Timetable

1000 Gather

1020 Call into the Hall – welcome / fire regs / introductions on the tables.

1040 Hymn leading to: Opening Reflection: Bishop Bev Mason, Bishop of Warrington.

1105 Explanation of the meeting

1110: **Becoming a church that honours the vocation of all the baptised**

5 minute presentation, 5 minutes reflection 15 minute discernment at tables,

5 minute feedback

1140: **Becoming a church where young people and adults flourish**

5 minute presentation, 5 minutes reflection 15 minute discernment at tables,

5 minute feedback

1210 Comfort break

1225 **Becoming a church that accompanies people through life**

5 minute presentation, 5 minutes reflection 15 minute discernment at tables,

5 minute feedback

1255 Feedback from those joining by the online link.

1300 Lunch ***During the lunch break Families of Parishes will be revealed.***

1340 **Becoming a church where synodality is embedded**

5 minute presentation, 5 minutes reflection 15 minute discernment at tables,

5 minute feedback

1410 **Becoming a church that renews its organisational structures and administers**

**its property to serve its mission**

5 minute presentation, 5 minutes reflection 15 minute discernment at tables,

5 minute feedback

1440 *Stretch*

**1445 Becoming a church that cares for its priests**

5 minute presentation, 5 minutes reflection 15 minute discernment at tables,

5 minute feedback

1515 Conclusions Archbishop responds

 What next

1530 Depart

Reports to ASC

**Becoming a Church that accompanies people through life**

**What we said**

We will seek to reorientate our archdiocese to walk alongside the people of today, sharing with them the love that God has for each of us.

We will explore ways to resource parishes to accompany parents as they bring up their children.

We will develop ways of accompanying each other as we deepen our relationship with Jesus.

We will create a new vicariate to respond to the call of the Synod to place at the forefront of the life of the church: inclusivity, justice and peace, the poor and the environment.

We will recognise that concern for the environment is a core dimension of our evangelising mission in the world.

We will set up an engagement strategy which will chart the path for the reorientation of the archdiocese in the accompaniment model. We will help deaneries develop strategies for mission and outreach which will integrate accompaniment.

**What we have done**

Two accompaniment days were held and run by the National Facilitation Team. 150 people from the archdiocese came to these two days.

A post has been developed to focus on Catholic social action (Pablo Guidi) and an archbishop’s delegate has been appointed (Sr Lynne Baron FCJ).

Initial attempts were made to create a spirituality round table.

An environmental task group has been formed.

‘Families of parishes’ have received limited support in working in a way which promotes accompaniment.

The diocesan contribution to the European phase of the Vatican Synod was prepared by a discernment evening with the archbishop to reflect on the emerging themes.

**What is still to do**

An understanding of accompaniment and synodal working is central to the implementation of the Pastoral Plan. This remains a closed book to many.

To follow up the accompaniment days and to renew the contacts made with the national team.

To appoint two full-time staff in the Pastoral Development Department: the director and a parish and deanery development adviser.

To begin to look at how accompaniment affects the way we prepare for and celebrate the sacraments.

**What is the priority for the next 12 months for the archdiocese?**

**Becoming a church that honours the vocation of all the baptised**

**What we said**

1. We will seek to grow in our understanding of the baptismal calling of all.
2. We will explore the development of the ‘new ministries’ – lector, acolyte, catechist alongside other ways of ministering. To do this we will propose a new formation programme and look at deployment and ongoing support.
3. We will seek ways of forming lay people, deacons and priests collaboratively. To do this we will explore a joint foundation year for all ministries.
4. We will build on the findings of the ministry research project to ensure that we learn from our experience.
5. We will establish a new post within the Pastoral Development Department to coordinate formation.

**What we have done**

We investigated the provision of a joint propaedeutic year: this proved impractical, but we can explore closer collaboration in the period when individuals are discerning their vocation to specific ministries.

We have discussed with the Bishops’ Conference and other dioceses how the lay ministries may be introduced: the current focus is on the lay ministry of catechist, we await guidelines from the Bishops’ Conference.

In collaboration with the Northern Diaconal Formation Partnership and adult formation advisers from other dioceses we have worked with Liverpool Hope University to develop a new postgraduate certificate in leadership in pastoral ministry. From September 2024, this will replace the current provision by Loyola University Chicago and will be online, open to participants not seeking academic credit, and co-designed to meet the criteria for part of the diaconate formation and for formation for the lay ministry of catechist, as well as more general formation for ministry.

