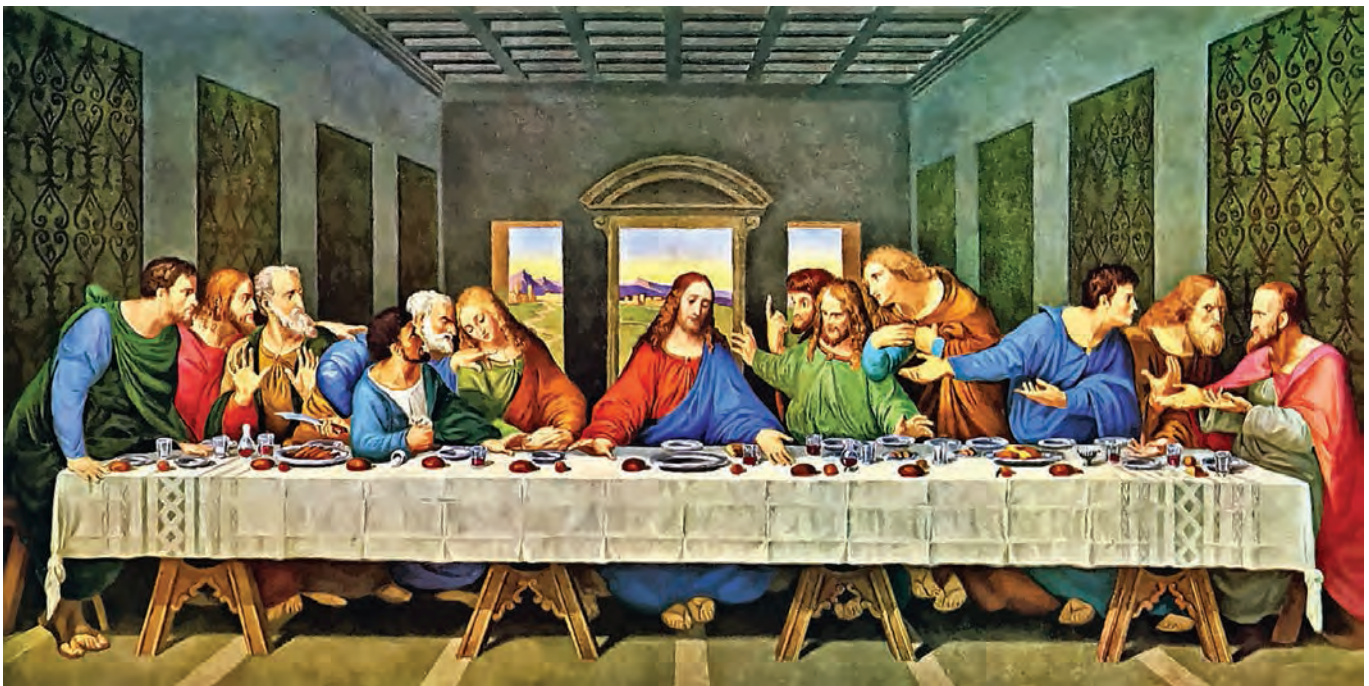
*The Diocese will recommit to care of the Clergy.*

**What this is:** We recognise that our priests are both fewer in number and are ageing. Men who are being asked to continue to play a key role in the life of the Church in these circumstances deserve to know that they are cared for as do the priests who have retired from active ministry after many years of service. The diocese will continue to provide regular clergy conferences with life-giving inputs and to support priests with ongoing professional development.

**Who will do it:** The Bishop and the Vicars Forane will work together to foster a culture of support for priests within each deanery area and seek to ensure that priests who are dealing with sickness or stress of any kind are provided with all the attention they need.

**What resources this will require:** Initially this will require the time and attention of the Bishop and the Vicars Forane but if additional professional support is called for it will have to be budgeted for.

**Strategy:** There will be regular meetings of the Bishop with the Vicars Forane. Care of the Clergy will be a standing item on the meetings of the Council of Priests.



PASTORAL THEME:  
**CHARITY**

**Vision:**

That the Diocese of Raphoe would be a place where the love of God for all Creation is made evident through practical works of care, guiding us where Jesus wants us to go.

