



Catholic Diocese of Port Pirie

Strategic Plan

2020-2022

Catholic Diocese of Port Pirie

Mission

Strengthening our communities by actively living our shared Catholic faith.

Vision

Strong communities where all people are loved, supported and confident that their contribution will be joyfully received.

Values

Our work is directed by our Catholic and community values.

Our conviction is that every person is created in the image and likeness of God, which gives them eternal dignity with rights that must be protected.

Our Guiding Principles

- We acknowledge, value and respect the original inhabitants of this land.
- Our work is shaped by the teachings of Jesus Christ, is based on Catholic Social Teaching and this supports our ethics and integrity.
- Regional thinking enhances our community effectiveness.
- We are accountable to each other in our Diocese for our Christian performance as a community.
- We collaborate for the social benefit of all people.
- We advocate for those who are vulnerable and marginalised in our communities.
- We respond with compassionate care.
- Our work is transparent and responsive to governance standards at all levels.
- We honour tradition by learning from our past, living in the present, and preparing for the future.



Catholic Diocese of Port Pirie

We are a gathering of communities scattered across vast distances. We are characterised in our terrain by the Outback, the mining fields, Aboriginal Lands, the Riverland, towns of the Gulf, Eyre and Yorke Peninsulas and the beauty of the Flinders Ranges. We are from all backgrounds - First Australians to asylum seekers. We are the Body of Christ in this part of the Great Southland of the Holy Spirit.

Integral to our understanding of ourselves as a Diocese is the sense that we live and work and have our being upon country. All of us are enriched by learning from the Aboriginal peoples' understandings of their lives and stories. In our diocese, Aboriginal and non-Aboriginal people work together to enhance the communities where we live.

Our mission is the mission of Jesus Christ, whom we believe to be the Son of God. This means that we are committed to serving Jesus as he brings about the kingdom of God. Jesus himself quotes the prophet Isaiah who said:

**The Spirit of the Lord is upon me,
because he has anointed me
to bring good news to the poor.**

**He has sent me to proclaim
release to the captives
and recovery of sight to the blind,
to let the oppressed go free,
to proclaim the year of the Lord's favour.**

For us, this means we are receivers of the grace of God. We rejoice in the privilege of sharing this grace with our sisters and brothers; especially those are presently experiencing difficulty or disadvantage. At the same time, we are open to growing more into our mission through what we learn from those we serve.

We strive to deepen our love of God and of our neighbour, being at the same time familiar with our human limitations and the need to continually begin again with new hope.

For us as the Catholic Church in our region, the Eucharist is the source and summit of our Christian lives. The Eucharist is where we hear the Word of God spoken in the context of our daily lives, and where we are nurtured in our humanness by the Bread of Life. From the Eucharist we find ourselves sent out as missionary disciples, witnesses to the grace of God. We proclaim the Gospel of Jesus Christ through word and action for healing, justice and hope.

Our sense of ourselves and our part in God's mission has led us to design a plan to ensure that our work continues and grows.

This Strategic Plan provides a vision and practical framework to strengthen the collaborative work of our Catholic ministries and agencies, to work collectively for the benefit of all people in our diocese.

These strategic initiatives provide the leadership and direction we need to thrive with confidence.

1. **Bringing Joy and Hope**

Through the sacred liturgy and our pastoral actions, the people and communities of our region find joy and hope, and their contribution to the common good is joyfully received.

2. **Life-giving Parishes**

We are flexible and creative in nurturing the life of our parishes.

3. **The Good News**

We share the Good News of Jesus Christ as a joyful, hope-filled and servant community.

4. **Leadership**

Our governance and leadership are enhanced through inclusivity and diversity.

5. **Working Together**

As one diocese, we work together through our collaborative network of services.

6. **Strong and Sustainable**

Our ministry is sustained through excellence in service processes and outcomes, and by maintaining a strong financial position.

7. **Partnerships**

Our effectiveness is supported by regional partnerships and ecumenical and interfaith collaborations.

8. **Caring for Earth**

We commit to ecological conversion through our lived expression of caring for our common home.

9. **Adaptive and Imaginative**

We are adaptive, imaginative and effective in managing change and challenges.

Goal 1



Bringing Joy and Hope

Through the sacred liturgy and our pastoral actions, the people and communities of our region find joy and hope, and their contribution to the common good is joyfully received.

