

A parish in the Care of the Salesians of Don Bosco – Northeast Hampshire Pastoral Area
Catholic Diocese of Portsmouth - Registered Charity Number 1199568

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The Collaborative Empowerment Ministry Model

Parish Pastoral Plan for Year 2024-25



After this the Lord appointed seventy-two others and sent them two by two ahead of him to every town and place where he was about to go. He told them, “The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.”

Luke 10:1-2

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Introduction

Pope Francis has proposed '**Synodality - Walking Together**' for the Universal Church and he says that "the world in which we live, and which we are called to love and serve, even with its contradictions, demands that the Church strengthen cooperation in all areas of her mission. It is precisely the path of synodality which God expects of the Church of the third millennium."

Through his writings, speeches, and his symbolic actions, he has clarified his intention to usher in a Missionary-Synodal Church with bottom-up and participatory communication.

Rt. Rev. Philip A Egan, Bishop of Portsmouth in agreement with the Salesian Provincial, Fr Gerry Briody SDB, has assigned the care of the parish of OLSD to the Salesians of Don Bosco represented in the person of Fr Anthony Lobo, SDB. As a religious, he is called to work in union with the bishop and to preserve the Salesian Identity and charism to the parish entrusted to the Salesian congregation.

Our Inspiration

- Pope Francis' call for a "Synodal Church"; one that walks and works together and fosters collaborative decision-making.
- Alignment with the diocesan mission plan.
- Salesian charism emphasising working with young people.

Our Mission

Our journeying together is to build on the pillars of Evangelisation, Catechesis and Formation where we recognise the vital role of young people and create a privileged space for them and make the Laity indispensable partners in the mission of the parish.

Our Vision

To be a synodal parish church, where we walk and collaborate to create a more engaged, vibrant, inclusive parish community, reflecting the vision of Pope Francis, the mission of the Diocese of Portsmouth and the Salesian Spiritual Identity.

Our Model

Biblical - The concept of shared leadership finds support in the Bible, where Jesus is seen collaborating with his disciples. Paul emphasises the importance of shared leadership and using one's power to empower others. As Paul states in Ephesians 4:11-12, "And these were his gifts: some to be apostles, some prophets, some evangelists, some pastors and teachers, to equip God's people for work in his service, to the building up of the Body of Christ."

Salesian - The Salesians of Don Bosco, a Catholic religious order with a focus on youth ministry, have been given the responsibility of the parish in question. Young people are actively involved in planning and execution.

Diocesan - The Mission plan of our diocese of Portsmouth is three-fold in bringing people closer to Jesus Christ through our parishes.

- To be a Christ-centred church
- To be a missionary community
- To be prudent stewards

Our Goal

Collaborative Empowerment Ministry - This model proposes a leadership structure where the pastor empowers twelve volunteers to lead twelve parish ministries. Each minister then forms a team of six parishioners - as in the Gospel of 72 disciples being sent on a mission. These are volunteers chosen by the Pastor and who have generously been giving of their time, talents, gifts, and resources for service of the mission in building the parish community. Emphasis on shared decision-making through prayer, discussion, and discernment. Leaders empower their ministry teams.

Our Alignment

The priorities of the Ten-Year Mission Plan of the diocese

The Ten-Year Mission Plan of the diocese has two fundamental principles: Jesus Christ at the Centre of all we do and developing truly Missionary Communities (our parishes, schools and families).

We have nine priorities over the next ten years:

- **Mass & the Eucharist:** A reaffirmation of the Eucharist as the source and summit of our lives and a radical recommitment to Jesus Christ in prayer and our sacramental life.
- **People of God - Clergy:** Supporting our clergy to meet the challenges of our time by developing a supportive and more structured approach to ongoing formation, personal development, and accompanied reflection.

- **People of God - Lay Faithful:** Developing opportunities for the formation of our laity, growing in the knowledge of our faith to nurture personal growth in holiness and to realise and nurture the gifts and talents of all in service of the church.
- **People of God - The Young Church:** Our missionary communities helping young people to encounter Jesus Christ; through accompaniment and meaningful involvement in all aspects of church life. Fostering vocations to all states of life and ministry and supporting young communities of faith.
- **Church Beyond Walls:** Developing welcoming inclusive missionary communities, reaching out to others in their time of need, and welcoming seekers and strangers.
- **Responding to Laudato Si:** Taking practical steps to meet the challenge of stewardship of our common home and understanding the relationship between environment and social justice.
- **Christian Voice:** Working with other Christian faiths and people of goodwill to foster mutual understanding, carry out our mission, and remind the world of the Gospel Message.
- **Stewardship:** Prudent stewardship of all our resources, time, talent, and treasure to ensure a sustainable and vibrant future.
- **Pastoral Structures:** Ensuring that we are organised to develop flourishing missionary communities with the right resources including our people our estate and our finances.

