

# Seeds of Hope

Pastoral Plan for the  
Archdiocese of Cashel and Emly  
2021-2026

Faith &  
Spirituality

Youth &  
Family

Community  
Engagement

Participation  
in Liturgy

Leadership &  
Co-responsibility



# Foreword - Archbishop Kieran



Dear Friends,

I welcome the publication of the Diocesan Plan for the Archdiocese of Cashel and Emly, ***Seeds of Hope 2021-2026***. The publication of the Plan is a very important moment for the Archdiocese as we chart our path for the future of the Church in our parishes, in particular, and the Archdiocese in general.

Over four years ago, throughout the Archdiocese, we embarked on a journey of sharing and listening as to how best we can be fully alive in our faith and serve the presence of the living God in our time. Last year the journey, as it neared the end of the important listening phase, was interrupted by the COVID-19 pandemic.

Now, we have come to a moment when we, a community of believers, step into the future together. Our Plan represents the fruits of the listening process that we have been engaged with, presenting us with a way forward to build mission-oriented communities. Pope Francis, in his Letter the *Joy of the Gospel*, gives us an impetus on this journey:

"I dream of a 'missionary option', that is, a missionary impulse capable of transforming everything, so that the Church's customs, ways of doing things, times and schedules, language and structures can be suitably channelled for the evangelisation of today's world rather than for her self-preservation. The renewal of structures demanded by pastoral conversion can only be understood in this light: as part of an effort to make them more mission oriented" (*Joy of the Gospel* #27).

Each one of us is invited to dream and to plant seeds now that will bear fruit over time as the Holy Spirit leads and directs our journey ahead. The Diocesan Plan is composed of five 'seeds' that are now being sown into the life of the Church in Cashel and Emly.

I invite you to discover or re-discover your baptismal call to be a missionary disciple – a follower of Christ who is the Way, the Truth, and the Life. Each believer is called to assist in the planting so that each one may begin to fulfil their role in the great commission given to us in Matthew's Gospel.

*"Go, therefore, make disciples of all nations... and look I am with you always; yes, to the end of time"* (Matthew 28:19,20).

As a pilgrim Church we are transitioning into a new reality in society and in our world, very much aware that in the post-Covid environment so many aspects of life that we took for granted are now being questioned or are in a *state of flux*.

We are called to work and to build together communities of life and hope for the future. We are committed to working in a spirit of co-responsibility in our parishes – building God's Kingdom, enabling all to fulfil the desire of Jesus as expressed in John's Gospel:

*"...that you may have life and have it to the full"* (John 10:10).

My sincere thanks to all who participated in and facilitated the journey up to this moment: to you, the people of faith of the Archdiocese, the Priests and Religious together with the members of the Diocesan Pastoral Council and the Council of Priests.

I ask for your continued prayers and support, confident that in God's own time a harvest of justice, peace and love will be reaped in your parish and throughout the Archdiocese.

I commend our journey to Mary:

*"Mary Virgin and Mother, Star of the New Evangelisation, 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."*

(Pope Francis Prayer in Joy of the Gospel)

Yours in Jesus Christ,

+ Kieran O'Reilly

+Kieran O'Reilly







# History of Process

## 2015: Gathering of people in the Archdiocese

When Archbishop Kieran O'Reilly was appointed to the Diocese, he gathered a group of people, priests and religious, to look at the development of Pastoral Care in the Diocese. This group worked under the direction of Fr Martin Hayes who was appointed Director of Pastoral Planning and Development.

During this period the group developed the first Vision Statement and some principles regarding how to work together. The group developed into the interim Diocesan Pastoral Council (DPC).

## 2016: Working Groups

Working groups were set up within the DPC to identify the key issues and to consider how best to respond. It was identified that there was a need to hear the views and ideas of people across the Diocese.

## 2017: The Listening Process

In September an extensive Listening Process began in all 46 parishes of Cashel and Emly Archdiocese. It was designed to provide people with an opportunity to express and share their views on the current situation, and on the future direction for their faith community.

A Strategy Group was set up with Archbishop Kieran to co-ordinate the work of the DPC and the Council of Priests in planning for the future of the faith in the Archdiocese.

## 2018: Analysis of the Data

During 2018 the material gathered through the listening process was analysed by a team of people drawn from the DPC and volunteers with assistance from Fr Éamonn Fitzgibbon from the Irish Institute of Pastoral Studies in Thurles. The aim of this process was to ensure that the views and opinions gathered were accurately represented. Great care has been taken to ensure the accurate representation of the views expressed by every individual. The topics raised and the words used were presented in the report back to each parish gathered in Deanery groups. This first gathering of people throughout the diocese helped to raise issues relevant to their parishes. During this period 3,550 people participated in the Listening Process.

## 2019: Beyond the Listening Process

A Discussion Document on the Listening Process was published in 2019. It was made available to gatherings of local parishes throughout the diocese so that people could consider its detail and discuss its implications for their own parish and the diocese at large. This 'ground up' approach ensured that parishioners had the opportunity to feed back their responses to the Diocesan Listening Process.

Following an invitation to the Annual Novena in Holycross, the preliminary outcomes from the Listening Process were presented in the form of Five Seeds of Hope: **Faith, Community, Youth and Family, Liturgy and Leadership**. These would later be the themes of the Pastoral Plan.

## 2020: DPC Meetings

The initial launch date for the Pastoral Plan was put *on hold* due to the Covid-19 pandemic. The DPC continued to work on-line.

The new structure for pastoral work in the Diocese was discussed to ensure representation on the DPC from across the Diocese. A number of new members joined. This was very positive.

In mid-year Fr Martin Hayes, the Director of Pastoral Planning and Development, was appointed Bishop of Kilmore.

## 2021: Sowing the Seeds

The DPC continued to meet on-line and worked in sub-groups based on each of the five seeds as we prepared for the launch of the Pastoral Plan, **Seeds of Hope**, in autumn 2021.

## COVID-19 Impact

*"It was the best of times, it was the worst of times; it was the season of Light, it was the season of Darkness; it was the spring of hope, it was the winter of despair"* (A Tale of Two Cities – Charles Dickens).

The Covid-19 pandemic has had a major impact on every facet of our society since March 2020 when Ireland first went into 'lockdown'. It continues to colour how we live and behave today.

Yes, Covid has brought the 'worst of times' and for many it has been 'the season of darkness' – sickness and death, unemployment and hardship, isolation and loneliness.

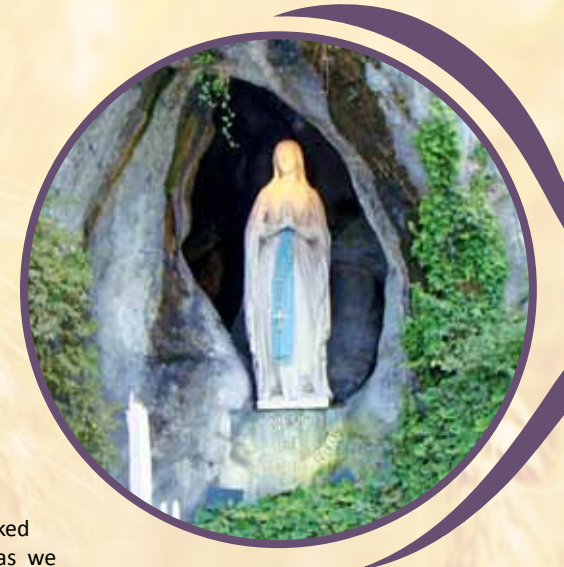
As we reflect more deeply on the past eighteen months it has also been "a season of light and hope", teaching us to reflect on what is important in life – family and community, the importance of getting the balance right between work and relaxation.

As the 'People of God' this period has also been devastating, with closed churches and the absence of gathering to celebrate faith. But we have learned to find new ways of living and celebrating faith – streaming our liturgies, planning through Zoom, and also reflecting on our own individual faith journey.

Seeds of Hope – Pastoral Plan for the Archdiocese of Cashel and Emly 2021-2026, emerges despite the impact from Covid-19. All these seeds of hope are planted in soil influenced by Covid and their nurturing, growth and harvesting will be coloured by the experience of what we, as a community of faith, have been through.

*"This is a moment to dream big, to rethink our priorities – what we value, what we want, what we seek – and to commit to act in our daily life on what we have dreamed of. God asks us to dare to create something new"* (Pope Francis, *Let us Dream*, p. 6).

