

# FEEDBACK

*FROM THE*

**DIOCESAN**

**LISTENING PROCESS**

# **LISTENING PROCESS VENUES**

## **Waterford & Lismore Diocese**

**2018**

### **St. Otteran Pastoral Area**

*19<sup>th</sup> February*

### **St. Lawrence Pastoral Area**

*26<sup>th</sup> February*

### **Carrick-on-Suir & Clonmel Pastoral Area –**

*12<sup>th</sup> March*

### **West-Waterford & St. Declan's Pastoral Area**

*14<sup>th</sup> March*

### **Mid- Waterford & Croi na Deise Pastoral Area**

*15<sup>th</sup> March*

### **Cahir & Touraneena & Fourmilewater Pastoral Area**

*21<sup>st</sup> March*

The **Vision** for our Diocese is one where we are:

1. Becoming an evangelising Church
2. Establishing new models of leadership
3. Enriching our liturgies and spirituality

## **BECOMING AN EVANGELISING CHURCH**

Becoming an evangelising Church by reaching out and connecting with people, both within and without the Church and by being role models in our ways of 'being' as well as 'doing'.

### ***HOW CAN WE BECOME AN EVANGELISING CHURCH?***

#### **Evangelisation**

Evangelisation needs to begin with ourselves. We need to acknowledge the gift of faith we received at Baptism. It is our responsibility to share our faith through the witness of our daily lives.

Use the opportunity to evangelise at Baptism, First Communion, and Confirmation ceremonies.

Effective catechesis of children takes place when home, school and parish each accept their share of responsibility and work in partnership.

Too many rules and regulations re attending Church is a deterrent to close communion between people. We need to look at how to keep the door open, so that all people can feel a sense of belonging. We need to meet people where they are at.

#### **Reaching out to Young Adults**

Catechesis for young parents with children preparing for the reception of the sacraments.

Connect with families after the reception of each of the sacraments.

Have a Sunday Mass for families once a month throughout the year.

***At this Mass it is important to have:***

- Simple hymns that all can join in and sing
- Appropriate readings for children
- Dramatization of the Gospel
- Short meaningful sermons suited to adults and children
- Prayers of the Faithful read by parents and children
- Sharing a cup of tea after Mass

Due to GAA commitments for families on a Sunday morning, Mass times need to change, e.g. a 3pm Mass on a Sunday afternoon for families with school aged children.

Family days, that presently take place in St. John's Pastoral Centre and Glencomeragh, to be established in each Pastoral Area.

## **Sacraments**

The school programme, *Grow in Love*, on its own cannot carry the home and parish. There is a need for resources to enable parents and the parish community to fulfil their role.

***It is important that the following takes place:***

- The continuation of the *Do this in Memory* programme in each parish and a follow up programme for children age 9&10
- Preparation for the sacraments outside the school to enable parents to carry out their role in the faith formation of their children

### ***Preparation for the sacraments needs to involve:***

- A one to two-year preparation programme
- Simple inputs for parents at different intervals throughout the one/two years
- Activities for parents and children leading up to the celebration of a sacrament
- Highlight the role of grandparents in the faith life of their grandchildren
- Members of the parish liturgy team and a group of parents to connect with the school to plan practises in the Church, the preparation of the booklet and setting up the Church environment for the celebration of a particular sacrament

### **Connecting to youth**

Appoint a Diocesan Youth Co-ordinator to gather together leaders in each Pastoral Area, for training, sharing of ideas and follow up evaluation.

Important that people are trained to work with youth.

Engage with young people, speak their language and listen to their needs. Use social media to connect with youth.

Invite and involve youth in parish life and outreach activities e.g. Meals on Wheels, Trócaire, Pieta House fundraising, projects for justice, the environment, weekend retreats etc.

### ***Set up the following activities for youth:***

- Bible study
- Faith camps
- Pizza night and games
- Involvement in Youth 2000
- A Youth Mass every three months
- Continue JP.11 awards. The Papal Cross project
- Light Fever

### **Schools**

It is a concern that teachers not practising their own faith are teaching Religious Education.

In Post-Primary schools it is important that young people know about their own faith tradition before studying other faith traditions and none. Too much emphasis on social issues in the Religious Education programme.

Trained Catechist's to go into Primary and Post-Primary schools to teach the faith.

### **Care and Outreach to All**

#### ***Care and outreach by:***

- Showing Pastoral Care for Divorced/Separated Catholic men /women, those on second relationships, immigrants, and LGBT community. Everyone treated equally and have access to sacraments etc.

- Stepping outside the Church building and meeting people in their situation, listen to their struggles and life challenges
- Contacting immigration centres, inviting immigrants to participate in parish activities
- Establishing bereavement groups. Utilising bereavement groups in the parish
- Organising a visitation group in each parish to visit the sick, elderly, lonely and Nursing Homes
- Continuing home visitation by the clergy

## **Faith Action Groups – Homeless, Poverty, Third World.**

### ***It is important to:***

- Give advice to the people that need it on what services are available and how to obtain them
- Connect into Government agencies to highlight issues and to keep agencies accountable
- Give support to St. Vincent de Paul, Simon Community, and Marine Rescue etc.
- Twin with a third world parish

## **ENRICHING OUR LITURGIES AND SPIRITUALITY**

Developing and strengthening our communities of faith, through broadening our understanding, vision, action, inclusion and harnessing diversity and creativity.