Salesian Educative Pastoral Plan (SEPP): This plan emphasises co-responsibility, youth involvement, and creating a welcoming environment for all.

This plan outlines five key areas for a Salesian parish:

1. A CENTRE for evangelisation and education in the faith.

- From a pastoral care of Sacraments only to an initiation into and full maturing within the Christian life.
- It offers a systematic proposal for evangelisation and education in the faith.
- Attentive to continuous, gradual, and diversified paths of Christian life.
- A community where one can experience the values of Salesian Youth Spirituality.
 - Promotes the centrality of the Word of God.
 - Makes community life central.
 - The sacraments of Christian life.
 - Feeds the devotion to Mary Help of Christians'.
 - Gives relevance to educational mediation.

2. A PRESENCE of the Church open and inserted in the territory.

- Socially inserted in the daily life of the territory.

- Believers: all those who inhabit the geographical space (baptised in their diversity, Christians who have moved away, people of other religions, non-believers, doubters or indifferent).
- With a Salesian style of welcome.
- Significant centre also of all the various ecclesial communities and groups.
- Attentive to dialogue with other religions and traditional beliefs.

3. A COMMUNITY with a missionary outlook.

- The evangelical preferential option for those most in need.
- Pastoral attitude of openness, of welcoming, which requires us to sharpen our gaze, to reach out to all.
- Treating existential unity of evangelisation, human promotion, and Christian culture.
- Greater care and pastoral attention towards the elderly, foreigners, "existential" peripheries, emergencies, and parish missionary chapels and stations.

4. A CLEAR OPTION for Youth.

- Preferential choice for youth (not exclusionary) and popular character of wide acceptance.
- Up-to-date knowledge of the youth situation.
- Elaboration of itineraries, initiatives, and proposals for young people.
- Valuing people who work with/for youth.
- Awareness of the diocesan community.
- Concern to bring the young people most in need closer to the faith.
- Interest in the world of work and unemployment.
- Promotion of active participation of young people in the celebrations.
- Updating the processes of Christian initiation and formation.
- Renewal of songs, gestures, language, etc.
- Youth participation in parish groups and bodies.
- Sensitisation of the entire parish community for educational issues.
- Adult preparation on youth issues.

5. A PLACE of CONVERGENCE of the different ministries in the Parish.

- Central Ministry (PPC) in which all other ministries converge as a place of reference to celebrate and share the faith.
- "Tent of encounter" where the PPC meets and prays to discern the activities of the various ministries.
- Place of welcome in the Parish for all walks and pilgrims of life.
- The Parish a Space and Place of joyful celebration, linked to life.
- "Family" for the children, seated at the table of the Father.

Benefits

This collaborative approach aims to:

- **Share the burden:** Reduce the workload on the pastor and distribute leadership responsibilities.
- **Empower parishioners:** Allow parishioners to use their gifts, time, talents, and resources for the good of the parish.
- **Increase effectiveness:** Enhance the parish's ability to fulfil its mission.

Governance

Parish Pastoral Council (PPC) - The PPC comprises of 12 members who collaborate with the Pastor on initiatives aligned with the parish's mission and vision.

- The parish priest takes on the role of presiding over the Pastoral Council, while the PPC Chairperson takes on the role of chairing it. The pastor's role is crucial in ensuring that the council operates effectively and aligns with the mission and vision of the parish (Salesian Parish) and the diocese. While the council advises and makes recommendations, the pastor remains the proper shepherd of the parish.
- The pastor keeps ultimate responsibility but consults with the PPC.
- The PPC advises and makes recommendations.

Challenges and Considerations

- **Shifting Power Dynamics:** moving to a more collaborative model may require overcoming resistance to change and traditional power structures.
- **Socio-pastoral obstacles:** Being able to identify potential challenges like competitiveness, parochialism, and lack of training that can hinder collaboration.
- **Canonical Considerations:** The role of the pastor and PPC within the Church's legal framework. The pastor has the legal and ultimate responsibility while valuing the PPC's collaborative role and respecting their decisions.