Ar aghaidh linn le chéile.



St. Michael's Church, Tipperary Town





# Co-Responsibility

The story of the development of lay involvement and participation in the Church can be tracked through the most recent papacies. Pope John Paul II (building on the teaching of the Second Vatican Council which recognized the Church as the People of God) called a Synod on the Laity in 1987. He subsequently published *Christifideles Laici*, which favours the establishment of Diocesan Pastoral Councils as structures which could be the “principal form of collaboration, dialogue, and discernment as well.” Collaboration became recognised as the means by which lay people would be enabled to be involved and participate in the life of the Church. The word ‘collaboration’ itself has at its root that sense of lay and religious ‘working with’ each other.

The evolution of lay involvement received a further boost from Pope Benedict XVI who introduced the concept of co-responsibility. During an address at the opening of the Pastoral Convention of the Diocese of Rome in May 2009 he said:

“This demands a change in mindset, particularly concerning lay people. They must no longer be viewed as “collaborators” of the clergy but truly recognised as “co-responsible” for the Church's being and action, thereby fostering the consolidation of a mature and committed laity.”

Co-responsibility is certainly a progression on collaboration as it now proposes that the mission of the Church is a shared responsibility of all the People of God.

In recent years Pope Francis has identified “the path of synodality (as) the path that God expects from the Church in the third millennium.” The image of path is entirely appropriate as the word synod itself denotes ‘walking together’ or ‘together on the road/way/path’. Pope Francis also said: “What the Lord is asking of us is already in some sense present in the very word ‘synod’, journeying together — laity, pastors, the Bishop of Rome.”

Synodality recognises the Church as a pilgrim people and involves meeting, listening, debating, praying and deciding.

All of this is under the direction of the Holy Spirit and thus necessitates discernment along the way. Certainly, this way of working is not easily put into practice but it is a further development on collaboration and co-responsibility.



Cardinal Mario Grech, Secretary General of the Synod of Bishops, recently spoke to the Irish Bishops and brought together these three elements of collaboration, co-responsibility and synodality in the following way: “Synodality cannot be fostered and implemented without the service of those who exercise authority. But this requires a new style of leadership inspired by Pope Francis’s primacy of “listening”, which can be characterized as collaborative leadership; no longer vertical and clerical but more horizontal and cooperative. It is a certain way of leading by placing oneself in the midst of others, to be with them in a co-responsibility that seeks the empowerment and participation of all.” This statement speaks powerfully to this seed, encouraging all in leadership to work collaboratively but in a way that avoids clericalism and achieves co-operation in a horizontal, not vertical, way. This is the journey on the path to true co-responsibility.

**Fr Éamonn Fitzgibbon**

Irish Institute for Pastoral Studies

(Extract from an article available on [www.cashel-emly.ie](http://www.cashel-emly.ie)).







# VISION STATEMENT

The Faith Community of Cashel and Emly  
is centred in Jesus Christ.

It is a vibrant community of service and  
mission guided by the Holy Spirit.

It seeks to live by the values of the Gospel as a  
humble, compassionate and listening community.

It is alert to our changing world, is hopeful and  
open, valuing the giftedness of all.

It has prayer at its centre and  
is welcoming to everyone.



Cathedral of the Assumption,  
Thurles





# List of Abbreviations & Acronyms

<b>DPC</b>	Diocesan Pastoral Council
<b>CoP</b>	Council of Priests
<b>DPRT</b>	Diocesan Pastoral Resource Team
<b>DRPs</b>	Diocesan Resource Persons
<b>DBARG</b>	Diocesan Biblical Apostolate Resource Group
<b>DPSLG</b>	Diocesan Pastoral Strategy Leadership Group
<b>DPPD</b>	Director of Pastoral Planning and Development
<b>PPT</b>	Parish Pastoral Team
<b>DYF</b>	Diocesan Youth Forum



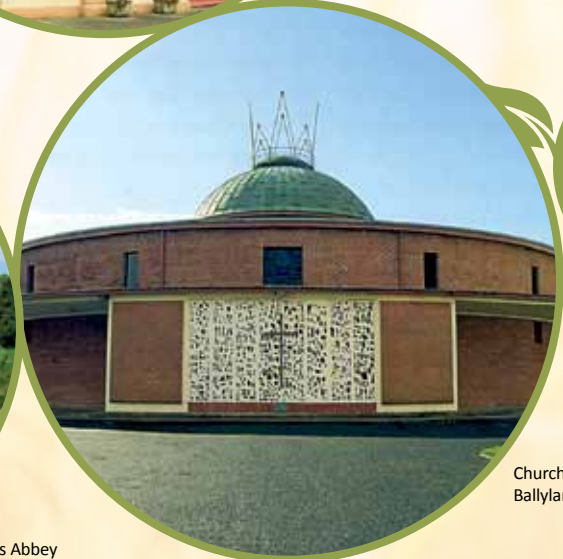
St. Brigid's Church,  
Anacarty



Assumption Church,  
Kilmoyler

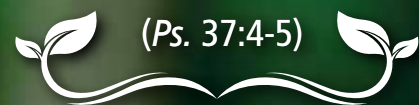


Holycross Abbey



Church of the Assumption,  
Ballylanders

“Take delight in the LORD, and he will  
give you the desires of your heart.  
Commit your way to the LORD;  
trust in him, and he will act.”



## Seed of Hope: Faith & Spirituality



# FAITH AND SPIRITUALITY

## Key area of Focus:

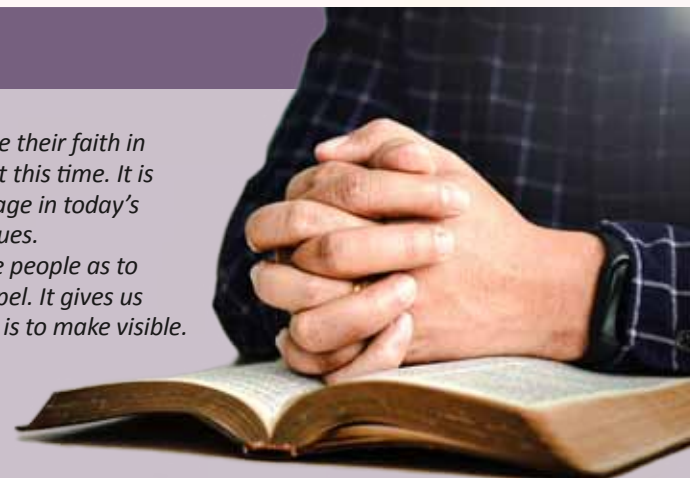
*“...for we  
walk by faith,  
not by sight.”*

(2 Cor 5:7)

The **Listening Process** indicated that:

*Faith is still truly alive in people's lives. People are searching for God and need opportunities to explore their faith in new ways – discussion/dialogue/prayer. However, people are struggling to communicate their faith at this time. It is increasingly difficult for the Church and individual people of faith to communicate the Christian message in today's society. Social media are both a challenge and an opportunity for the expression of Christian faith values. Spirituality is really the foundation of a vibrant parish. It embraces the collective understanding of the people as to who we are and what we are essentially about. It is the collective sense we have of Jesus and his Gospel. It gives us a sense of mission that is nourished by prayer and reflection. To contemplate is to see and to minister is to make visible. We strive to do both in the parish situation. If people from outside were to visit our parish, would they sense the presence of God, a certain spirit in our parish?*

*“..and it is no longer I who live, but it is Christ who lives in me. And the life I now live in the flesh, I live by faith in the Son of God who loved me and gave himself for me” (Gal. 2:20).*



## 1. Area of Action: Thanksgiving for our faith

### Phase 1

### Phase 2

### Phase 3

Enable each parish faith community to nurture within each parishioner a meaningful spirituality, based on an ever-growing trust in God, so as to enable his Kingdom become a reality among us. Each parish faith community is called, in particular, to foster an increasing openness to a personal encounter with Jesus Christ on the basis of the conviction that **“..it is no longer I who live, but it is Christ who lives in me” (Gal. 2:20).**

The kingdom of God is within us. We need to help people discover this truth. We must be brave enough to share with people the story of Jesus, to pray with them, to give thanks with them. We must seek to help them to nourish their faith.

- Offer elderly people the opportunity to share their faith journey by way of a questionnaire or through group discussion.
- Explore and find ways for people in the parish to share what their faith means to them.

