

Topic	Principle	Suggested Parish Actions	Recognising and celebrating what you already do well	Considering the areas which might need further development	Not yet doing anything	Act When: A: Now; B: Later; C: T.F.N.	What already doing to justify a 1. (Done) and 2. (Partial complete) from Column D . Summary	Ideas on how to address outstanding (2 and 3) actions or improve on what already doing.
School of prayer								
1. PRAYER <i>Each parish and community should be a school of prayer.</i>								
1. PRAYER		• Reflect on the riches of prayer already present in your parish and see how these can be developed.				A	1. Weekly Holy hours. 2. Prayer meeting every week at parishiners house - currently Tue evening. 3.	1. Make Communion available at Holy Hours (HH) but Bishops ruled against as HHs "Service of word" not an alternative to communion at Mass . 2. Change to 15min prayer sessions before all weekday masses instead of HH. 3. Restart Tue Mass Unlikely as both priests attend Diocesan, etc, meetings on Tues . 4. Encourage Roseary
1.a.		• Organise a parish retreat or days of reflection.				B	These were organised by Fr Andrew and will be by Fr Tom on ad hoc basis.	Hold regular/programmed annual or more frequent (?), such days.
1.b.		• Look at what forms of prayer are practiced in neighbouring Catholic parishes and other Christian communities and see how they could be incorporated into your own community prayer.				B		Need to find out what the other local Christian parishes do.
1.c.		• Look at ways which will enable us to pray with other Christians.				B	Used to have an annual joint service with St Michael's and other parishes each Easter - now lapsed.	Investigate opportunities for joint services - restart the Easter one.
2. LITURGICAL PRAYER <i>The Liturgy is the source and the summit of the life of the Church.</i>								
2. LITURGICAL PRAYER • Consider ways in which you could implement the 'Diocesan Guide to Parish Liturgy Groups'.								
2.a.		• Develop celebration of the Liturgy of the Word in the absence of a priest.				C	Now having mass Wed, Thu, Fri and Sun at St G's each week despite reducing to 2 priests.	Liturgy Grp to follow up - expect when niether priest available Deacon Steve would lead Sunday services and weekdays hold prayer .
2.b.		• Consider ways in which all sacramental celebrations involve as much of the parish as possible.				A	Already have Readers, Communion, Servers and Sacristans but need more.	Recruit and train more readers, servers and sacristans - At Parish Meeting, through newsletter and actively by all.
2.c.		• Train Ministers of Communion to be able to minister to the sick and housebound.				A	Already have ministers but not enough to meet the needs of those parishiners <u>unable</u> to attend masses.	Recommend potential candidates directly to Fr Michael, who may then invite and commission them.
2.d.		• Organise the training of Readers and Ministers of Communion at a parish and deanery level.				A	As 2.b.	Readers need training on use of the microphone. Request training assistance from Bristol and programme a date(s) for training sessions when some candidates identified.
CHURCH AS COMMUNION								
3. COLLABORATIVE MINISTRY <i>The Church in Christ is a Sacrament, that is a sign and instrument of communion with God and the unity of the entire human family.</i>								
3. COLLABORATIVE MINISTRY • Each parish needs to have a Pastoral Council which relates to the Deanery and Diocesan Councils.								
3.a.		• To be an effective Pastoral Council there will be a need for ongoing development and review.					Got an active Parish Pastoral Committee.	
3.b.		• Parishes to review how they work with neighbouring parishes. (e.g sharing in sacramental preparation, outreach to the wider community, catechetical training, planning for complementary Mass times).				B	Now starting to do this with St Osmund's and Holy Redeemer.	Continue to improve coordination between the parishes .
4. Whole parish formation & adult education <i>The continuing Christian education and formation of adult members of the Church has become a priority ... This formation must fulfill real needs for adults to develop their talents to the utmost.</i>								
4. WHOLE PARISH FORMATION & ADULT EDUCATION • Make a yearly plan for education in the faith for everyone in the parish.								
4.a.		• Look at what neighbouring parishes are doing. Are there ways in which you can you work together?					Already run joint sacramental training.	Fr Tom's web site will cover all the Salisbury Parishes.

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4.b.		• Look at what people are doing ecumenically and consider ways of working more closely with other Christians.				B		Difficult in Salisbury. Not much contact with St Michael's on Bemerton. The Tues Prayer group could be ecumenical.
