



A PROMISE OF NEW LIFE FOR OUR ARCHDIOCESE

**REPORT FROM
STRATEGIC PLANNING COMMITTEE
July 2017**

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**All-powerful God, you are present
in the whole universe
and in the smallest of your creatures.
You embrace with your tenderness all that exists.
Pour out upon us the power of your love,
that we may protect life and beauty.
Fill us with peace, that we may live
as brothers and sisters, harming no one.
O God of the poor,
help us to rescue the abandoned and forgotten
of this earth,
so precious in your eyes.
Bring healing to our lives,
that we may protect the world
and not prey on it,**

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**that we may sow beauty,
not pollution and destruction.**

**Touch the hearts
of those who look only for gain
at the expense of the poor and the earth.
Teach us to discover the worth of each thing,
to be filled with awe and contemplation,
to recognize that we are profoundly united
with every creature
as we journey towards your infinite light.
We thank you for being with us each day.
Encourage us, we pray, in our struggle
for justice, love and peace.**

~ Pope Francis, A Prayer for Earth

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The parish is not an outdated institution; precisely because it possesses great flexibility, it can assume quite different contours depending on the openness and missionary creativity of the pastor and the community.

The parish is the presence of the Church in a given territory, an environment for hearing God's word, for growth in the Christian life, for dialogue, proclamation, charitable outreach, worship and celebration.

~ Pope Francis



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- Strategic Planning Committee appointed in 2016 by Archbishop.
- Task was to develop a new approach to renewing spiritual, liturgical, ministerial and catechetical life and to oversee social and financial sustainability in all parishes across the Archdiocese.
- Committee prepared themselves by reviewing relevant documents and meeting with priests, representative groups from parishes and deaneries and diocesan committees and boards.
- Draft proposal was developed and read at all Masses throughout the Archdiocese.



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- Committee received extensive feedback from priests, parishioners and other entities on draft proposals.
- Committee members held 17 facilitated meetings in each of the proposed nine zones in which more than 1,300 people participated in the fall of 2016.
- Committee also received e-mails, phone calls and letters from various sources regarding the proposal.
- Updates on revised drafts and work were presented to the Council of Priests and other Archdiocesan Committees.
- Committee revised proposal based on feedback and presented final **Recommendations for Renewal** to the Archbishop on July 7, 2017.





FORMAL APPROVAL OF RENEWAL PLAN
by
ARCHBISHOP MARTIN W. CURRIE
on
July 7th, 2017

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GUIDING PRINCIPLES

New Life in our Archdiocese

The *Parish is the Presence of the Church* in a given territory, an environment for hearing God's word, for growth in the Christian life, for dialogue, proclamation, charitable outreach, worship and celebration.



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GUIDING PRINCIPLES

Commitment to Renewal

- *Priests and Lay Persons together* in our Archdiocese are committed to a renewed focus on living the mission of Christ through our parishes
- The *needed time and energy* will be given to bring about new life in our parishes and in our Archdiocese, recognizing that this will require major change at every level.
- The integrity and importance of the *roles of clergy and laity* will be respected in any plan for renewed life in our Archdiocese.



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GUIDING PRINCIPLES

Commitment to Renewal

- Our plan for renewal of life in our Archdiocese will ensure ***fair and sustainable access*** to liturgical and pastoral services.
- ***Lay persons will share more responsibility*** with priests in liturgical, pastoral and administrative services and programs within the Archdiocese.
- A ***comprehensive youth formation strategy*** will be developed.



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GUIDING PRINCIPLES

Engagement in the Process

- Collaboration and ***sharing of resources within the pastoral zone and among adjoining zones*** are necessary conditions in developing and in implementing the Plan
- Continuing ***engagement of parishioners across the Archdiocese*** in multiple ways is critical in the initial implementation of the Plan and in the ongoing adaptation as learning comes through implementation.
- ***Formation in the functioning of pastoral teams*** and ongoing education in the role of parishes and the elements of parish life will be necessary for all parishioners and for members of the parish teams.



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GUIDING PRINCIPLES

Respectful Process

- The *implementation will happen gradually* in a phased approach with two or three zones introduced initially and with ongoing adaptation based on the learning at each phase of implementation.
- *Flexibility* will guide the implementation with certain elements identified as core and therefore non-negotiable (e.g., pastoral zones, pastoral teams) and other elements as negotiable (e.g., size of pastoral team, organizational arrangements within pastoral zones, property dispositions).