- Set up a parish website and engage a group of people to maintain and develop it.
- Explore with young people what faith means to them and discuss the supports they need to live their faith.
- Offer young parents the opportunity to discuss their faith and what supports they need.

- Review and build on the work of the last few years focusing on issues that may have arisen – what has worked, what has not; where do you need help and further resources?

## 2. Area of Action: Celebration of the faith story of each parish

### Phase 1

### Phase 2

### Phase 3

It is important that each parish celebrates its own unique faith story – how the faith that people have inherited has influenced the history and enriched the culture of their parish.

Such a celebration will confirm all that has happened and is happening, and will help parishioners to appreciate their faith story.

Faith is a gift from God that comes to us through the example of parents, priests, neighbours, teachers etc.

Knowing and appreciating the history of our faith will help us to write the story for tomorrow.

- Research the faith story of the parish e.g. Mass Rock, Holy Well etc. It is hoped that this research will remind us how our forebears worked to keep the faith alive.

- Map a pilgrimage route in your parish and organise a pilgrimage walk.
- Details of holy wells, Mass paths etc. to be featured on the parish website to encourage people to visit these historic sites.

- Evaluate the parish website and its effectiveness.
- Pilgrimages to nearby parishes can be arranged as we all learn the stories of our faith as it was lived in other parishes of the Archdiocese of Cashel and Emly.

## 3. Area of Action: The celebration of Baptism and being welcomed into the parish faith community

### Phase 1

### Phase 2

### Phase 3

A faith community welcomes everyone, especially the next generation coming forward for Baptism. It celebrates God's love for each one of us and the beginning of our new life in Christ.

- Form a Baptismal Team within the parish or within a few parishes. Training to be provided.
- Offer a Baptismal course to parents presenting children for Baptism.

- Celebrate an annual Mass for the parents and children baptised during the previous twelve months. This may be incorporated into one of the Sunday Masses.

- In celebrating the Baptism Masses, the loss of babies who died before birth and the trauma associated with that, should be addressed to bring about healing and peace.



#### 4. Area of Action: Faith Formation of children and their parents, involving the primary schools and the parish

The focus here is on primary schoolchildren and on supporting their parents in the parish setting so that faith formation is ongoing from Junior Infants to Sixth Class.

The *Do This in Memory* programme for First Communion children and the *Living Witnesses* or *Faith Friends* Confirmation programme will form part of this parish-based initiative.

The *Grow in Love* Primary School Religious Education programme will form the basis for initiatives within the parish to involve parents and will be coordinated by the Diocesan Pastoral Resource Team.



##### Phase 1

- Organise meetings for parents to help them become familiar with the *Grow in Love* Religious Education Programme.
- Promote the involvement of children in the activities of the Church in cooperation with their parents following the diocesan safeguarding guidelines.
- Establish an eco-justice group with children and their parents which will support the development of eco-spirituality. "Christians .... realise that their responsibility within creation, and their duty towards nature and the Creator, are an essential part of their faith" (Pope Francis, *L.Si.*, n.64).

##### Phase 2

- Annual Sunday Mass involving Junior Infants and their parents, including the blessing of their schoolbags. In rural parishes this Mass could involve the whole school while in town parishes it may be confined to certain classes.
- Other Sunday Masses involving children to be organised e.g. blessing of sports' gear at the start of the GAA season.
- Encourage school visits by the teacher and the children to the local church in order to become familiar with different aspects of the church and parish.

##### Phase 3

- Review actions undertaken in conjunction with the Director of Pastoral Planning and Development.



#### 5. Area of Action: The Parish and Secondary Schools

While faith formation of secondary school students is an integral part of the Youth and Family Seed of Hope, it is important that each parish includes its secondary school students in its pastoral outreach and cooperates with initiatives as outlined in the Youth and Family Seed.



##### Phase 1

**See also: YOUTH SEED**

- Encourage secondary school students to become involved in initiatives organised by the diocese e.g. John Paul II Awards, Seinn etc.
- Look at the possibility of working with local Youth Clubs to encourage young people to become involved in Church activities.
- Organise a night for young people to listen to them and take *on board* their needs.
- Look at the possibility of establishing an Eco-Justice Group to promote responsibility for creation and nature.

##### Phase 2

- Involve young people as Ministers of the Word or the Eucharist, Ushers etc.
- Involve teenagers in a *tree day* organised by the Eco Justice Group in the parish.

##### Phase 3

- Review all that has been undertaken to date.





## 6. Area of Action: Prayer

In addition to daily and Sunday celebration of the Eucharist, which is central to the nourishment of faith in a parish community, the role of prayer groups as well as traditional devotions will also offer spiritual support and nourishment for parishioners.

These initiatives can be shared *via* the parish website.

### Phase 1

- Retreat Days or short Periods of Reflection to be offered and publicised “for we walk by faith, not by sight” (2 Cor 5:7).
- Traditional prayer and Prayer Groups to be supported. Highlight special prayer times – Blessing for the Sick, student examinations, November *etc.*

### Phase 2

- Organise an annual Day of Recollection for those who serve in the parish.

### Phase 3

- Review the Day of Recollection and see what further supports are required.

## 7. Area of Action: Study of the Scriptures

The ongoing work of the Diocesan Biblical Apostolate Resource Group in facilitating Bible study groups needs to be acknowledged and supported.

### Phase 1

- The study of the Scriptures to be offered to people who wish to become more familiar with the Bible.
- Particular courses, organised by the Diocesan Biblical Apostolate Resource Group, to be supported during Advent and Lent.

### Phase 2

- Set up a *Lectio Divina* Group in the parish or within a groups of parishes with diocesan support.

### Phase 3

- Review progress made, issues which have arisen and possibilities for the future.



## 8. Area of Action: The development of introductory theology courses at M.I.C., Thurles Campus

The development of Introductory Theology Courses at M.I.C., Thurles, will offer representatives from each parish the opportunity to reflect on, share and deepen their faith.

### Phase 1

- Encourage people to participate in any Introductory Theology Courses offered at M.I.C., Thurles.

### Phase 2

- Identify candidates to participate in Adult Religious Courses offered in M.I.C., Thurles.

### Phase 3

- Identify what type of courses may need to be organised to support the work of the Parish Pastoral Team and all sub-groups.

## 9. Area of Action: Inter-diocesan cooperation

Ongoing communication with relevant personnel in other dioceses.

### Phase 1

- Encourage the sharing of resources, programmes and personnel.



### Phase 2

### Phase 3



The involvement of young people and young parents, in particular, is key to the future of our Church.

“For I know the plans I have for you,”  
says the LORD. “They are plans for  
good and not for disaster, to give you a  
future and a hope”.

 Jeremiah 29:11 



## Seed of Hope: Youth & Family



# YOUTH AND FAMILY



## Key area of Focus:

From the Listening Process it was recognised that we must focus on engaging with youth and family.

1. We must engage with young people to enable them to become aware of their faith and encourage them to be involved in their Church and youth-based initiatives.
2. There is recognition that families, in particular young parents and grandparents, have a significant role in the faith development of their children.
3. The role of schools in faith development is still important. We must continue to build on the relationship between parish, school and home into the future.

## 1. Areas of Action: Creating a forum for listening to young people

Young people must be involved in developing a new model of Church through the formation of a Diocesan Youth Pastoral Team and the inclusion of youth representatives on Parish Pastoral Teams. As we heard during our Listening Process: *“Young people would love you to listen to them ... we could learn a lot from them”*. This means optimising the use of the positive aspects of social media while recognising that there is no substitute for actual interaction with people. In this way young people’s desire for a sense of community and belonging will be realized.

*“Yet, once the Church sets aside narrow preconceptions and listens carefully to the young, this empathy enriches her, for ‘it allows young people to make their own contribution to the community, helping it to appreciate new sensitivities and consider new questions’”* (Pope Francis, *Christus Vivit, Christ is Alive*, n.65).

### Phase 1

- Ensure that young people and parents are represented on your Parish Pastoral Team (PPT). The PPT delegate should maintain contact with the 15+ young people and encourage potential leaders to network with their age group, leading to the formation of a Youth Pastoral Area Group.

### Phase 2

- The Archdiocese will appoint the DPPD (Director of Pastoral Planning and Development), provide leadership training and resource materials (including on-line) guided by the Diocesan Pastoral Resource Team (DPRT).
- Invite young parents and grandparents to participate in diocesan focus groups facilitated by the Director of Pastoral Planning and Development.