Every benefit which the pilgrim people of God on earth can offer to the human family stems from the fact that the Church is the universal sacrament of salvation: at one and the same time, she both demonstrates the mystery of God's love for the human family, and makes it present among them.

Gaudium et Spes 40

Guiding Statement:

Our diocese shares in the mission of Jesus Christ. Our persevering hope is that in living our faith and sharing it, the people of our region will have access to and be able to encounter the grace, healing, forgiveness and the life and hope that we ourselves have found at the hands of Jesus. The Good News of Jesus Christ is to be genuinely good news for families, communities and each person. We will set ourselves at the service of the Gospel by equipping ourselves with the skills and experience of evangelisation. We will be formed as missionary disciples.

We will learn from the poor, who evangelise the church (Evangeli Gaudium). We will be especially conscious of learning from those who have been left beaten and robbed by the wayside, from the crimes of child sexual abuse by church personnel. We will grow in our confidence in articulating our faith in all sorts of situations, so that the people we meet will find faith and hope for themselves. Where individuals and groups experience exclusion, disadvantage or hatred, we will be a voice for reconciliation and healing. In this we follow the tradition of our diocese.

As Goal 2 sets out, our parishes will grow to be able to nurture our faith and our assurance in the work of evangelisation. As Goal 3 sets out, the pastoral initiatives of parishes and agencies bring practical blessings that enable people to overcome the hurdles they face, to realise the opportunities they have been given and to make their contribution to the common good with confidence and hope. The 'engine room' of our diocesan plan is the gift of prayer, the gift of the eucharist, and the solidarity of our Catholic people and communities with each other in the mission of Jesus Christ.

Strategic initiatives:

- Supporting our people as they identify their spiritual and pastoral gifts to become missionary disciples.
- Develop our understanding of those whom we are called to serve.



Life-giving Parishes

We are flexible and creative in nurturing the life of our parishes.

We are not on earth to guard a museum, but to cultivate a flowering garden of life ... the church is like a fountain in a village that offers to quench everyone's thirst.

St John XXIII

Guiding Statement:

Parishes are life-giving, like the rain and the Murray River from which we get our sustenance. Aside from the Sacraments, the devotions, the adorations and the tranquility which give spiritual healing to both our body and soul, the comforting presence of the Church community is there when we need it most.

Our parishes are stewards. In response to our basic mission to grow in, give witness to and to spread the Gospel of Jesus Christ, we work to engage actively members of the parish in all aspects of parish life. We encourage all members of the parish, both those who have been here for a time and those who are new, to be open to God's call in discerning participation and leadership.

The Gospel of Jesus Christ provides our parishes with certain fundamental commitments including an understanding that all that we are and all that we have originates in God who has entrusted us with these gifts for the sake of building God's kingdom. We share our 'Time, Talent and Treasure' within our parishes. Our parishes strive to be communities dedicated to charity, generosity, compassion

and peace. We dedicate ourselves on all levels to stewardship as a practical and spiritual way of life.

The stewardship model has continued to be effective, but a key will be continued prudence in financial commitments and taking care to monitor growth trends carefully on all levels while keeping in mind the larger economic realities.

Parish Goals

The parish is where we live our vocation. Our priests foster and encourage our baptismal gifts for mission and leadership. In return we love and support our priests and encourage suitable people to explore their sense of vocation in every respect, including the ordained priesthood and religious life. We will discern carefully the need to enlist priests from overseas dioceses, and religious sisters, bearing in mind the other needs of the diocese. We embrace the mission of Jesus Christ to spread the Good News, celebrating God's presence in the Scriptures, the Sacraments and our charitable works. Together, we create a society where everyone is welcomed and is able to experience a sense of belonging. Within

Goal 2 (continued)

our parishes, agencies, schools, Christian communities and local communities, we build bridges through improved communication and collaboration.

We enhance a culture of listening and seeing people where they are and nurture our parishes by improving the quality of worship and prayer so that it is vibrant and meaningful.

We educate and support our lay parishioners as leaders in ministry, working within diocesan guidelines. We provide training in leading Liturgy of the Word with Holy Communion, reflections and liturgies and sharing faith experiences; in praying over the sick, visiting the sick at home and in hospital; and presiding at funeral services.

We ensure the wellbeing, safety and sustainability of our parishes, mindful of the requirements of Catholic Professional Standards, Workplace Health and Safety, and the Diocesan Finance Council. We provide training for our parish leaders in all these areas.