**Action Point C1:**

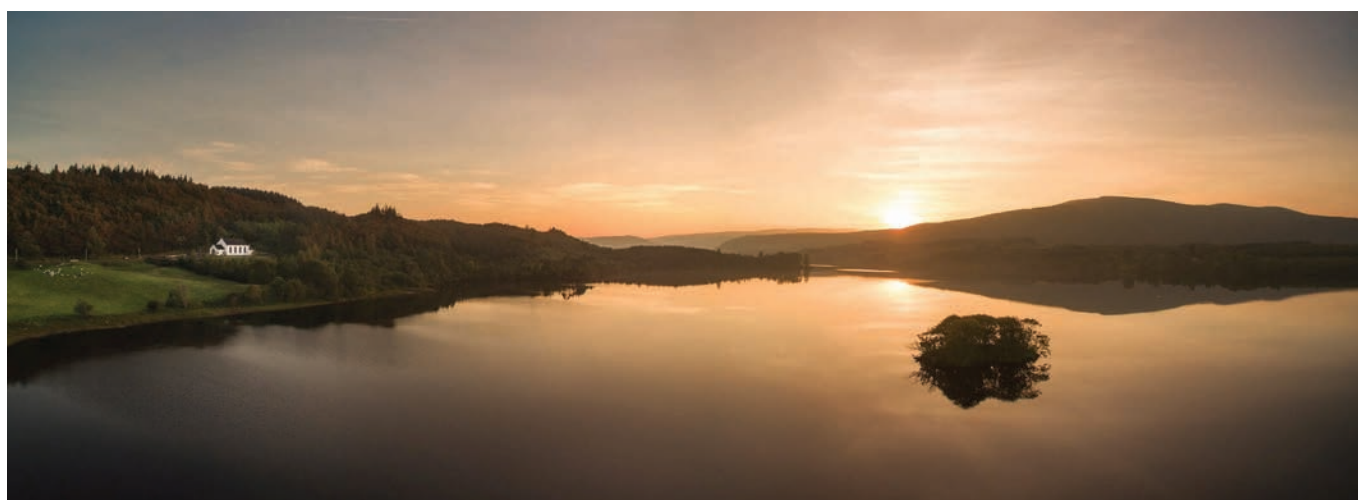
*The Diocese will encourage and enable Parishes to undertake Social Justice activities.*

**What this is:** “By this everyone will know that you are my disciples, if you love one another” (John 13:35). One of the marks of a vibrant Christian community is its willingness to help those in need. The Social Justice Teaching of the Catholic Church draws us to incorporate care for the poor into how we live out our faith. Many Parishes already undertake valuable work in this regard. However, we must always strive to do more in this area. Therefore the Diocese will include talks, workshops and courses on Social Justice in the Faith Development programmes each year (Action Point F3). This will be done with the express desire to encourage Parishes to explore how they can take on meaningful and targeted social justice activities.

**Who will do it:** The Faith Development Officer (Action Point F3), liaising with the diocesan Justice and Peace Group, will ensure that the Faith Development Programme includes a Social Justice element each year and will act as a liaison point for Parishes in helping to generate ideas for action, as well as linking Parishes who could readily and fruitfully work together.

**What resource this will require:** The Faith Development Officer’s budget will cover the cost of running the Social Justice faith development programmes in the Parishes and any financial implication of the action that comes from this programme will be covered at Parish level.

**Strategy:** Work on this action point will begin early in Year 3 (2024).





## **Action Point C2:**

*The Diocese will hold a month of 'Welcome' in June 2024.*

**What this is:** Jesus always welcomed people to come to him and was often found in the company of people at synagogue, at the dinner table or in the countryside. We want a Diocese where all people feel welcomed into our parish communities to deepen their personal relationship with Jesus. In order to help towards this goal, the Diocese will dedicate one month in 2024 to the theme of 'Welcome', with the goal of increasing the sense of welcome for those who are already part of our Parish communities and making the invitation for others to become part of the community.

During this month, each Parish will be encouraged to hold liturgical and social events the theme of 'Welcome' at their core. Mindful of the events surrounding the World Meeting of Families in 2018, it is thought that Parishes could organise fun days, barbeques, musical events and days of welcome and information about their Parish.

**Who will do this:** A committee of volunteers will be drawn from across the Diocese to help plan and organise vibrant activities for the Month of Welcome.

**What resource this will require:** Each Parish will be encouraged to plan into this month from early in 2024. This planning work could be under the auspices of a sub-committee of the Parish Pastoral Council. They will be supported in this planning work by the Diocesan committee mentioned above. Parishes will be encouraged to undertake fundraising for any ideas they plan for.

**Strategy:** Work to plan for this Month of Welcome should begin early in Year 3 (2024) with whole parishes, rather than curacies, encouraged to work to plan a programme of events.

## **Action Point C3:**

*The Diocese will develop a strategy for environmental sustainability and 'Eco-Spirituality'.*

**What this is:** Care for the environment and reviewing our approach to the whole of Creation, its importance and our place in it, is important right now and will be very significant in the years ahead.

In keeping with the teachings of Pope Francis, particularly in his encyclical, *Laudato Si* ('Praised be You'), we know that not only is there an environmental imperative, there is also a moral, a spiritual and a human need to address the issue of caring for the earth, our common home.