### Phase 3

- Invite families to participate in Diocesan family events organised and coordinated by DPRT.
- The Archdiocese, through the office of the DPPD will, in cooperation with the DRP, evaluate on an ongoing basis all the initiatives in place including training and the resource materials used.

**DPRT:**  
Diocesan Pastoral  
Resource Team

## 2. Area of action: Affirm what is in current practice

We acknowledge the initiatives that are currently under way in the diocese e.g. John Paul II Awards, Lourdes Youth Pilgrimage, Seinn liturgical music with secondary schools, Confirmation retreats, parish youth/folk choirs, Family Masses and youth groups, such as *Journey in Faith*.

Every effort should be made to link involvement of young people in diocesan groups with their own parish. This can be achieved with follow-up by parish clergy and/or youth delegates so as to build up a network of young people who can offer support to each other in faith.

Our Diocesan Youth Forum is currently engaged in developing a one-year pilot programme for Transition Year students drawn from five parishes and schools in the Archdiocese. This is due to begin when COVID-19 public health safety guidelines make this possible. The programme will offer an opportunity for young people to support each other through meeting regularly for activities (indoor and outdoor), pilgrimages, leadership training, discussions and prayer. The learnings from this pilot project can then be used to design a similar programme involving groups of neighbouring parishes throughout the diocese.

### Phase 1

- Encourage young people to get involved in the initiatives currently in train – advertise the events; link with parents and teenagers; link with the organisers of such events.
- Provide training to adults willing to work with young people in initiatives such as John Paul II Awards; Seinn, folk groups and youth groups. Encourage sharing of good practice between parishes and dioceses.
- The parish is encouraged to engage with the children in primary school, their parents and teachers, in particular with the *Grow in Love Religious Education Programme*.

### Phase 2

- Encourage the teenagers 15+ in your parish or neighbouring parishes – in particular those who have been involved in the Lourdes Youth Helpers diocesan programme, John Paul II Awards, Seinn as well as Parish Youth Choirs and initiatives in their secondary schools– to participate in a gathering facilitated by Diocesan Resource Personnel (DRP). This will enable them to discuss how they would wish to contribute further to the life of their parish(es).
- Review and evaluate the TY programme. Extend, if it is seen to have merit, so that all parishes wishing to be involved can become so.

### Phase 3

- Present other initiatives involving young people which may be suited to our diocese. Involve young people in research and in decision-making.
- Organise a forum for youth leaders in the diocese to share good practice.







- Promote, recruit and train young people for the various Church ministries including altar servers, readers, Eucharistic Ministers, welcoming ministry, choirs– all in cooperation with their parents.
- Provide training in the Safeguarding Guidelines so that adults willing to be involved are included.
- Invite parents of your parish to become involved in organising a Family Mass, sacramental preparation and other parish liturgies.
- Ensure that all parish initiatives involving families and young people, as well as diocesan events, are publicised *via* parish newsletter/website and social media platforms.



Grotto at Lattin

### 3. Areas of Action: A person to coordinate

The appointment of a Director of Pastoral Planning and Development (DPPD) is necessary to coordinate the initiatives for young people and to liaise with parishes/pastoral areas.

The Diocesan Pastoral Resource Team with particular responsibility for Youth and Family will facilitate the provision of ongoing diocesan support for young people *e.g.* Youth Choirs, Seinn, Encounter, Night-Fever, World Youth Day and initiatives to foster personal prayer and meditation.

#### Phase 1

- Appointment of the DPPD and the development of relationships with parishes.
- The DPPD to become familiar with initiatives currently under way in the Archdiocese, as well as the people involved, through an audit.
- The DPPD to visit the initiatives and see them in action.

#### Phase 2

- DPPD to take on the coordination of diocesan initiatives, assisted by other diocesan personnel.
- The DPPD to review the initiatives with young people, leaders and the wider parish and diocesan family.
- The DPPD to investigate possible new initiatives for the Archdiocese.

#### Phase 3

- The DPPD to introduce at least one new initiative to the Archdiocese, following consultation with young people, leaders and parishes.



Sacred Heart Church,  
Templemore





#### 4. Areas of Action: Training in Leadership for young people

##### Phase 1

##### Phase 2

##### Phase 3

Young people must be supported with faith leadership training *e.g.* Meitheal, Muintearas Íosa, Anois, Young Christian Workers. This opportunity will be offered to young people who have been involved in diocesan initiatives including the John Paul II Awards, Seinn and the Lourdes Youth Pilgrimage *etc.* This faith leadership training for young people will happen in conjunction with training for adult youth leaders.

The concern for community issues which young people express in secondary schools can be utilised to promote actions for social and climate justice *e.g.* initiatives promoted by Trócaire. All training, including that available on-line, will be evaluated and implemented by the DPPD.

- Formally investigate and evaluate the variety of training for young people in other dioceses.
- Design a programme of training for young people which may be implemented in the diocese. This should be trialled in advance.

- The DPPD to formally put in place a training programme for young people which parishes may request.
- A programme of training to be made available to adult leaders as well. Initially, this training could be in form of workshops and one-off seminars.

- Review and evaluate the training programme for young people. Extend to all parishes which wish to be involved.
- Offer extended training to adult leaders and more formal training to those interested, such as the *Certificate in Youth Ministry Studies*.

#### 5. Areas of Action: Welcoming, Celebrating and Supporting Families

##### Phase 1

##### Phase 2

##### Phase 3

**Openness:** Be open to the diversity of the different kinds of families living in our parishes today.

**Welcome:** Parishes are encouraged to actively welcome initiatives for families, in particular young families, with Youth/Family Masses, supported by Godly Play, Youth Choirs, the creation of youth spaces in their churches and events which engage with the wider community.

**Leadership Training for Parents/Guardians:** Faith leadership skills of parents to be developed in conjunction with the *Grow in Love* primary schools' religious education programme. It is best that parents of younger children are represented on the Parish Pastoral Team so as to achieve this objective. They should also be encouraged to become involved in the life and ministry of their parish.

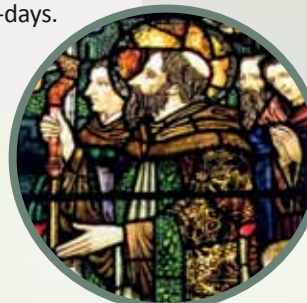
**Diocesan Support:** Required to enhance the relationship between Parish, Family and School. This support will be provided by the DPPD who will address issues of Faith and Spirituality and coordinate training of personnel working with young parents and grandparents.

**Events for young people and families:** All of the above initiatives for young people and families will be complemented with regular diocesan events *e.g.* at Holycross Abbey, Cabragh Wetlands, Glenstal, Glendalough, Taizé, Rome, pilgrim paths around the diocese. Events such as the World Meeting of Families (WMOF) gathering held in April 2018 at Tipperary Racecourse, the use of WMOF resources and programmes involving all the generations, may also be adopted.

- Ensure that images of families used in parish and diocesan literature represent all family types – people should see themselves reflected.
- Actively invite young people to get involved in all aspects of parish life – choirs, altar serving, youth groups and welcome their families.
- Invite at least one parent of a young family to be part of your Parish Council or Parish Leadership Group.
- Identify opportunities to create family events in parishes.
- Youth and Family: The parish will involve youth and families in activities to promote justice and the protection of the natural world *e.g.* marking world eco-days.

- Encourage young parents to assist with planning family liturgies and celebrations, setting up and maintaining family spaces in churches *etc.*
- In conjunction with the DPPD, organise workshops which will help parents themselves to grow in faith.
- Recruit some of these parents as parish volunteers.
- The DPPD to assist clusters of parishes to organise a family event.

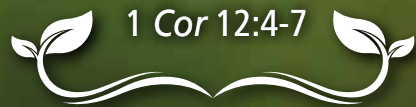
- Parishes to take on one new initiative that involves young people *e.g.* organise 'Godly Play' sessions.
- The DPPD to organise a family event to which families of the Archdiocese are invited.



**DPPD:**  
Director of  
Pastoral Planning and  
Development



“Now there are varieties of gifts, but the same Spirit;  
and there are varieties of services, but the same Lord;  
and there are varieties of activities, but it is the same God  
who activates all of them in everyone. To each is given the  
manifestation of the Spirit for the common good.”