Parish Leadership Team

Martin Wood - PPC Chair – ppc-chair@olsd.org.uk

Michelle Friend – Vice Chair – youth@olsd.org.uk

Paul Swallow – Finance Chair – finance@olsd.org.uk

Deacon Paul Evans – pevans@portsmouthdiocese.org.uk

Fr Anthony Lobo SDB – Priest-in-Charge – alobo@portsmouthdiocese.org.uk

Feast of The Holy Guardian Angels
2nd October 2024

The Pastoral Plan for Year 2024-2025

KEY OBJECTIVES for the Pastoral Year 2024 – 2025

1. To form teams within each parish ministry, a minimum of six members to be able to plan, collaborate and coordinate with the PPC.
2. To promote an active participation of young people within the life of the Parish.
3. To offer systematic proposals for evangelisation, catechesis and formation to all parishioners.

MINISTRY DESCRIPTIONS AND KEY INITIATIVES FOR 2024-25

Liturgy and Worship Ministry

Contact

Martin Wood - liturgy-worship@olsd.org.uk

Description

The Liturgy & Worship team supports our Priest and Deacon in providing well-organised, meaningful and animated church services from regular Weekday and Sunday Mass to the elaborate liturgies of the Easter Vigil. Our Altar Servers assist the priest in celebrating Mass, and our Eucharistic Ministers help with the distribution of the Sacrament of Holy Communion at Mass and take it to the homes of our housebound parishioners.

We have teams who welcome everyone, especially first-time visitors to Mass and ensure that people know where to go and what to do. Our readers proclaim the Word of God at Mass, and our psalmists sing the psalms at the 10.30am Sunday Mass every week. We have a large choir of singers and musicians who lead the congregation in joyful singing and praise.

Key Initiatives

1. To recruit teams within each area of L&W and ensure each operates as a collaborating Ministry within its own right operating a team. We are focused on youth and diversity.
2. To establish a team of Ministers working together and to pilot and ultimately implement the ChurchSuite Electronic management system to facilitate better organisation and co-ordination of roles especially at the Weekend Mass.
3. To migrate the organisation of Holy Communion to the housebound to the Seniors Ministry retaining the overall responsibility (with the Priest/Deacon) for the Sacramental element of this pastoral role.

Youth Ministry

Contact

Michelle Friend - youth@olsd.org.uk

Description

The Youth Ministry aims to encourage the youth of our parish to know God's word, develop a relationship with Christ and become active in the Church community. It is necessary to invest in today's youth, as they are the future of our Parish and by investing in them now, we prepare them to serve God in all that they do.

We will be setting up Faith Groups who meet once a month for formation and social activities. The age groups are defined as:

- Children: age 8 years – 11 years (Organised by Children's Ministry)
- Pre-adolescents: age 12 years – 14 years
- Adolescents: age 15 year – 17 years
- Youth: age 18 years – 23 years
- Young adults: age 23 years – 35 years

Key Initiatives

1. Organising a Youth Ministry Team to organise the youth events of the Parish.
2. Set up the Faith Groups for our 12 - 35-year-olds to provide both formation and social interactions.
3. Assemble a group of animators to lead the Faith Groups.

Finance and Fabric Ministry

Contact

Paul Swallow – Finance Chair – finance@olsd.org.uk

Steve Macey – fabric@olsd.org.uk

Description

The mission of the Finance and Fabric ministry is to offer advice and guidance to the Parish Priest on financial matters, making the best use of the generous donations given to the parish to ensure that they are used to support the parish mission, vision, and strategy, and to progress work on the parish estate.

The mission is based on the principle of 'Responsible Stewardship' in compliance with the Diocesan Terms of Reference and Operating principles. Success is measured primarily in spiritual fruits, however at the same time the aim is to ensure that the parish is financially robust so that we can continue and sustain the important work of building God's Kingdom here in Farnborough

Key Initiatives

1. Ensure that ongoing expenditure does not result in an annual deficit.
2. Create a 3-year finance plan to prioritise extraordinary expenditure and use of legacies based on pastoral needs.
3. Ensure that necessary work identified on the church, hall and presbytery is carried out economically, effectively and safely.

Catechesis Ministry

Contact

Ann Paton - catechetics@olsd.org.uk

Description

The Catechesis ministry covers the sacraments of initiation, it is about knowing and passing on our faith.

John Paul II explains that the profound goal of the ministry of catechesis is to put people not only in touch, but in communion, in intimacy, with Jesus Christ: only He can lead us to the love of the Father in the Spirit and make us share in the life of the Holy Trinity.

Our mission is to know and pass on our faith, to proclaim the good news of the Gospel to children, youth and adults to "put people in communion with Jesus Christ" (Catechism of Catholic Church).