The Ministry Research Project has prepared a geographical information system (GIS) which has the potential to inform pastoral planning decisions, has provided deeper insight into the nature of diaconal ministry and the process of recruitment and formation for it, and has evaluated the Pastoral Associates Project.

A training officer has been appointed in the Pastoral Development Department.

**What is still to do**

Continued collaboration with the other agencies named above to establish the Liverpool Hope University PGCert for the formation of diaconal and lay ministry candidates.

Further discussion with the area 6 team about joint ongoing formation of priests, deacons and lay ministers and with the vocations director about collaboration in the discernment period.

The Ministry Research Project team will prepare an evaluation report for trustees on the Pastoral Associates Project. A GIS toolkit will be launched in early 2024 and will require HR investment by the archdiocese if it is to inform decision-making as recommended by the Pastoral Plan.

To establish a plan for employing lay pastoral workers in families of parishes, in the light of what can be learned from the Pastoral Associates’ Project, to include recruitment, funding, deployment (informed by GIS data), management, formation and support.

**What is the priority for the next 12 months for the archdiocese?**

**Becoming a Church where synodality is embedded**

**What we said**

We will clarify the relationship between the various archdiocesan consultative bodies that underpin synodality and inculcate ways of working in each that support synodality.

We will revise the constitution of the Council of Priests in the light of the creation of new deaneries. We will create a steering committee for the archdiocesan synodal council. We will create an archdiocesan synodal council which will also be given the responsibility of monitoring the implementation of the pastoral plan.

**What we have done**

The constitution of the Council of Priests was revised on 15 December 2021.

The constitution of the Metropolitan Cathedral Chapter was revised on 24 May 2022.

The Metropolitan Cathedral Chapter was established as the College of Consultors on 6 June 2022.

A Council of Deacons was established on 11 July 2023. Elections were held for the various offices and the first session of the Council of Deacons was held on 17 September 2023.

The Archbishop’s Council was replaced in July 2022 by the Archbishop’s Advisory Group. Initially, the only change was the addition of a female Religious. The membership was further modified in May 2023 to include a deacon and some lay members.

Deanery synodal councils (DSCs) were established in each of the deaneries between June 2022 and March 2023.

A steering committee was established for the Archdiocesan Synodal Council (ASC) in June 2023.

The first assembly of the ASC is due to gather on 25 November 2023.

**What is still to do**

Completion of the governance manual (hopefully by end of October 2023).

Oversight of the archdiocesan support services by the moderator of the curia and the chief operating officer.

Ensuring support for the effective working of the ASC and the DSCs.

Ensuring that the ecumenical dimension is not forgotten.

Ensuring that there is adequate communication from the grassroots upwards, so that the pastoral plan is

suitably adjusted in the light of implementation difficulties or the practical experience of living with the changes.

**What is the priority for the next 12 months for the archdiocese?**

**Becoming a Church that renews its organisational structures + administers its property to serve its mission.**

**What we said**

We will enable the organisational structures of the archdiocese to become more synodal and missionary.

We will implement the new deanery structures.

We will constitute in each deanery a Deanery Synodal Council (DSC), chaired by a lay person.

We will provide formation to deans, chairs of Deanery Synodal Councils. We will provide formation to members of deanery synodal councils. We will provide ongoing support/accompaniment mechanism/forums for lay chairs and deans. We will require the deanery synodal councils to explore local needs and resources that will lead to the establishment of Families of Parishes.

We will support the deanery synodal councils to explore different ways of parish leadership boldly and creatively, which might be by priests, deacons or lay men and women.

We will carry out a comprehensive audit of archdiocesan property and land. We will use the information gathered by the audit to equip the families of parishes to look creatively at their building needs and whether the possible release of funds from the sale of property that is no longer required could be used to secure the future mission of the Church – to explore ways of property becoming more environmentally sustainable.

**What we have done**

The new deanery structures have been set up and synodal councils established in each one.

A comprehensive database of archdiocesan property has been prepared.

To ensure that pastoral organisation and capital projects are driven by mission, a Pastoral Organisation Subcommittee has been established; this will review proposals for pastoral organisation and building works. An evolving estates strategy (with processes for sites required for mission and for those no longer required) has been developed to take forward recommendations from the subcommittee.