## Seed of Hope: Community Engagement



# COMMUNITY ENGAGEMENT

## Key messages identified by the Listening Process:

1. **Belonging to a community** is an essential human need which has existed since time began. It is, therefore, no surprise that one of the strongest themes to emerge from the Listening Process was the importance of the relationship between parish, faith community and place.
2. **People really value community** and there is a strong relationship between parish, faith community, belonging and a sense of place. Wonderful joy is experienced from giving to community through volunteering. Parishes can be centres of hospitality and inclusion.



## 1. Areas of Action: Be a welcoming community in our Parish

### Phase 1

### Phase 2

### Phase 3

*“Ar scáth a chéile a mhaireann na daoine”.* This *seanfhocal* reminds us that community is a human necessity. Therefore, when we reflect on how welcoming our parish community is we need to consider:

Who is our community? Are we a welcoming parish faith community? Who is being welcomed and would people have a sense that this is a welcoming community? How did we respond to the COVID-19 crisis?

How can the parish faith community cherish and develop the lives of all its members, in accordance with our calling to be united and caring members of the Body of Christ?

How can we create an environment of welcome and belonging which will enable people to discover and celebrate the riches which lie within each person?

The Archdiocese will provide the support of a facilitator to assist each parish/groups of parishes to engage in meaningful dialogue on the sharing of resources to broaden their perspective for the future, as outlined in the Strategic Plan. “Each Christian and every community must discern the path that the Lord points out, but all of us are asked to obey his call to go forth from our own comfort zone in order to reach all the ‘peripheries’ in need of the light of the Gospel” (Pope Francis, *Evangelii Gaudium*, n. 20).

**“Approaching, speaking, listening, looking at, coming to know and understand one another, and to find common ground: all these things are summed up in the one word ‘dialogue’. If we want to encounter and help one another, we have to dialogue.”** (Pope Francis, *Fratelli Tutti*, n.198).

- Come together as a parish faith group to reflect on and share views.
- Initiate, with the aid of the DPRT and the Strategic Plan, discussion on how we feel welcomed and how we are a welcoming parish faith community.
- With the aid of the DPRT, parishes may come together to discuss the sharing of resources.



**DPRT**  
Diocesan Pastoral  
Resource Team

- Identify and initiate one project which the parish faith community can undertake to develop and enhance the lives of all in the community.

- Review what has been achieved and continue to develop hospitality and inclusion.





## 2. Area of Action: Foster Cohesion among all involved in Pastoral Ministry

Actively promote joint gatherings with all involved in pastoral ministry e.g. Liturgy Groups, Eucharistic Ministers, Readers etc.

- The Archdiocese and parish will promote and organise events which contribute to the ongoing development of faith and community among all in the parish.
- The process of group development is to be supported so that the parish faith community is vibrant and sustainable.
- Develop a sense of social inclusion whereby families and friends can gather in social settings, particularly following church and parish events.
- Help people to be more aware of developments within their faith community, thus enhancing their sense of belonging. Good news stories within the parish faith community should be shared, using a range of communications' media.

### Phase 1

- Identify all ministry groups in the parish and bring them together to share and explore how their work has helped them to flourish and contribute to their parish faith community.

### Phase 2

- Organise a workshop/retreat to enrich the pastoral/liturgical experience of all involved in pastoral ministry.

### Phase 3

- Create visibility so that everyone becomes more aware of what is happening in ministry in their parish faith community, and how their contribution is making a difference.



## 3. Area of Action: To link with other groups in the Parish

Liaise with other groups in the parish which have similar goals and work with them in facilitating the development of a vibrant, caring community that can:

- Identify needs, use talents and resources to create a safe environment where all members can individually and collectively benefit from and contribute to their community.
- Minority groups, including the Travelling Community, LGBT+, migrants from other cultures, divorced or separated people, should all have a place and feel they belong to the parish faith community. So, too, should those who consider themselves 'cultural Catholics'. "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, *Evangelii Gaudium*, n. 114).
- Create a sense of the joy and support that belonging to a parish faith community can bring. Provide opportunities for people to meet over cups of tea and at musical celebrations and social gatherings which ensure that people experience a genuine *ceád míle fáilte*. These gatherings will sometimes link with liturgies of celebration to honour the key signposts of life in a parish faith community.
- Strengthen links with parishioners of all ages and stages through schools' visitation, home visits and liaising with other clubs and societies in the community, including those which care for our natural environment.

### Phase 1

- Parish Pastoral Team to identify groups in the parish which have similar goals to those of the faith community. Parish to liaise with them in identifying needs and in sharing talents and resources to create a more vibrant and caring community.
- The parish will promote care for God's creation by using numerous means of communication to foster a greater awareness of its obligation regarding the environment.

### Phase 2

- Identify minority groups in the parish who may feel less welcome or who do not feel they belong. Choose one or more of these groups and plan an event which conveys hospitality and welcome to all. This could be linked with liturgies where all parishioners could participate.
- Strengthen links with parishioners of all ages through school and house visitation in accordance with diocesan pastoral guidelines.

### Phase 3

- On the basis of Year 2/3 goals, set in place connections with other groups.
- Review and build on work done.





#### 4 Area of Action: Technology

##### Phase 1

##### Phase 2

##### Phase 3

Explore how technology can be used to create a fully networked community which would include the schools. A fully networked community is not just for those who live in the parish, but also for those who have a sense of connection with it. They may be living elsewhere in Ireland or possibly abroad.

This can be achieved by engaging with and welcoming people through:

- Constructive use of social media
- Frequently updated parish and diocesan websites
- On-line Meeting Platforms–Zoom/Live Streaming facilities *etc.*
- Community radio *e.g.* Tipp Mid-West Community Radio and commercial radio stations – Tipp FM and Limerick Live 95FM
- Text alerts
- Use of sign language and other languages
- Parish newsletters (on-line and soft copy)

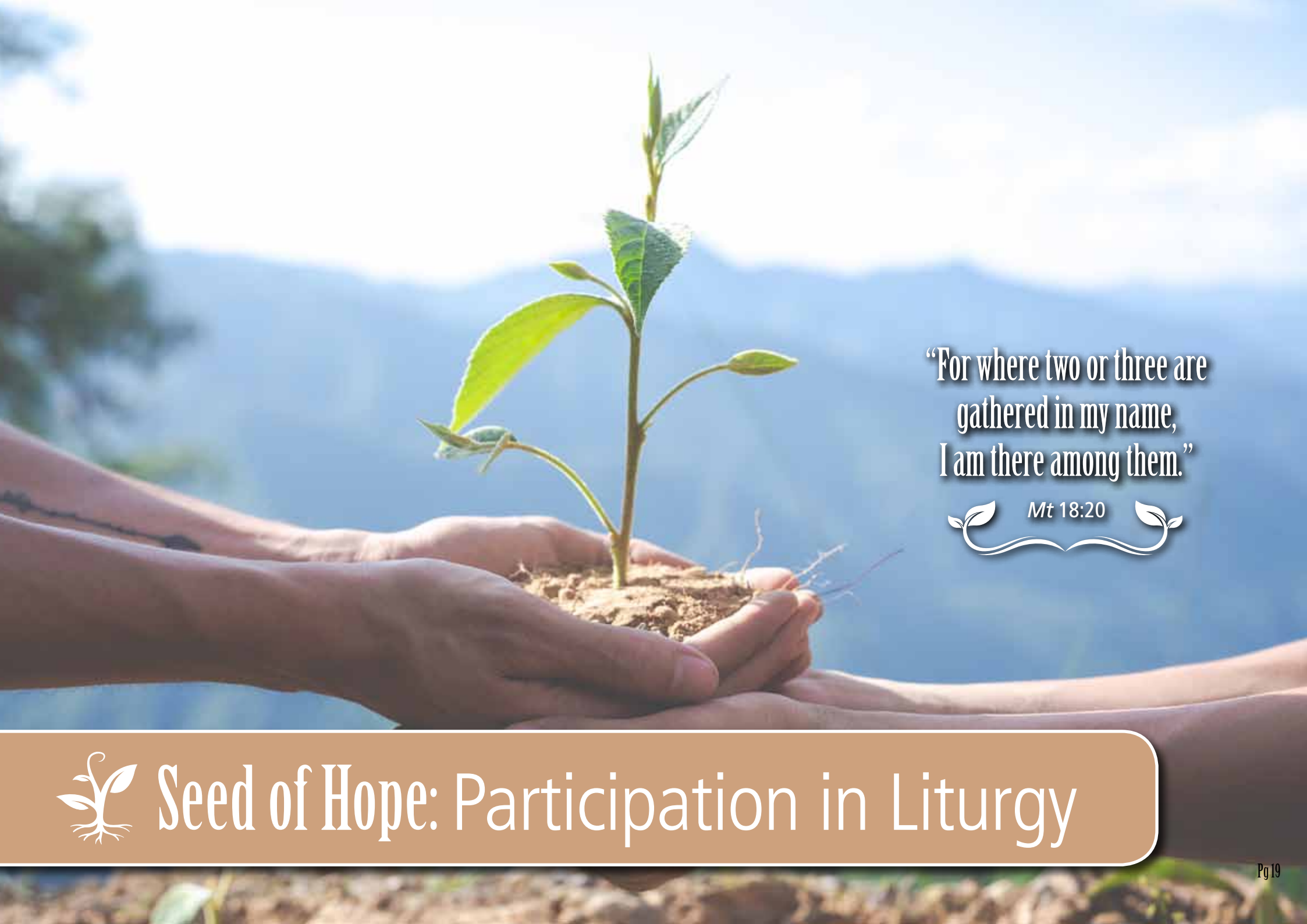
- Identify technologies available in the parish and how they are currently used.
- Identify those with technical skills and investigate how their talents could be utilized in the parish.