5. Clergy formation & adult education	<i>The ongoing formation of the clergy is particularly urgent today because of rapid changes in the social and cultural conditions of individuals and people and the demands of the new evangelisation</i>							
Clergy formation & adult education. No Parish Action reqd		• Clergy to take a pro-active responsibility for their own personal development and on-going formation and see it as a benefit not only to themselves, but a benefit to the people they serve.						
5.a.		• Formation should be on the agenda of clergy deanery meetings at least once a year.						
5.b.		• The Council of Priests and the Council of Deacons to review their programme of ongoing formation for clergy.						
5.c.		• There is an expectation that clergy participate in an annual retreat.						
6. ECUMENISM	<i>Yet those who profess that Jesus Christ is Lord are tragically divided and cannot always give a consistent common witness ... Herein lies an enormous responsibility for us all.</i>							
6. ECUMENISM		• Play an active part in local ecumenical work such as churches together groups, local ecumenical partnerships, or councils of churches.				A	a. Used to be a rep at the annual Salisbury "Churches together (CI)" meeting. b. Monthly ecumenical meeting held on last Sunday of month as follow on to 09 Alpha course.	1. Find a parish volunteer to attend the next CT meeting. 2. Find out and get reps to the City Gate and Vineyard Grps which meet every few months. David Scrase at Harnham is Chair of "Salisbury Chuches Together" and is poc. Find out date of next meeting and getr a parish rep to attend.
6.a.		• Get to know your local Christian communities.				A	as 3.	As 3.
6.b.		• Include other churches in the prayer of the faithful at Mass.					Already included in bidding prayers	
6.c.		• Join with local churches in expressions of united witness.				A	As 1.c.	Take part in ecumenical Easter celebrations again; Join in the ecumenical Women's day of prayer and Week of Prayer for Christ.
7. VOCATION	<i>In a church which is totally vocational all are vocation promoters. Blessed are you, then, if you can express with your lives that to serve God is beautiful and fulfilling, and reveal that in Him, the living one, is hidden the identity of every living person.</i>							
7. VOCATION		• Challenge people to respond to God's call by putting into practice some or all of the suggestions made in the document 'Building a Culture of Vocation'.				A	Known about but not put into practice other than periodic mass offered for vocations.	1. Arrange a prayer evening/afternoon for vocations for the city with someone from the Seminary (Dom Finley Wilson) and or Fr Tom as just ordained. 2. Agree date with Frs Tom/Michael.
7.a.		• Celebrate Vocation Sunday.				B	Vocation Sunday is celebrated but only as Mass and individual's prayer intentions.	Need to start planing for VS earlier to make it more than just mass/prayer intentions.
7.b.		• As a pastoral council or parish group study the document 'In Verbo Tuo' and consider how you might use this in your parish.				B	No one had read it!	Find it first!
7.c.		• Build on existing sacramental programmes to develop a culture of vocation.				A	as 7.b.	as 7.b.

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8. YOUTH		<i>The young have shown themselves to be a special gift of the Spirit of God. If Christ is presented to young people as he really is, they experience him as an answer that is convincing and they can accept his message, even when it is demanding and bears much of the cross.</i>						
8. YOUTH		Challenge young people to deepen their prayer and to serve the poor.				B	Rob Windsor has lead for Salisbury	The 3 Parishes should start a youth group possibly based on this and last year's Confirmation preparation group.
8.a.		• Recognise the contribution young people make in your parish.				B	Occasional readings at children's mass or by servers.	Encourage/recruit children to read lessons and bidding prayers
8.b.		• Listen to young people and, with them, formulate a plan to meet their needs and the needs of the parish.					Youth parish council will start soon.	
8.c.		• Encourage young people to become active members of the parish and involved in its ministries.				B	Promote Robert W's YM activities; Children's liturgy and masses, servers etc?	Encourage children to take part and advertise opportunities in newsletter and on the web site.
8.d.		• Strengthen links between schools and wider parish community.					Involvement of schools in parish events eg The journey. Already good with St Osmund's and St Joseph's.	
8.e.		•Work ecumenically.					As 6.	
9. FAMILY LIFE		<i>God wished to be born and to grow in a human family. Thus he consecrated the family as the basic and ordinary way of his meeting with humanity.</i>						
9. FAMILY LIFE		Identify the varieties of family life within your parish and identify support structures with them.				A	Senior Moments. Separated family meetings already held.	Possibly start: 1. A widows/widowers group? 2. Leisure group. 3. Retirement group. 4. Coffee after weekday masses - so need volunteers to get them going and run coffee.