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RENEWAL PLAN

- **Comprehensive structure of ten pastoral zones**
- **Led by pastoral teams**
- **Mandate in all parishes of the Archdiocese**
 - ❖ renew spiritual, liturgical, ministerial and catechetical life
 - ❖ oversee social and financial sustainability



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TEN PASTORAL ZONES

- **Avalon Northeast**
- **St. John's East**
- **St. John's Centre**
- **Avalon Southeast**
- **Conception Bay South**
- **Southern Shore**
- **Avalon South**
- **Placentia Bay East**
- **Burin Peninsula**
- **Archdiocesan Centre**



PASTORAL ZONE	PARISHES
<p style="text-align: center;">Avalon Northeast</p>	<ul style="list-style-type: none"> ➤ Holy Rosary Parish (Portugal Cove-St. Philip's) ➤ St. Michael's Parish (Bell Island) ➤ St. Agnes' and St. Michael's Parish (Pouch Cove, Flatrock) ➤ Holy Trinity Parish (Torbay)
<p style="text-align: center;">St. John's East</p>	<ul style="list-style-type: none"> ➤ Mary Queen of Peace Parish (St. John's) ➤ St. Paul's Parish (St. John's) ➤ St. Francis of Assisi Parish (Outer Cove-Middle Cove Logy Bay) ➤ St. Pius X Parish (St. John's)
<p style="text-align: center;">St. John's Centre</p>	<ul style="list-style-type: none"> ➤ St. Patrick's Parish (St. John's) ➤ St. John Bosco Parish (St. John's) ➤ St. Teresa's Parish (St. John's) ➤ Corpus Christi Parish (St. John's)
<p style="text-align: center;">Avalon Southeast</p>	<ul style="list-style-type: none"> ➤ Mary Queen of the World Parish (St. John's-Mount Pearl) ➤ St. Peter's Parish (Mount Pearl) ➤ St. Kevin's Parish (Goulds) ➤ St. Joseph's Parish (Petty Harbour-Maddox Cove)
<p style="text-align: center;">Conception Bay South</p>	<ul style="list-style-type: none"> ➤ St. Edward's Parish (Kelligrews) ➤ St. Thomas of Villanova Parish (Topsail) ➤ Holy Family Parish (Paradise-St. Thomas')

PASTORAL ZONE	PARISHES
Southern Shore	<ul style="list-style-type: none"> ➤ Saints Peter and Paul Parish (Bay Bulls) ➤ Our Lady Star of the Sea Parish (Witless Bay) ➤ Holy Family Parish (Brigus South-Cappahayden)
Avalon South	<ul style="list-style-type: none"> ➤ Good Shepherd Parish (St. Mary's Bay) ➤ Holy Redeemer Parish (Trepassey)
Placentia Bay East	<ul style="list-style-type: none"> ➤ Sacred Heart Parish (St. Bride's) ➤ Our Lady of Angels Parish (Placentia Bay) ➤ St. Francis Xavier Parish (Long Harbour, Southern)
Burin Peninsula	<ul style="list-style-type: none"> ➤ Christ the King Parish (Rushoon) ➤ Sacred Heart Parish (St. Bernard's) ➤ Sacred Heart Parish (Marystown) ➤ St. Patrick's Parish (Burin) ➤ St. Thomas Aquinas Parish (St. Lawrence) ➤ St. Joseph's Parish (Lamaline)
Archdiocesan Centre	<ul style="list-style-type: none"> ➤ Basilica Parish

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PASTORAL TEAM

- Priest who is pastor and leader of team
- Associate pastor(s)
- One full-time paid pastoral worker



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MANDATE OF PASTORAL TEAM

- Lead people in the worship and mission of the church – liturgical and sacramental
- Be responsible for making decisions and choices for the efficient, life-giving growth of the pastoral zone – pastoral and administrative



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KEY LINKING ELEMENTS

1. ***Pastoral*** – in conjunction with the Parish Councils
2. ***Liturgical*** – in conjunction with the Liturgy Committees
3. ***Financial and Property*** – in conjunction with the Finance Committees
4. ***Catechetical and Faith Formation*** – in conjunction with the catechists in the parishes within the zone
5. ***Volunteers*** – supported in carrying out their various responsibilities and strengthened by continued formation in their ministries