- Use technology already available in the parish to carry out a pastoral project which will involve a parish group or groups in its planning and implementation.

- Review the use of technology in its effectiveness to foster a welcoming ethos, reach out to and bring people together, distribute information, broadcast liturgies and support faith development.







“For where two or three are  
gathered in my name,  
I am there among them.”



## Seed of Hope: Participation in Liturgy



# PARTICIPATION IN LITURGY

## Key area of Focus:

From the **Listening Process** we have learned:

1. We desire to gather to celebrate key moments in our lives, in our families and in parish communities. Liturgical celebrations are important in people's lives – the Sunday Mass, Family Masses, Funeral Masses, Marriage celebrations, youth Masses and remembering our deceased.
2. People enjoy being involved and participating in ceremonies with music, song and creative input.
3. People appreciate homilies which provide hope, encouragement and link the Gospel message to everyday life.
4. There is need for new types of celebration: prayer services, meditation, outdoor celebrations, including Dawn Masses, Cemetery Masses and pilgrim walks.
5. In accordance with the message of Pope Francis in *Laudato Si*, liturgies to celebrate the gift of the natural world are also desirable.



## 1. Area of Action: To further enhance the Weekend Mass through:

### Phase 1

### Phase 2

### Phase 3

**Music:** Examine how the liturgy of the Mass can be enhanced with choir and music.

*"Make a joyful noise to the Lord, all the earth. Worship the Lord with gladness; come into his presence with singing" (Ps. 100, 1-2).*

The Diocesan Choir project will be developed to support parishes in making music an important part of the liturgy, through use of cantors, choir and assistance of technology.

**Homily:** On occasion, introduce visiting speakers who will share their experiences and challenge congregations in the practice of their faith in their day-to-day living.

**Number and Times of Masses:** People and priests of neighbouring parishes to give consideration to the number and times of Masses in their area with a view to ensuring vibrant liturgies.

*"The dominant aim in the renewal and promotion of the Liturgy is that there should be full and active participation on the part of all the faithful in acts of worship of God."*

(Archbishop Thomas Morris, Vatican II).

- Organise a liturgy group in the parish or with neighbouring parishes.
- Meet with all those involved in music and singing in the parish so as to encourage involvement in liturgies.
- Sunday readings to be made available on parish websites.
- Encourage awareness of the gift of creation in Prayers of the Faithful and Communion reflections.

Each parish:

- Work with neighbouring parishes to organise a liturgy workshop.
- Consider setting up a Funeral Liturgy Group.
- In conjunction with neighbouring parishes and diocesan directives, give consideration to Mass times keeping in mind: Masses broadcast on local radio, webcam or other social media platforms.

- Parishes together with diocesan pastoral planning personnel to review progress to date.



## 2. Area of Action: Consider options and guidance on Themed Masses for Parishes

### Phase 1

### Phase 2

### Phase 3

Create a special focus for different groups in the faith community and the wider community around particular Church events or themes – Advent, Christmas, Easter, parish heritage, examinations, blessing of jerseys, newly baptised, faithful departed.

Parish:

- Each Parish to organise a themed Mass. Include all who wish to be involved in planning and celebration of same.

- Continuation and enhancement of themed Masses with appropriate planning and evaluation.

- Review progress to date.



### 3. Area of Action: Develop and acknowledge the contribution of the various Ministries in the Parish

**a.** Encourage and augment the various ministries – Music Ministry, Baptism Preparation, Eucharistic Ministers, Readers, Cleaners, Altar Servers, Sacristans, Altar Society, Flower Club and other Church ministries – so that every parish will have the skills and expertise to support the various liturgies.

**b.** Organise an event to celebrate and acknowledge the contribution of the various ministries to life in the parish or groups of parishes.



#### Phase 1

- Review and expand existing ministries.
- Organise a reflection day for all involved in parish ministry and for new ministry members.
- Arrange a social event to acknowledge the commitment of all concerned.



#### Phase 2

- In conjunction with neighbouring parishes, arrange training days for all involved in Church ministries.

#### Phase 3

- In conjunction with neighbouring parishes, arrange training days for all involved in Church ministries.



Derrynaflan Chalice

### 4. Area of Action: Develop the competency in parish personnel to celebrate liturgies in the absence of a priest

Develop Scripture sharing and/or *lectio divina* in parishes with the support of the Diocesan Biblical Apostolate Resource Group.

Encourage use of: *Liturgy of the Hours*, *Prayer of the Church*, *Morning and Evening Prayer*.

#### Phase 1

- Liaise with diocesan resources to further enhance knowledge of Scripture and prayer.
- Review groups established and encourage further involvement.
- Consider the formation of new groups, as required.
- Commence preparation for the establishment of funeral ministry and baptismal preparation groups.

#### Phase 2

- In collaboration with priests, continue the development of a funeral ministry and baptismal preparation group in the parish or group of parishes.
- Communicate the availability of resources at diocesan or national level and encourage participation.

#### Phase 3

- Review progress to date.





## 5. Area of Action: Diocesan Resources

### Phase 1

### Phase 2

### Phase 3

Diocesan resources to be made available to provide support and expertise to help parishes or groups of parishes in the development of the liturgy.

Expertise would be required in the following areas:

- Liturgical Practice
- Gospel Studies
- Church Music
- Technology and Communications

- Archdiocese to set up a Diocesan Liturgy Group / Commission with a link to Centre for Pastoral Studies, Mary Immaculate College, Thurles, and also provide on-line resources.