Our parish currently runs sacramental catechetical programmes for:

- Baptism
- First Reconciliation and First Holy Communion
- Confirmation
- RCIA

Key Initiatives

1. To successfully roll out a new programme for 2024/25 First Reconciliation and First Holy Communion, modernising the approach using technology and a more structured programme.

Children Ministry

Contact

Erica Huntley - children@olsd.org.uk

Description

As a vital element of the Salesian mission to have a preferential option for youth, the Children Ministry ensures that the needs of children in the church, along with their parents are prioritised. Specifically the Ministry organises activities and liturgies appropriate to toddlers, pre-school and primary school children. The Children Ministry collaborates especially with Catechesis and Youth Ministries.

Key Initiatives

1. Deliver appropriate Toddlers' (approx. ages 1-3) and Children's Liturgies (ages 4-7) regularly at Mass. Focus this year on recruitment of helpers particularly at the entry-level Toddlers' Liturgy, and improve the rota system including ChurchSuite.
2. Start up Faith Group activities for 7-11 year-old age-range (in partnership with Youth Ministry), and consider non-liturgical activities for younger children.
3. Consider Liturgies at 09.00 and 17.30 Weekend Masses within a wider review of Mass times and trial differentiation during the liturgies to provide suitable activities for the wide range of ages and capabilities.

Family and Life Ministry

Contact

Matt and Liz Rose family-life@olsd.org.uk

Description

Family and Life Ministry supports young families on their journey in exploring how they can embrace and put God in their centre of their lives.

Working with young families, the Ministry will look to provide support and guidance through differing events across the calendar year. From the early stages of Marriage preparation to starting a family and growing in faith together, the Ministry will be open to all. We are currently in the early stages of formation but have several ideas on how we want the Ministry to grow and be that support of parents in the Parish.

Key Initiatives

1. Our first mission is to set up the Ministry with a team of volunteers and get the community together for several social events which will form the basis of the calendar year

Seniors Ministry

Contact

Yvette MacLeod - seniors@olsd.org.uk

Description

The Seniors Ministry aims to look after the older members of the OLSD community (60+). Currently It covers our monthly Mamma Margherita fellowship group, also taking Holy Communion to the (mainly older) housebound members of our parish family regularly.

The Mamma Margherita Club is a parish social activity for the retired. Its aims are:

- to provide a warm, welcoming space for retired people of all faiths and no faith to meet on a regular monthly basis (usually 2.00-4.00 pm on the second Thursday of each month) to foster friendship and fellowship within our caring Christian community.
- to provide the opportunity to celebrate Mass together, including occasionally with the availability of the Sacrament of Anointment and Healing.
- to provide an 'activity' each month such as entertainment, informative talks, demonstrations, quizzes or games.

The club is named after **Margherita Occhiena Bosco** (1788-1856) who was the mother of Saint John Bosco SDB.

Key Initiatives

1. The Mamma Margherita core team plan to develop a "care network" to provide practical support, on a short-term basis, to senior parishioners who are taken ill and might need help, for example: collecting prescriptions or items of shopping, or a home visit for a cup of coffee and a chat. We have between 30 and 40 seniors who attend MM regularly, but these are only a fraction of the seniors who make up our parish family. We will identify ways to reach out to them.

Diversity and Culture Ministry

Contact

Enrico Ramos - diversity-culture@olsd.org.uk

Description

The Diversity and Culture ministry covers the incorporation of all the cultures and nationalities at OLSD.

Our goal as a ministry is to try and incorporate all the different nationalities and cultures within our church by encouraging individuals to take part in the parish services such as welcoming, offertory, readings and bidding prayers. We have also encouraged people to take part by joining the OLSD Cricket team who play during the summer months.

We will aim to try and incorporate different cultural prayers and hymns into our Mass and encourage the appreciation of God's works through different languages and traditions.

Key Initiatives

1. Incorporate a world map in the entrance of the parish which we would encourage parishioners to mark off where they are from originally. This would provide other individuals with a visual representation of all the different cultures and nationalities we have at our Parish.
2. To host a food festival at the parish, where parishioners of different cultural backgrounds cook and sell their native snacks, foods, drinks and desserts allowing other parishioners to explore different cultures, foods and traditions and develop a better understanding of our community. This also has beneficial impact for the church, where it allows the community to give back to the church with donations and contributions for these events.
3. To recognise all the different cultures within our Parish and welcome new traditions to our parishioners.

