

**Recommended format for the proposal**

**A. Introduction**

- (1) List the parishes in the deanery and the membership of the deanery pastoral council / planning forum.
- (2) Summarise the stages of the development of the proposal including the consultation process across the deanery.
- (3) Attach a current overview of plant, personnel and structures of parishes (parish profile template to be provided).

**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.
- (2) Preferred option for operating structure in 2011.
- (3) Suggested sequence of steps and timeline for the implementation between 2006 and 2011.

**Support**

**The Commission for Evangelisation and Pastoral Planning and the relevant archdiocesan personnel will offer support to deaneries in their planning in the form of information, resources, advice and facilitation as required.**

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# Development Guidelines

## Deanery Proposals for Pastoral Leadership and Operating Structures to 2011



**Archbishop John Bathersby issued  
*Decisions Supporting Deaneries and Parishes*  
in April 2004.**

**Decision (2B) states:**  
*“By the end of 2005 ... within archdiocesan parameters... each deanery formulates a plan for the future pastoral leadership and operating structure of its parishes to 2011.”*

My dear pastors, pastoral ministers and pastoral councillors,

As deaneries and parishes we have already been involved in working together on ministry and mission initiatives in the light of the *Jesus Communion Mission* vision and the archdiocesan priorities. These projects are a cause for hope for a number of reasons and I have been happy to support them with archdiocesan funding. I pray that these initiatives will flourish and inspire vision for what is possible when we work together as a Church on mission as the Synod called us to be, open to where the Holy Spirit is leading us. This will require significant ongoing education in faith because of our tendency in the past to associate mission with work in other countries rather than seeing ourselves as being a Church on mission right here in our Archdiocese.

It is also now timely in light of the deanery initiatives to consider the leadership and operating structures needed to support and sustain such mission renewal in the future. Therefore, in accordance with Decision 2B, I am seeking the advice of deaneries in the form of proposals about their future pastoral leadership and operating structures. There will need to be practical and creative thinking to propose options that maintain continuity with the past, true to the particular genius of our Catholic Christian tradition, and face a future very different from the past or even the present.

This is a significant responsibility for already busy deans, pastors and deanery pastoral councils. For this reason, I asked the Commission for Evangelisation and Pastoral Planning to prepare this material to assist deaneries and parishes to engage in this project in 2005. Archdiocesan personnel and resources will be on hand to assist as needed.

I look forward to receiving your proposals later in 2005 and will keep this important work in my prayers. I invite you into the same spirit of prayer. With the guidance of the Holy Spirit our efforts to be an evangelising Church will bear much fruit.

Sincerely in Christ

John A Bathersby,  
ARCHBISHOP OF BRISBANE

## Components and Parameters for the formulation of a deanery proposal

### Components

The preparation of proposals incorporates three specific components:

- 1) pastoral leadership and ministry in 2011 and beyond
- 2) the operating structure in 2011
- 3) the suggested sequence of steps and timeline for the implementation between 2006 and 2011.

- 1) Each deanery, within its proposal, outlines a pastoral leadership and ministry component that addresses:
  - (a) the recommended placement of designated parish pastoral leaders (clergy and/or parish pastoral directors) for the year 2011,
  - (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,
  - (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,
  - (d) how parishes might effectively share pastoral ministry resources across the deanery.
- 2) Each deanery, within its proposal, outlines a deanery operating structure component that addresses:
  - (a) the proposed operating structure across the parishes of the deanery in 2011,
  - (b) the most efficient and effective use of administrative resources across the parishes and throughout the deanery,
  - (c) the financial viability of its parishes and church communities.
- 3) Each deanery, within its proposal, outlines the suggested sequence of steps and timeline for implementation of the above components between 2006 and 2011.

### Parameters

The following parameters are the essential requirements for the preparation of the proposals.

- 1) Each deanery has a deanery pastoral council or planning forum that is responsible, under the leadership of the dean, for the preparation of the proposal. The dean is responsible for arranging meetings, for the record of meeting outcomes and the follow-up activities. Continuity of membership is essential for the success of this activity.
- 2) Planning for the appointment of clergy within each deanery is in accord with the *Clergy Allocation Schedule for 2006 & 2011* (see the 2004 edition). The Schedule is revised annually. Unforeseen changes will occur from time to time, requiring flexibility in planning proposals and possible modification in implementation.
- 3) Each deanery proposal includes an option which involves the appointment of one or more lay parish pastoral directors.
- 4) Ordinarily, in the Archdiocese of Brisbane, deacons are non-stipended.
- 5) Ordinarily, each parish and deanery is expected to sustain itself financially.
- 6) Deanery proposals are consistent with the requirements of civil and canon law.
- 7) Each deanery provides consultation opportunities for parishioners during the formulation of the deanery proposal and the implementation of any subsequent plan approved by the Archbishop.
- 8) The dean keeps the bishop in the region informed about progress.
- 9) The proposal is forwarded by the dean to the bishop in the region between 1<sup>st</sup> July and 31<sup>st</sup> October 2005 for consideration by the Archbishop.

## Recommended stages for the preparation of the proposal

The dean begins this planning activity by seeking each parish's participation in Stage 1 and inviting the deanery pastoral council or planning forum to a meeting to address tasks listed in Stage 2. Each stage will vary in time and the number of meetings.