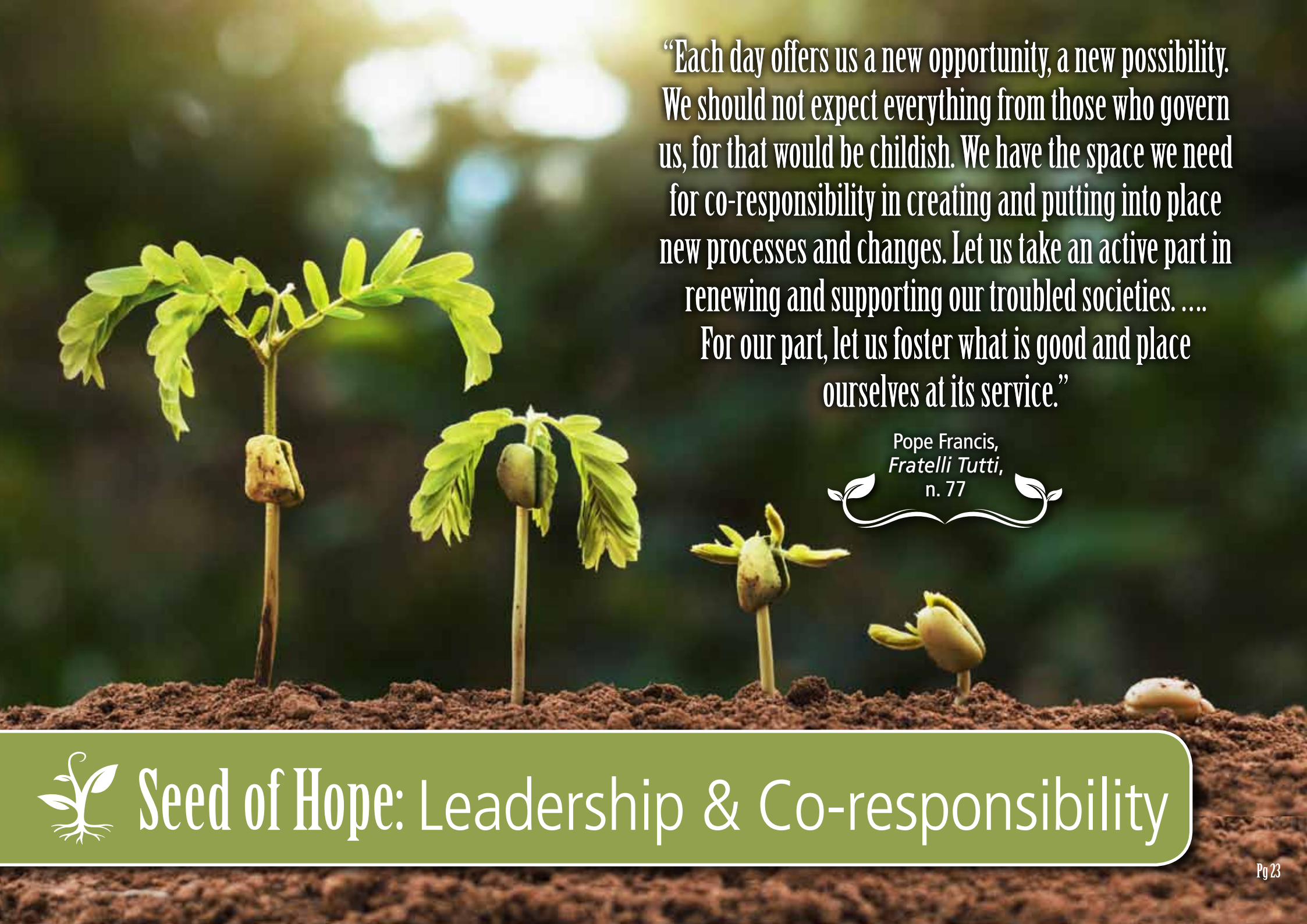
- Continue the provision of training and support for Parish Liturgy Groups.

- Evaluate progress to date and plan for future development.



Cross on the summit of Galtymore





“Each day offers us a new opportunity, a new possibility. We should not expect everything from those who govern us, for that would be childish. We have the space we need for co-responsibility in creating and putting into place new processes and changes. Let us take an active part in renewing and supporting our troubled societies. .... For our part, let us foster what is good and place ourselves at its service.”

Pope Francis,  
*Fratelli Tutti*,  
n. 77



Seed of Hope: Leadership & Co-responsibility

# LEADERSHIP AND CO-RESPONSIBILITY IN A NEW MODEL OF CHURCH

## Key area of Focus:

From the **Listening Process** it was evident that:

“..whoever wants to become great among you must be your servant”.

(Mt. 20:26)

1. *Leadership into the future is a challenge for all of us and it should be seen as such. We are on a journey together. We have to ‘be the change’ for the future.*
2. *There is great respect for the work which many priests have done in the past. But the Church is changing now and the priest-led Church of the past will need to embrace a partnership approach with people into the future.*
3. *A new style of Church leadership is challenging as it requires a deeper trust in lay people. This model will need to understand the nature of volunteering. The aim is to **have many people doing a little rather than few people doing much**. People’s level of availability will vary and, if possible, all should be included whether they wish to be significantly or slightly involved.*
4. *The inclusion of women in leadership roles as equal members of the Church is a priority into the future. Women must be enabled to fulfil their role in developing the mission of the Church.*
5. *Leadership Training is required for laity and priests. Every committed lay Catholic person who has participated in a formation programme can perform liturgical services within the Church.*
6. *In planning for the future of the Church we need to address the issue of communication which is key to this whole initiative.*



## 1. Area of Action: Structures

### Phase 1

### Phase 2

### Phase 3

## PARISH

### Parish Pastoral Team

in each Parish, supported by groups e.g. Baptism groups.

### Diocesan Parish Groupings

### Pastoral Groupings

3-5 Parishes in Groups to support each other.

**Function:** To share skills; capacity to co-operate in events.

**Diocesan Leadership** will be provided by the Diocesan Pastoral Strategy Leadership Group which, together with the DPC and the CoP, will ensure the implementation of the Pastoral Plan.

**Diocesan Pastoral Council (DPC)** will have representation from the CoP and each of the parish groupings in the Archdiocese and relevant stakeholders.

**Diocesan Pastoral Strategy Leadership Group** Representing the members from DPC/Council of Priests and Youth Forum.

**Council of Priests (CoP)** will continue its current role during this Plan but will work together with the DPC to facilitate the implementation of the Plan.

### Archdiocese Pastoral Structures

- Establish a Diocesan Pastoral Strategy Leadership group - a single unit representing the Council of Priests and the Diocesan Pastoral Council, including the Archbishop, which will oversee pastoral development in the Archdiocese.
- This work will be supported by the DPC and the Council of Priests which will ensure the implementation of the Pastoral Plan.
- Parishes: Pastoral Teams will be established in each Parish and will support the development of initiatives such as Baptism preparation, parish visitation, liturgy groups, managing finances. Personnel involved, priests and laity, will be supported by relevant training regarding role and

### Archdiocese

Grouping of Parishes is essential.

- Consideration will be given to the formation of the groups based on geography/size /affinity. The groups should not exceed five parishes.
- Each group will need to be supported in clarifying its purpose and goal. Each group will progress together at the same pace.
- The purpose of grouping parishes is to support the work of each parish and ensure the efficient use of resources as well as facilitating training.
- Each grouping will have a coordinating committee made up of representatives from each Parish Pastoral Team.
- The Diocesan Pastoral Team will work primarily at this group level.

- Review progress to date and plan for next steps.

“I am the Way,  
the Truth  
and the Life”.

(John 14:6)



**Structures:** At a Diocesan level the relationship between the Diocesan Pastoral Council (DPC) and the Council of Priests (CoP), modelled upon co-responsibility, must continue to develop so that the Diocesan Pastoral Strategy Leadership Group can fulfil its role in implementing the Pastoral Plan. The DPC itself is working to ensure that it is representative and equipped to support the work of the Archdiocese and parishes for the duration of the Plan. Consideration will need to be given regarding how best to group parishes e.g. pastoral areas, and how pastoral support will be provided to particular groups e.g. young people and families.

function of such groups which will operate as sub-groups of the Parish Pastoral Team.

- Leadership: The Archdiocese will promote care for creation by supporting parishes in establishing Eco-justice groups to raise awareness regarding how harming the environment affects the poor most of all; also to raise awareness of intergenerational justice and protection of the natural environment.

- Each group of parishes will have representation on the Diocesan Pastoral Council.



## 2. Area of Action: Pastoral Leadership Groups in Parish

### Phase 1

#### Establish a Parish Pastoral Team in each parish:

1. Each parish will have a Pastoral Team which will support and guide the work of the parish and nurture the faith into the future.
2. The Pastoral Team will encourage parishioners to get actively involved in the mission of the Church, thus using their gifts to enrich the community.
3. These Parish Pastoral Teams will be supported in their work by Pastoral Workers and also through developing the ability of their members to successfully engage in their ministry into the future.
4. The Parish Pastoral Team is to be formed in an open and transparent manner. It should be truly representative of the people of the parish and consist of members of the faith community who are motivated by a desire to be of service to the wider community.
5. The aim of the Parish Pastoral Team is to identify the pastoral needs of the parish and coordinate a response through shared decision-making in the context of prayer and acknowledgement of the wisdom, life experience and relevant pastoral/theological expertise of members.

#### Parish

- Each parish will establish its own *Parish Pastoral Team*. The Parish Pastoral Team will develop a plan appropriate for its own parish based on the headings of the five Seeds of Hope.
- The Team should be representative of the community, take care of the volunteers and reach out to the community.

(Note: Relationship with Council of Priests is essential in creating groupings).

#### Archdiocese

- The Pastoral Office will support the development of the Parish Pastoral Teams and act as a resource for parish projects.