Parish leadership

We commit ourselves to the discernment and development of leadership gifts within the community so that the work of being parish stewards of the Gospel (including women and younger people) may continue in the future. Our Diocese has always relied upon the faith-filled contribution of the lay faithful, rejecting clericalism, which deprives the people of their proper role.

Strategic initiatives:

- Develop and implement a flexible and effective Parish Leadership framework which is viable and sustainable.





The Good News

We share the Good News of Jesus Christ, as a joyful, hope-filled and servant community.

"Since every one of you that has been baptised has been clothed in Christ".

Galatians 3:27

"You have clothed yourself in Christ".

Baptism Rite

Guiding Statement:

This goal is about communicating the Church's work in the enhancement of life for everyone; for example, children and young people, the aged, families, Aboriginal people, and prisoners. It is about all the developments in the Church and all its actions, from large-scale coordinated campaigns through to the simplest commitment of individuals and small groups in local areas and parishes.

As a Diocesan Church, we need to make people aware of the good things God is doing in the Church, and in the wider community through the actions and initiatives of the Church. This is so important for the wellbeing of the people of our region: That they see and understand that the Church is busy with good works on behalf of the whole community. While it has been important to openly and humbly acknowledge the crimes and disastrous mistakes, people are nonetheless entitled to be informed about the good work that is happening, in and through the Church, on the widest possible scale.

People are also entitled to be informed, in relation to those past misdeeds, of the significant progress already made in mitigating the risk that these things could happen again and of the commitment to improve these measures.

We do not claim any achievements as our own, believing that the work we do is a share in the mission of Jesus Christ.

Strategic initiatives:

- Develop and implement a communication plan that clearly articulates our Catholic contribution to individual lives and community wellbeing.
- Develop strong common messages that can be communicated consistently by diocesan agencies, reflecting our shared values and guiding principles.



Goal 4



Leadership

Our governance and leadership are enhanced through inclusivity and diversity.

Let the Church always be a place of Mercy and Hope, where everyone is welcomed, loved and forgiven.

Pope Francis

Guiding Statement:

Governance

As a vibrant, sustainable 21st Century Diocesan Church community, we require a formal governance framework and structure.

A newly envisioned diocesan organisational governance body (for example, a Diocesan Governance Council) will have responsibility for and oversight of strategy implementation, review and policy development aligned to diocesan strategy. A Diocesan Governance Council will include members who have diverse skills, organisational and business acumen, and who are representative of diocesan places and our diverse worshipping community (for example, religious and lay; age, gender and cultural diversity). With the bishop, we will discern how the groups and activities of the diocese will be accountable to a Diocesan Governance Council, and its relationship to the bishop and his office. A Diocesan Governance Council will have clear delegations of authority and accountability, and will engage in ongoing formation, training and succession planning.

Leadership

As an active, engaged and evolving Diocesan Church community, we require a leadership engagement and development framework which is future-focused and which represents all our diverse people and agencies across the diocese.

Building confidence and capabilities of both clergy and lay people through leadership development and empowerment is essential for sustaining our parishes and communities now and into the future.

Connecting people and further integration of Church agencies and social justice initiatives will be essential to building a vibrant diocese.

Leadership development including identification, invitation, induction, formation and succession planning is required for parish pastoral councils and all clergy and lay people with responsibilities who act on behalf of our diocesan Church. This may include ongoing formation in religious and spiritual formation, workplace health and safety, child safeguarding, human resource management,