### ***HOW CAN WE ENRICH OUR LITURGIES AND SPIRITUALITY?***

#### **Faith Formation**

Appoint a full-time Adult Faith Formation person.

***Learning more about our faith from an adult perspective by providing short courses on:***

- Understanding the Eucharist, Scripture, the Creed, history of the Church
- “Laudato Si”, Gospel study, Social Justice, the Environment, poverty issues, Science
- Alpha Programme and Pathways to God
- Bible study for older people as well as younger people
- Prayer groups established to reflect on the Sunday’s readings
- Catechism groups and Sunday school
- Small group meetings on different subjects.
- A book club based on spiritual reading and sharing
- Invite speakers to share on different topics
- Putting a quote from *YouCat* each week in the newsletter

Faith formation needs to be relevant to people’s lives. Over the years formation on the Eucharist was very limited. Too much emphasis on *what to do* and *what not to do* as a Minister of the Word and an Extraordinary Minister of Holy Communion. People need a

life-giving, creative presentation on the meaning of the Eucharist and for it to be open to everyone.

At Diocesan and parish level to evaluate all Faith formation programmes, short courses, and inputs on a yearly basis to check their validity and what they have achieved and what needs to be changed.

## **Liturgy**

Analyse why people are not finding the Sunday liturgy life-giving  
Important that the Mass is celebrated at a less hurried pace.

Establish vibrant Parish Liturgy Groups to lead Communion Services, Para-Liturgies, Prayer Services, Evening Prayer, Funerals, Baptism, Faith Formation and to prepare the Sunday Liturgy.

Have a theme approach to the Sunday Eucharist – Readings, Homily, Prayers of the Faithful and Hymns.

People should not have to pay for a Mass to be said for a special intention e.g. for the dead.

### ***Develop a variety of liturgies i.e.***

Monthly Masses with a particular focus e.g. grandparents, family, children, youth and young adults.

Keep what is working e.g. *Do This in Memory* Masses.

Shorter homilies using simple language, connecting to the daily life of people.

Dramatize the Gospel.

Build in quiet time after the readings and homily. Have shared homilies.

Encourage active participation in singing at Mass, whole congregational singing, instead of listening to the choir performing

Use simple and easy to learn hymns and use instrumental music to create a reflective atmosphere.

Communion under both kinds.

Latin Mass.

Remove the obligation of Sunday Mass by having a mid-week Mass at times.

Masses need to be celebrated where people gather e.g. car parks, outdoor in creation.

Reinforce special events in the Church throughout the year, feast days and the celebration of Sacraments etc. Highlight special National/World days in the Church by inviting significant people to preach, to lead pray or to sing.

Provide training for Liturgy groups on how to lead prayer at local level.

Train people how to use a microphone and how to proclaim the Word of God.

## **Prayer**

Opportunities for prayer e.g. Adoration, Rosary, retreats, local pilgrimages, a new style of Parish Missions and Novenas.

Study and appreciation of different forms of prayer e.g. Meditation etc.

Inter Prayer Services (different faith traditions).

Prayer for vocations to the Priesthood, Religious life, Single and Married life,

Re-introduce the Angelus bell at 6 am.

Outdoor procession in the Public Square.

At the weekends have a breakfast morning incorporating reflection and prayer.

# **ESTABLISHING NEW MODELS OF LEADERSHIP AND GOVERNANCE**

Being a compassionate, welcoming and hospitable Church, utilising the gifts of all in the service of local and wider community by developing current lay ministries and expanding into new ones for pastoral care.

## ***HOW CAN WE ESTABLISH NEW MODELS OF LEADERSHIP AND GOVERNANCE AT THE LEVEL OF DIOCESE, PARISH AND PASTORAL AREA?***

### **Leadership**

What do we mean by leadership?  
What is the purpose of leadership?  
What are the new models of leadership?

All leadership needs to be modelled on Jesus, the servant, and to give witness to the joyful message of the Gospel.  
Church needs to be a partnership of equals reaching out to everyone.  
We need to expand our own knowledge of the catechism and the teachings of the bible in order to be effective leaders.

### **Bishops**

Leadership must come from the top – head of the Catholic Church and the Bishops.  
Change must come from the top down.  
Bishops need to proclaim with confidence the Good News message of the Gospel.

## **Clergy**

We do not want to return to the past, trying to keep everything the same with the priest doing everything.

Clergy must be free to do their priestly ministry rather than time being consumed with administration.

Priest not to be described as the “Boss” important that he is accepted as a person.

Clergy need to engage with, and to trust the laity.

Optional married priests and the return of married priest is a way forward for the Church.

Important to pray for vocations to the Priesthood and Religious life.