### Phase 2

#### Parish

- Parish to build on the work of Year 1 and create/develop a number of Teams to support the work of the parish – Baptism team, liturgy group, administration group, justice group, prayer group etc.

### Phase 3

#### Parish

- Continue to consolidate/build on the structures and capacity created to support faith development in the parish.



Mass Rock, Aherlow



### 3. Area of Action: Training

#### Phase 1

#### Phase 2

#### Phase 3

There is need to provide training at two levels:

1. Training for Parish Pastoral Teams
2. Training for priests and lay people so that they move towards this new model of co-responsibility. This will mean greater participation by people, the use of facilitation skills, greater involvement in decision-making by lay people and the development of the ability to communicate with all parishioners.

There will be a continuing need to develop leaders for the various ministries in the parish *e.g.* liturgy, sacramental preparation, faith development, Ministers of the Eucharist, Readers, managing finances *etc.* This can be enhanced through the study of the Scriptures, Theology and other relevant disciplines.

#### Archdiocese to provide training for Parish Pastoral Teams:

- The training can build on the skills and capacity which people have and needs to be conducted at parish group level. We should be able to offer this to parish groups between late 2021 and early 2022.
- Training for a new model of leadership based on the concept of 'co-responsibility' to enable the mission of the Church to reach out to all.
- Training to enable lay people develop the capacity to take responsibility for the faith community in their area. The training will need to focus both on developing the theological foundation and the facilitation skills necessary to ensure that leadership is well equipped for the challenges ahead.
- Training of Pastoral Teams can focus on specific groups and specific needs including:
  - i. Penance
  - ii. Confirmation
  - iii. Eucharist
  - iv. Administration
  - v. Justice
  - vi. Liturgy, Prayer
- Training in facilitating and managing groups and Parish Pastoral Teams.
- Upskilling of priests to facilitate and support the change to co-responsibility.
- Formation training for leaders in each parish is essential.



Illeigh Church, Borrisoleigh



### 4. Area of Action: Communication

#### Phase 1

#### Phase 2

#### Phase 3

Communication at diocesan and parish levels is a challenge today. All avenues of communication, especially the positive aspects of social media, need to be utilised, particularly with young people, so that they can make their contribution to the future direction of the Church.

The role of the Diocesan Director of Communications can be enhanced with a communications' policy which has as its initial focus the new direction of the Archdiocese in the area of Pastoral Planning and Development.

The diocesan website requires development to ensure access to resources for sacramental preparation and the celebration of liturgical seasons, thus supporting Religious Education teachers in schools and liturgy groups in parishes.

#### Parishes and Archdiocese together:

- Develop the communication capacity of the Archdiocese to facilitate the communication of the message of faith to everyone.
- Use billboards to proclaim the new direction and the new message.
- Increase transparency by sharing the outcomes of meetings including the parish leadership groups, Diocesan Pastoral Council and Council of Priests.
- Communicate details such as membership of the DPC to the wider community.
- Link to people with relevant capacity who may volunteer to develop this area of expertise.

#### Parishes and Archdiocese together to develop:

- Relate what is happening in parishes to the wider audience through links between the diocesan website and media platforms of each parish.
- Use social media as appropriate and keep it live and active. Social media is a tool which can be utilised to good effect – as has been the case during Covid-19 where it has served as a lifeline for both young and elderly.

Review progress to date and plan next steps.



'Sermon on the Mount' by Carl Bloch.





- Use photographs to help communication. Also have a process for linking with the communications' person for the Archdiocese and reporting on events.
- Monitor the use of inclusive language (co-responsibility).
- Self-care and pastoral care for priests, supported by the findings of the Weafer Report.
- Expand the website to include other areas e.g. Ecology/Justice/ Liturgical Seasons/ Mystics to build connections.
- Link family/grandparents and extended family networks.



Athassel Abbey, Golden

## 5. Area of Action: Pastoral Workers

### Phase 1

### Phase 2

### Phase 3

Pastoral Planning and Development into the future will require the appointment of pastoral workers – Diocesan Resource Persons (DRPs) –to support parishes in implementing the Pastoral Plan.

The work of the DRPs will be guided by the Diocesan Pastoral Council (DPC). The DRPs will liaise with the DPSLG which will provide guidance on strategy implementation.

- The Archdiocese will appoint a Diocesan Pastoral Resource Team. The team will consist of: Director of Pastoral Planning and Development (DPPD) and Diocesan Resource Persons.
- Need for applications, appointments and training programme for pastoral workers.

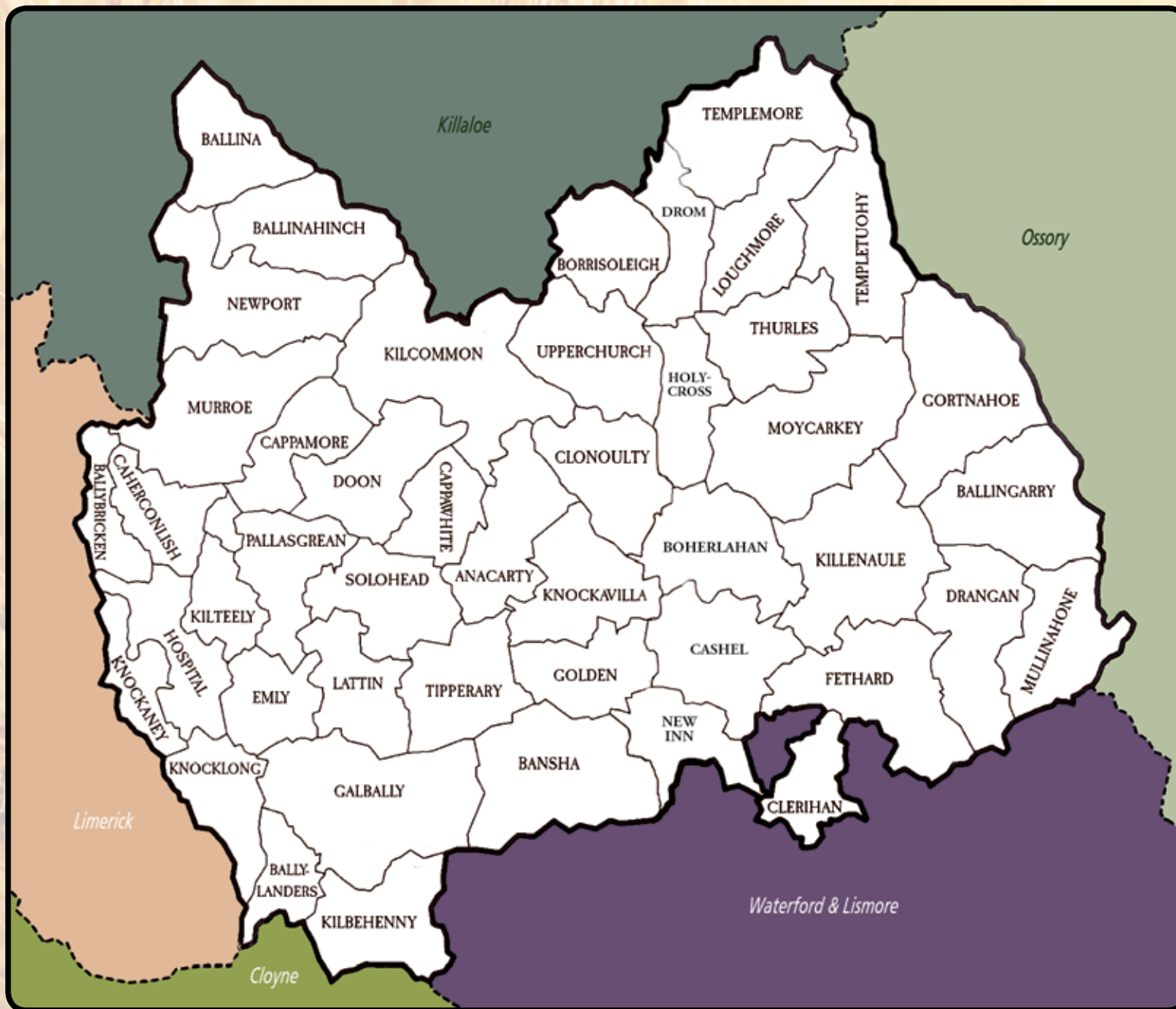
Review progress to date.



Tumulus, Lattin







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The forty six parishes of Cashel & Emly