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CODE OF CANON LAW

- To foster pastoral care by means of common action, several neighbouring parishes can be joined together in special groups, such as vicariates forane or deaneries or pastoral regions ~ Canon 374, §2
- The Archbishop may mandate replacement of parish councils by zonal pastoral councils
- The priest may be given responsibility for more than one Parish, be named parish priest of the Parish in which he resides, and be named pastor of the pastoral zone



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CODE OF CANON LAW

- Each Parish must retain its finance committee
- Parishes in a pastoral zone may be merged and become a new parish
- Consent of the Redemptorist and Jesuit Congregations will be required for changes to St. Teresa's Parish (CSsR) and St. Pius X Parish (SJ)
- Lay people “who are pledged to the special service of the Church” have a duty to obtain the appropriate formation for the role, and have a right to remuneration and benefits (C. 231)



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CODE OF CANON LAW

- Where the needs of the church require and ministers are not available, lay people ... can exercise the ministry of the word, preside over liturgical prayers, confer baptism and distribute Holy Communion (C. 230, §2)
- Lay persons may be authorized to confer baptism (C. 861, §1)
- Lay persons may be delegated to assist at the celebration of marriage (C. 1112, §1)



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STRUCTURE FOR IMPLEMENTATION

- Renewal Plan Implementation Committee
- Planning Coordinator (paid, 18 to 24 months)
- Renewal Plan Consultant (volunteer, 18 to 24 months)



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SUPPORT FOR IMPLEMENTATION

- **Archdiocesan Office for Evangelization and Catechesis**
= strengthen spiritual and social commitment essential to this renewal plan
- **Property Committee** (subcommittee of Implementation Committee) = assist pastoral teams with the assessment of church properties within zones, review input from pastoral teams on properties within a zone, and make recommendations to the Archbishop



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IMPLEMENTATION PLAN PHASE-IN

- Communicate clearly details of the Renewal Plan and its implementation throughout the Archdiocese
- Begin with two or three zones
- Conclude with all zones implemented within a two year period
- Ensure continued engagement of parishioners throughout the process



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IMPLEMENTATION PLAN

- Clear descriptions for roles of Pastoral Team and roles of all team members
- Mandatory formation program for all members of the Pastoral Team
- Completion of two guides by each parish within a pastoral zone
 - ❖ *Guide to Looking at the Life of the Parish*
 - ❖ *Guide to Looking at Parish Property*
- Ongoing evaluation process to ensure adaptation of the Renewal Plan as it unfolds



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TIMELINES: ARCHDIOCESE

Phase One: July to September 2017

1. Set up Archdiocesan structure including Committee and Coordinator
2. Develop communications plan for Parishes
3. Develop the role descriptions for pastoral team and team members
4. Determine the process for selecting and appointing all team members
5. Develop an evaluation plan
6. Appoint a Property Committee



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TIMELINES: PASTORAL ZONES

Phase One: September to December 2017

1. Decide which two or three zones will be implemented first
2. Hold meetings with Parish leaders and parishioners
3. Complete two Parish guides (pastoral life and properties)
4. Appoint members of the pastoral teams
5. Initiate education program for the new teams.
6. Initiate each of the pastoral zones with a formal transition ceremony
7. Begin evaluation process



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TIMELINES OTHER

Phase One: September to December 2017

1. Archdiocesan Office for Evangelization and Catechesis
 - i. Develop a plan for spiritual renewal for first two or three zones
 - ii. Help Parishes complete ***Guide to Looking at the Life of the Parish***

2. Property Committee
 - i. Create process by which data will be collected, and develop and maintain database
 - ii. Help Parishes complete ***Guide to Looking at Parish Property***



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TIMELINES

Phase Two: January to May 2018

- Next set of pastoral zones/teams

Phase Three: May to October 2018

- Last set of pastoral zones/teams



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**The Parish is
a community of communities,
a sanctuary where the thirsty come to drink in
the midst of their journey,
and a centre of constant missionary outreach**

~ Pope Francis



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**Mary, Star of the new evangelization,
help us to bear radiant witness to communion,
service, ardent and generous faith,
justice and love of the poor,
that the joy of the Gospel
may reach to the ends of the earth,
illuminating even the fringes of our world.
Mother of the living Gospel,
wellspring of happiness for God's little ones,
pray for us.
Amen. Alleluia!**