The Diocese will develop a plan for ecological sustainability as well as encouraging each Parish to develop its own plan to care for our common home.



**Who will do this:** The Diocese will build on the work of the Justice and Peace Group to write, co-ordinate and roll out an environmental strategy for the Diocese. An educational outreach programme is currently being developed in Ards and the diocese has an input to this process. The fruits of these discussions will be made available to the parishes. Therefore, the Diocese will identify a team of people who will work closely with Ards Friary going forward.

**What resource this will require:** The main resource this will require initially will be the people who form the team mentioned above. However, the strategy they write may well have budgetary implications as the Diocese seeks to find new ways of working to create environmental sustainability in keeping with the principles of Laudato Si.

**Strategy:** Acknowledging that this action point will be achieved over the long term, it is still wise that a group be identified in Year 1 (2022) who can take part in the training opportunities afforded by Ards Friary.

## **Action Point C4:**

*The Diocese will establish a Fundraising Team to finance the pastoral needs of the Diocese.*

**What this is:** These are challenging times on so many levels, with finances being one such level. The pandemic and subsequent restrictions have caused financial problems for most large organisations; the Church is no different. The action points contained in this Diocesan Pastoral Plan have been compiled with the desire to see the faith and pastoral life of the Diocese grow, now and into the future. Many of the action points have financial implications. Special and dedicated steps need to be taken to secure ongoing financial resources that will allow these meaningful pastoral activities to take root and flourish.

**Who will do this:** The Diocese will establish a dedicated fundraising team, working with and for the Bishop and the Finance Council of the Diocese. The Chair of the Finance Council will be a member of the new fundraising team and assist the Bishop in identifying others to join the team.

**What resource this will require:** The main resource will be the people who make up the team, although a budget for communication should be agreed and secured.

**Strategy:** Should funding be available to begin the roll out of some elements of this plan, it will enable the people of the Diocese to see that it is worthwhile and therefore increase the possibility for this Fundraising Team to successfully make the case for donations. With that said, advances should be made to suitably skilled and experienced people to ask them to be members of this team early in the life of this plan. Work to begin in this regard in Year 1 (2022).





## Action Points by Year of Commencement

### Year 1 (2022) Work to begin on the following Action Points:

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- F2 A support network for post-primary RE teachers
- F3 Continue to support primary school teachers through CPSMA
- F8 Establish a Liturgy Commission
- H2 Form a Communications Team
- H3 Re-ordering of the Pastoral Centre
- H4 Appoint a Director of Pastoral Renewal
- H5 Set up and sustain Parish Pastoral Councils
- H6 The Bishop will commission a Diocesan Pastoral Council
- H8 The Bishop will meet with the VFs regarding Care of Clergy
- C3 Develop a strategy for environmental sustainability and 'Eco-Spirituality'
- C4 Establish a Fundraising Team

### Year 2 (2023) Work to begin on the following Action Points:

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- F1 Children's Catechetics and Youth Development Officer
- F4 Appoint a Faith Development Officer
- F6 Hold a themed Novena in June 2023
- F7 promote a Vocations Strategy
- H7 Undertake a review of liturgical activity throughout the Diocese

### Year 3 (2024) Work to begin on the following Action Points:

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- F5 Set up an End of Life Funeral Ministry Team
- H1 Establish a dedicated Youth Development Programme
- C1 Encourage and enable Parishes to undertake Social Justice activities
- C2 Hold a month of 'Welcome' in June 2024

Action Point	Year 1 - 2022	Year 2 - 2023	Year 3 - 2024
<b>FAITH</b>			
F1 Children's Catechetics and Youth Dev Officer		*	
F2 A support network for post-primary RE teachers	*		
F3 Continue to support primary school teachers through CPSMA	*		
F4 Appoint a Faith Development Officer		*	
F5 Set up an End of Life Funeral Ministry Team			*
F6 Hold a themed Novena in June 2024			*
F7 promote a Vocations Strategy		*	
F8 Establish a Liturgy Commission	*		
<b>HOPE</b>			
H1 Establish a dedicated Youth Development Programme			*
H2 Form a Communications Team	*		
H3 Re-ordering of the Pastoral Centre	*		
H4 Appoint a Director of Pastoral Renewal	*		
H5 Set up and sustain Parish Pastoral Councils	*		
H6 The Bishop will commission a Diocesan Pastoral Council	*		
H7 Undertake a review of liturgical activity throughout the Diocese		*	
<b>CHARITY</b>			
C1 Encourage and enable Parishes to undertake Social Justice activities			*
C2 Hold a month of 'Welcome' in June 2024			*
C3 Develop a strategy for environmental sustainability and 'Eco-Spirituality'	*		
C4 Establish a Fundraising Team	*		

# NOTES

