

The Commission for Evangelisation and Pastoral Planning
Archdiocese of Brisbane
**Development Guidelines Deanery Proposals for Pastoral Leadership
and Operating Structures to 2011**

Guiding Commentary / Stimulus Questions

Recommended format for the proposal

A. Introduction

(1) List the parishes in the deanery and the membership of the deanery pastoral council / planning forum. (Approx 1 page)

The CEPP has not recommended the size of membership of the deanery pastoral council or planning forum. Ordinarily membership of Deanery Pastoral Councils in the past has been the priest / pastoral director and 2 others from each parish.

(2) Summary of the stages of the development of the proposal including the consultation process across the deanery. (Approx 1-2 pages)

Describe the activities of each parish, the activities of the deanery pastoral council / planning forum and the timeline for major activity at each of the recommended stages.

(3) Current overview of plant, personnel and structures of parishes (attached parish profile templates). (Approx 3 – 4 pages)

Use a table format to provide an overview. This may take a number of pages depending on the number of parishes and the range of activities. Individual parish profiles can be attached if necessary.

B. Proposal for the future pastoral leadership and operating structure of its parishes to 2011

1. Preferred option for pastoral leadership and ministry in 2011 and beyond.

(a) the recommended placement of designated parish pastoral leaders (clergy and/or parish pastoral directors) for the year 2011, (Approx 1-2 pages)

This section requires a list of the parishes along with a proposed placement of parish leaders. A brief commentary could explain the factors which contributed to the recommended placement. There might be some reference to anticipated demographics, mass attendances and adequacy of church buildings or suitable worship areas for the year 2011.

What other significant local groups or organisations, such as Catholic schools or hospitals, might impact on these proposed placements?

The proposed leadership arrangements may also be diagrammatically represented. This could be a graphic which assists with the proposed operating structure and the suggested sequence of steps for the implementation of possible changes.

Some of the possible placements include: One Priest who pastors 2 or more parishes, a team of clergy who pastor 2 or more parishes, a Lay Pastoral Director for one or more parishes and so on. Resources on “models of parish” might help to stimulate awareness of possible parish leadership structures.

There are also many variations for the possible place of residence for the clergy and parish pastoral directors. This will require some flexibility because of the personal circumstances of the actual people at the time.

If you are unsure of the canonical requirements of proposals it is important to clarify an uncertainty before the proposal is submitted.

(b) the recommended placement of other ministry positions (pastoral associates, deacons, pastoral ministry coordinators) necessary for the life and mission of the Church within the deanery, (Approx 1-2 pages)

This section also requires a list of the parishes along with a proposed placement of other ministry positions. It is necessary to predict in general terms the financial resources to support these placements. One or more parishes might budget for the part time or full time appointment of a Pastoral Minister or Deacon.

1. Preferred option for pastoral leadership and ministry in 2011 and beyond. (cont'd)

- (c) the anticipated provision of sacraments, especially the number of and accessibility to Masses, in a way that respects the capacity of the allocated number of sacramental ministers and the needs of each community, *(Approx 1-2 pages)*

This section will draw from wide consultation across the local community. There may need to be some clarity about the changed provision of weekend masses across some or all parishes of the deanery.

- (d) how parishes might effectively share pastoral ministry resources across the deanery. *(Approx 1 –2 pages)*

This might be a list of ongoing examples of collaboration across parishes with a brief description of each activity or project. There might also be a list of proposed additional activities which some or all parishes will support in the years ahead. The joint planning activity based on the application for deanery grants might be included. This deanery response to the implementation of the vision and priorities of the Archdiocese should guide the preparation of these proposals for pastoral leadership and operating structures to 2011.

2. Preferred option for operating structure in 2011.

- (a) the proposed operating structure across the parishes of the deanery in 2011, (Approx 1 page)

This section considers the most suitable arrangements based on the specific features of the parish, the needs of people and the most economic way to save on the duplication of services, especially the use of parish administration facilities and personnel. There may also be the need to consider the reduced use of some church property or the disposal of assets in order to fund capital needs in another area.

This section will also consider the possible amalgamation of parishes or the creation of a new parish within an established larger parish. Proposals regarding possible amalgamations would build in a consultation process.

- (b) the most efficient and effective use of administrative resources across the parishes and throughout the deanery, (Approx 1 page)

*This section provides additional detail regarding the best arrangements for the sharing of administrative resources.
Will each parish retain a parish office? Would 2 or 3 parishes share an office in one location?
Might a parish manager be employed to work across 2 or more parishes?*

- (c) the financial viability of its parishes and church communities.
(Approx 1 page)

This section provides a brief description of the capacity of every parish to contribute to all anticipated expenses to 2011 and beyond. Ordinarily parishes would not sell assets to pay recurrent expenses as a short or long term strategy. There may be recommendations for the implementation of a special project of investigation regarding the changed use of specific church property.

3. Suggested sequence of steps and timeline for the implementation between 2006 and 2011. (Approx 1-2 pages)

There may be specific factors, e.g anticipated retirement of one or more priests in a deanery, which can provide an indication of the approximate time frame for the implementation of some elements of the proposed leadership arrangements and operating structures. Ordinarily the Archbishop will endeavour to respect the approved plan for the deanery. Even if the Archbishop approves a proposal, including the suggested sequence of steps, the actual implementation may be varied in response to changed circumstances.

Further information is available from Chris Ehler, CEPP Executive Officer,
The Catholic Centre, 143 Edward Street, Brisbane, Q 4000

Tel: 3336 9328

Website:

Email: cepp@bne.catholic.net.au

Website: www.bne.catholic.net.au