9.a.		• Particular consideration needs to be given to those families with members suffering from disabilities; we need to consider especially how we include them as members of the parish community.				A	Automatic for those we know but may be others we don't know about.	When anyone "found" we should pass names onto priests and "someone" so that they can visit (possibly cold call) to offer parish support.
9.b.		• Parishes to ensure there is preparation for those intending to marry sacramentally.					Marriage preparation courses / sessions are run on regular/as required basis across the Deanery.	
9.c.		• Help families develop their awareness of the holiness of everyday life through materials provided by the bishops Conference initiative 'Home is a Holy Place'.				A		1. Start a library of books / materials at back of church. Need volunteer to coordinate. Donated materials to be vetted. 2. Review the CTS stocks and reorder as necessary.
9.d.		• Ensure that there is a safe environment in which children and vulnerable adults can flourish.				B	Chris Francis Parish Child Protection Officer/CRB coord. Parish team CRBed, Diocesan CP Training course in Mar 09 attended by 12+, 2nd cse planned for Oct 09 for new eucharistic ministers and remainder.	Ongoing requirement for CRB and training of new volunteers and maintaining awareness of CP and H&S obligations across whole spectrum of issues and ensuring appropriate response.
9.e.		• Identify ways to work together with Catholic Schools to provide relationship education.				A	Rob Windsor believed to be instigating this.	Fr Tom is/will liase with St Josephs re PSHE content /approach.

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10. CATHOLIC SCHOOLS		<i>The Catholic school must be able to speak for itself effectively and convincingly. It is not merely a question of adaptation, but of missionary thrust, the fundamental duty to evangelise, to go towards men and women wherever they are, so that they may receive the gift of salvation.</i>						
10. CATHOLIC SCHOOLS		Explore and celebrate the ways in which the school enriches the life of the parish.					Involvement in parish celebrations.	
10.a.		• Representatives of Catholic schools should be invited to attend the deanery pastoral council.				B	Steve Godwin is a member of the Deanery PC. (chaired by John Turley Whaddon)	There should be three reps per Parish - 2 more to be nominated from St Gregory's. Fr Tom to invite reps from schools if confirmed none attend.
10.b.		• Celebrate Education Sunday.					It is celebrated	
10.c.		• Inform schools of sacramental celebrations.				B	Mass times for Christmas and Easter are published in the school newsletters	How about "adverts" in the non Catholic Schools' newsletters?
CHURCH OF MISSION								
11. ACTING JUSTLY		<i>This is what the Lord asks of you, only this: that you act justly, that you love tenderly, and walk humbly with your God.</i>						
11. ACTING JUSTLY		Support at least one project in the developing world and also in your local area.					Just replaced SCAFOD by SCORE. Collections between overseas and UK/local.	
11.a.		• Identify justice issues related to migrants and asylum seekers.					Graham's Justice and Peace Group (Replacing Amnesty Int) working in this area.	
11.b.		• Work with other parishes, schools, and ecumenical and interfaith groups, in areas of justice and peace.					Some interparish	
11.c.		• Identify and support CAFOD and your parish CAFOD representative. (Catholic Agency for Overseas Development) representative.				A	SCORE now active and % contributions agreed through cross Deanery survey. Alan Trowbridge relaunching the Red Boxes	No CAFOD rep at St Gregory's - a volunteer is needed (There is one for St Osmund's rep...).
12. A PEOPLE OF WELCOME		<i>If we have truly contemplated the face of Christ, our pastoral planning will necessarily be inspired by the 'New Commandment' which he gave us: 'Love one another as I have loved you'"</i>						
12. A PEOPLE OF WELCOME		Look at the way in which you welcome visitors from all backgrounds into the life of your community.					Greeters.	
12.a.		• Develop ways to include new and arriving communities into the parish, being sensitive to cultural diversity.				B	Salisbury has relatively small immigrant communities, the RC amongst whom use other parishes. Alpha courses and the last Sun of month prayer group are ecumenical and so open to other faiths.	Greeters to monitor new arrivals and keep the Parish team informed.
12.b.		• Recognise ways in which people may feel discriminated against and work towards overcoming this.				B	Aware of: a. Possible inter age group frictions so try and manage them (e.g. noisy children). b. Risk that some may be alienated/feel less welcome if not able to carry out e.g. reading or offertory duties frequently enough if at all - need balance of numbers of volunteers with frequency and ensure willing parishners are not overlooked.	St Osmund's is the parish church for Odstock's overseas staff. Try to ensure that behaviour is always acceptable but must remain inclusive - the Porch has a speaker. Continue to canvas for volunteers for the various ministries and ensure rotas include all that wish to be included.