Spirituality and Prayer Ministry

Contact

Johann Diaz/Fr Anthony Lobo/Deacon Paul Evans - spirituality-prayer@olsd.org.uk

Description

Beyond the liturgy-based spirituality and healing activities in the parish we currently organise monthly spirituality-focused meetings for women (OASIS) and men (Harvesters)

Key Initiatives

1. To develop and encourage house groups at first during Advent 2024 or Lent 2025.
2. To organize an Advent and Lent retreat.
3. To Introduce Lectio Divina.

Media Ministry

Contact

Jo Wood - media@olsd.org.uk

Description

The Media Ministry aims to help our church to broadcast its message internally and externally via good audio-visual facilities in the church and hall, live-stream, and online platforms such as the website and social media. There are two teams within the ministry:

- Technology - working on managing and implementing technology to provide the best experience possible with regards to sound and vision in the Church, via the live-stream and in the Church Hall;
- Comms - implementing a new website and are keeping this up to date by providing information and a record of church activities including good quality photos for parishioners, newcomers and visitors.

Key Initiatives

1. Technology: To install a screen, projector and sound system for the Church Hall.
2. Comms: To grow a team to maintain our online presence (website and social media); to encourage young people to engage in the production of content for the website or social media e.g. YouTube shorts.

Social Ministry

Contact

Sharon Boylett - social@olsd.org.uk

Description

The social ministry crosses into the other ministries in varying degrees.

It coordinates regular parish activities for example coffee after weekend masses, the coffee hub on Wednesdays and the buying of refreshments including chocolate for birthdays etc.

There is a WhatsApp group for parishioners who are happy to help at various social activities and share ideas.

Members advise on the fabric of the hall especially as the hall is now available for public hire. This includes following hygiene and health and safety regulations.

Key Initiatives

1. Promote Fellowship among parishioners by
 - (a) keeping parishioners informed of events within the parish.
 - (b) organising refreshments for parish events and celebrations as necessary.
2. Promote outreach to the local community by developing new projects for the community for example warm space in winter.
3. Promote optimal use of the Church Hall. Especially by being available to open and close the hall. To develop storage and equipment to facilitate use of hall. This ranges from tablecloths and flowers to oven and coffee machines.

Safeguarding Ministry

Contact

Jaquilin & Marek Hubert and Marian Mulligan - safeguarding@olsd.org.uk

Description

To be the point of contact within the parish for any safeguarding concerns to be raised and responded to. To embed the safeguarding policies and procedures of the Catholic Church, promoting good and safe practices in all activities involving children, young people and adults at risk within the parish community.

Key accountabilities

To work with the Diocesan Safeguarding Team to:

- Ensure parishes and local communities are aware of the importance of protecting children and vulnerable adults and what is involved in promoting good and safe practice. This will include basic concept of appropriate behaviour.
- Work in accordance with local and national policy, thereby contributing to the prevention of abuse.
- Act as a central point for safeguarding concerns to be shared, immediately referring concerns and allegations to the Diocesan Safeguarding Coordinator.
- Be easily accessible to both children and adults within the Parish.
- Ensure information about children's/adults' help lines and child protection/adult safeguarding policies are readily available where there are related activities.
- Ensure good and safe environments for children and vulnerable adults in all parishes throughout the diocese/religious congregation, in line with agreed national policies and procedures.
- Maintain regular communication with the Diocesan Safeguarding Team, parishes and religious communities.
- Become familiar with the various activities in which children and vulnerable adults are involved, ensuring that group leaders and members are adequately trained, and DBS checked, where appropriate.
- Adhere to the safe recruitment process of volunteers, in accordance with agreed national policies and procedures. This includes providing applicants with required forms and completing identity verification for roles that require a check of the Disclosure and Barring Service.

Key Initiatives

1. Achieve 100% of parish volunteers achieving DBS clearance.

Prayer for our Parish Pastoral Council

Divine Father, Loving Mother, Merciful Jesus, Empowering Spirit,

Thank you for blessing us, our families and the communities which make up our parish.

Through our participation in the Eucharist may your Holy Spirit bind us together in unity and peace.

Help our Parish Pastoral Council to be true to you.

Sanctify our partnership with our priest(s).

Alert us to the needs of our community.

Open the scriptures to us when we pray.

Give us the resolve to be responsive.

Help us recognise and call upon the gifts of our fellow parishioners.

Be our courage when the going is challenging.

Be our strength when we feel burdened by weakness and sin.

Be our joy at all times.

We make this prayer through Christ our Lord. Amen.

Our Lady of Lourdes and Saint Dominic Savio, patrons of our Parish. Pray for us.

Saint John Bosco. Pray for us.