## **Laity**

Formation is needed on the call of Baptism to enable people understand their rightful place in the Church and that they are the Church.

People need a personal invitation to become involved.

People must be more than advisors they must take and be given responsibility for the running of the parish.

It is important that people are valued and respected for their dedication.

More women given leadership roles in the Church. Many women feel unequal in the Church.

The single vocation is the forgotten vocation in the Church

Clarify and/or design job descriptions for all lay roles, for example, Liturgy Committee, Minister of the Word, Extraordinary Ministers of Holy Communion, Chairperson of the PPC and other committees and groups. Provide training and on-going formation for all lay roles. Ministry of healing, welcoming, preaching etc. need to be established for the laity. Communicate different lay ministries by using a visual ministry chart similar to the Liturgical Calendar Poster.

Continuous Safeguarding directives discourage people from getting involved in Church activities.

## **Parish**

Each parish work at creating its own identity and its own model of leadership so that it can function if there is no resident priest.

Vision of any parish goes beyond its own boundary. It is time for parish boundaries to be dissolved.

Empower clergy and laity to work together at parish level.

Clarify the difference between ordained ministry and lay ministry.

Clarify the role, function of the PPC and provide training and ongoing formation (management skills, leadership skills, communication skills).

Membership of the PPC a two-year commitment.

It is important that membership of the PPC is made up of younger and older adults or to have a Youth Council and an Adult Council.

## **Pastoral Area**

Enhance the role and function of the Pastoral Areas by defining a clear purpose for old and new methods of operating.

### ***It is important to:***

- Share resources, ideas, Mass times, other liturgical celebrations and skills
- Encourage greater co-operation and collaboration between parishes while maintaining the identity of the “home” parish
- Implement new model of shared leadership and standardisation of practises within Pastoral Areas
- Provide role specific training
- Create small Christian communities

## **Diocese**

Pastoral Plan to be written in plain English and in a simple format with clear directives on *Leadership, Evangelisation, Liturgy* and *Spirituality*. Making sure that all views from the Listening Process are included in the plan.

Divide the diocese into two areas – East and West.

Clarify the role and function of the Diocesan Pastoral Council.

Develop an integrated area management and provide access to local specialist shared services.

Appoint full time co-ordinators e.g. Diocesan Youth Co-ordinators, Faith Formation Co-ordinators.

Develop ‘Train the Trainer’ programmes for those providing training within the diocese.

Develop, deliver and maintain high standards of training accessible to all across the diocese e.g. training of lay people to take on the role of Chaplain.

Provide on-going support and mentoring of established roles.

Ongoing review and evaluation of the plan every two years.

Ensure cohesion between the Diocesan Pastoral Plan and implementation at Parish and Pastoral Area level.

## **Diaconate Ministry**

In the diocese, forty-eight men came forward for the diaconate, only two were ordained. What went wrong?

Diaconate should be open to both men and women and this ministry must not be limited by age, i.e. having the cut off age at 60.

Optional married Deacon’s need to be encouraged.

Orientation for Deacons and new clergy in local practises and customs by assigning mentors where appropriate and provide other supports as required, for example, financial support, language/pronunciation, training and IT skills etc.

## **Communication**

Develop improved and open communication structures and channels across and between all areas, e.g. diocese to parish to parishioners, to pastoral area and vice versa.

Promote diocesan activities at parish and pastoral area level.

Important that the clergy announce activities at Mass. It is also important to take into consideration the diocesan activities already planned when arranging parish activities and vice versa.

Members of the P.P.C. need to update parishioners re work at parish level and activities at pastoral area and diocesan level.

Interim document of Pastoral Plan be produced first. Plan written in simple language and promoted through the diocesan website, media, posters, local and Catholic newspapers and parish newsletters etc.

More communication with the Bishop and the DPC in putting into action suggestions from the Listening Process.

## **FIVE THEMES**

### **Five re-occurring themes in the Listening Process:**

1. Young adults with children – Catechesis
2. Sacraments – preparation outside school. Formation programme for parents
3. Youth – co-ordination and activities
4. Faith formation from an adult perspective e.g. Eucharist
5. Involvement of laity

## **OBSTACLES**

The Listening Process highlighted **Eight** main obstacles and issues that can stop us from moving towards our vision.

*The main obstacles and issues named were the lack of:*

1. Communication of information
2. Lay leadership roles especially for women
3. Active participation at all levels
4. Co-operation and collaboration - Parish - Pastoral areas - Diocese
5. Co-ordination of activities
6. Clarification of roles and appropriate training
7. Creativity in thinking up new things and innovation doing new things
8. Ongoing review and evaluation of activities

## **DIRECTIVES**

### ***Directives from the Listening Process re Pastoral Plan:***

1. Interim document to be produced first
2. Plan to be written in a concise format with simple language
3. Promote the plan through Diocesan websites and other websites, Parish Newsletters and announcements at Mass, posters, local and Catholic newspapers etc.

**THE INFORMATION  
FROM THE LISTENING PROCESS  
WILL FORM THE  
*FOUNDATION*  
OF THE NEW PASTORAL PLAN**