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12.c.		• Consider how you communicate parish life in the local community.				B	Used to do leaflet drops but not for many years....	1. Need to prepare and plan to deliver an informative leaflet inviting all residents living within the Parish boundary to visit / contact St Gregory's. Aim to leaflet every residence so need to involve able parishiners and allocate streets..... 2. Need to encourage/attract more parishiners to after mass coffee and social events and start offering "coffee" following weekday services. 3. Think about hall renovation /partial new build to provide a separate more welcoming coffee area/social area possibly between the church and current hall.... 4. Ensure all Parish events get advertised/copied to the RC school's newsletters along with periodic reminders of regular services and groups. 5. Senior Moments be invited to consider opening their meetings to a wider attendance (?).
12.d.		• Prepare welcome packs, together with local churches, to be available and distributed in areas of new housing.				B	Welcome Pack 2nd draft out - for those that get to the church door or who surf to the "On line" copy.	As 12.c
12.e.		• Consider how to engage with those families whose contact with the Church is primarily through the Catholic school.					Currently only the jumble sale is advertised....	As 12.c. Need to attract/be open to practicing RC parents and children as well as the non practicing and Non RC parents and children.....
13. RITE OF CHRISTIAN INITIATION OF ADULTS : a journey of faith	<i>The Rite of Christian Initiation of Adults (RCIA) is the way in which we welcome and share with others our faith and way of life as Catholics. The RCIA is not a programme but the process by which we engage with others who seek the face of Christ. It involves the whole parish and is the responsibility of all the baptised.</i>							
13. RITE OF CHRISTIAN INITIATION OF ADULTS (RCIA) : a journey of faith		• Pastoral council to develop a parish RCIA team.					An RCIA Group meets in the Parish.	
13.a.		• Study the 'Diocesan Guide to the Rite of Christian Initiation'.				A		A new edition will be published shortly
13.b.		• Consider how the Rites of Initiation are currently celebrated liturgically.				A		To be determined when the guide is available.
14. ENVIRONMENT	<i>Humanity, if it truly desires peace, must be increasingly conscious of the links between natural ecology, or respect for nature, and human ecology. Experience shows that disregard for the environment always harms human co-existence, and vice versa. It becomes more and more evident that there is an inseparable link between peace with creation and peace among men. Both of these presuppose peace with God.</i>							
14. ENVIRONMENT		• Explore ways of liturgically celebrating the wonders of creation.				B	We have an annual blessing of pets that had an ecumenical ownership last year!	Need to think of additional ways.
14.a.		• Fabric committee to review how we use the parish buildings and consider the impact they have on the environment.				A	Increased utilisation of the hall by better advertising (e.g. External Notice Boards) and management (redecorated and cleaning sorted out).	1. Need to monitor and possibly improve energy efficiency/reduce waste. 2. Hall improvements see 12.c. 3. above. 3. Enable access to the hall's fuse box, as now trips frequently - Delays to callout of a key holder disrupts evening events.
14.b.		• Consider becoming a Fairtrade parish by January 2010.				A	Last PPC discussed and plans developing for achieving deamery wide fairtrade status.	

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15. INTERFAITH DIALOGUE		<i>The Church... has sought to build a relationship of openness and dialogue with the followers of other religions. This dialogue must continue. In the climate of increased cultural and religious pluralism which is expected to mark the society of the new millennium, it is obvious that this dialogue will be especially important in establishing a sure basis for peace and warding off the dread spectre of those wars of religion which have so often blooded human history. The name of the one God must become increasingly what it is: a name of peace and a summons to peace.</i>						
15. INTERFAITH DIALOGUE		<ul style="list-style-type: none"> • Continue as a community to develop our knowledge and understanding of other faiths and beliefs. 				B	So far there has been very little contact with what are believed to be Salisbury's small(?) non christian communities.	Need to first find out who and where any such other faiths locally may be and then plan from there.
15.a.		<ul style="list-style-type: none"> • With other Christians, to encourage religious dialogue and work jointly for the common good. 				B		
15.b.		<ul style="list-style-type: none"> • Schools to continue to develop their approaches to community cohesion and share with parishes their experience. 				B		