Terms of reference for a new buildings committee with responsibility for the management of the whole archdiocesan estate have been approved. This will ensure that resources are being used to sustain mission.

A rationale, a ‘Frequently Asked Questions’ guide and a toolkit for the establishment of families of parishes have been prepared. Family of Parishes roadshows have taken place.

**What is still to do**

Formation for deans, chairs and members of deanery synodal councils is still outstanding and a pressing need.

Provision of ongoing support/accompaniment mechanism/forums for lay chairs and deans.

Administrative support for the local synodal processes and structures.

To fully embed the new structures and processes and communicate them across the breadth of the diocese.

To provide guidance and templates for the operation of the new processes for capital projects.

To recruit the staffing support necessary to support both synodal processes and establishment of families of parishes which will incorporate new models of local leadership.

**What is the priority for the next 12 months for the archdiocese?**

**Becoming a Church where young people and young adults flourish**

**What we said**

We will walk alongside the young people and young adults of the archdiocese.

We will appoint a full-time youth adviser to: create a networked youth ministry that brings together present and future provision across the archdiocese; resource the development of an accompaniment model for all those involved with young people and young adults; look towards locally resourced and deployed work with young people and young adults.

We will develop a Youth Synodal Council to bring concrete proposals to the agreed archdiocesan structures.

We will increase support for the Catholic life of our schools by: exploring a central archdiocesan chaplaincy structure; developing and promoting an accompaniment model in the Education Department’s work with schools; developing formation for school foundation governors.

**What we have done**

A group was formed to develop a job description and interview process for the new youth post. We advertised and interviewed but did not feel we had attracted the right candidate.

The job description and focus has been reviewed and re-evaluated and we hope to advertise in the coming weeks. The advertisements should be live by late October.

We are in the process of appointing a new Deputy Director of Education within the archdiocesan education service. This new post will focus on the Catholic life of our schools and will be undertaking specific work on the areas highlighted by the Synod.

Information-gathering has already taken place about possible new structures and opportunities for chaplaincy and plans for increased governor support are being considered. It is hoped these will be taken up and developed by the new appointee in the coming months. The appointment should be made in October.

**What is still to do**

The Youth Synodal Council is not yet in place, but we would hope this could be implemented with the support of our new youth post holder. To ensure appointments are made to the key posts.

To start a review of existing provision of youth ministry activities and develop new proposals and plans for our archdiocesan youth ministry work.

Further consideration of the development of models of school chaplaincy and developing plans as to how these could be implemented across the archdiocese.

**What is the priority for the next 12 months for the archdiocese?**

**Becoming a Church that cares for its priests**

**What we said**

We will enable priests to flourish in our changing situations.

We will establish an externally facilitated process to explore with the priests of the archdiocese what needs to be developed to effectively support their flourishing in the human, spiritual, liturgical, theological, intellectual, and pastoral aspects of their lives.

**What we have done**

Utilising the skills of an external facilitator we have undertaken a process of listening to our priests and their experience of being a priest in our archdiocese. It culminated in the production of a document for the priests to be able to continue to reflect upon what has been said. A version of this document was produced to report back to the people of the archdiocese something of the journey that the priests have been on.

Since then, a group of priests, nominated from amongst their brothers, and known as the ‘Ince Group’ (because it was the location at which they met initially), have continued to meet and reflect on how we hold the space the document has created. Through a series of regional meetings, we have been engaging in ongoing reflections to draw out the practical implications of our process and document. These regional meetings have so far looked at our ongoing formation needs, and we have had conversations about the possibilities of developing our ways of working together.

In addition to these meetings, we have begun to look at offering retreats and days of recollection along with establishing a group of priests who will look towards a programme of ongoing formation. We have also offered a couple of slow-cooker courses which have been well received. Going forward, we are in the process of organising a day of recollection at the National Gallery which would be led by a fellow of the gallery.

**What is still to do**

We need to develop a programme of ongoing formation, introduce mentoring and supervision, and begin to start to provide our priests with the skills they need to facilitate and manage the change they will be expected to lead in their communities and families of parishes.

We need to tend to other areas of our document, drawing out the practical implications of what we have said.

Get administrative support to be able to establish the structures that we will need to sustain the lifelong work of supporting our priests and enabling them to flourish in all of the areas identified in the plan.

Implementation of mentoring and supervision as a right and duty of care of our priests.

**What is the priority for the next 12 months for the archdiocese?**