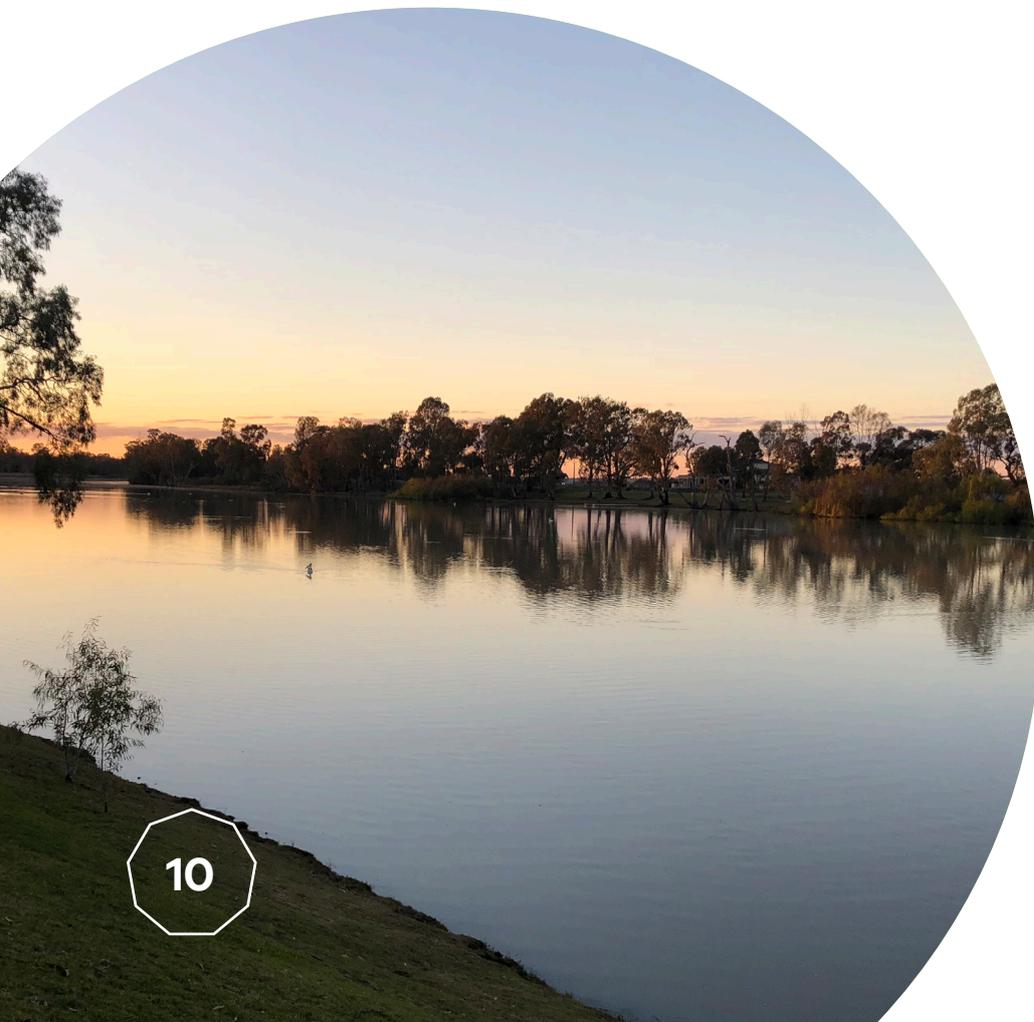
Goal 4 (continued)

financial literacy, governance responsibilities, information technology, risk and opportunity analysis.

Our governance and leadership structures and processes will build on the strengths and gifts of all its members who will work collaboratively in new ways to build the Kingdom of God in the Diocese of Port Pirie.

Strategic initiatives:

- Develop and implement an integrated formal governance framework to manage our strategic direction.
- Implement a formal leadership engagement and leadership development framework which is future-focused, and which represents our diverse communities, including lay faithful, women, youth and First Nation people.





Working Together

As one diocese, we work together through our collaborative network of services.

So great is the strength we possess in our unity.

St Mary of the Cross MacKillop

Guiding Statement:

As one diocese, we will work across entities and organisations, communities and parishes. No parish is to work alone - the diocesan organisations commit themselves to working together and sharing resources and personnel. We will share a vision for our special place in South Australia that is oriented toward the praise and glory of God. We will recognise the uniqueness of our communities and places and we will always consider the needs of our people, our services, our structures and our organisations from a place-based perspective.

We will build a culture of unity across our vastness, linking hands in our faith across our deserts, waters, farming communities, cities and towns so that 'one of us is all of us'. We will be leaders and connectors and we will be seeking always to be future-focused, evolving and engaging deeply with the broader faith communities across our diocese.

We will seek to share and collaborate across our strengths and our needs for the common good and support of all. We will use our resources well and seek to enhance their effectiveness through wise stewardship that includes collaborative endeavour and application: sharing skills and talents, education and training, financial resources and assets where it makes sense from a 'one-diocese' perspective to do so. In particular, the agencies of our mission in ministry, education, social services, health and wellbeing will work together and seek ways to share resources for the benefit of all.

Strategic initiatives:

- Develop and implement formal and informal collaborations between our agencies to share and improve expertise, effectiveness, efficiencies, resources, outcomes and innovations.
- Leverage our relationships with the broader Australian Catholic community to strengthen the work of our diocese.



Strong & Sustainable

Our ministry is sustained by excellence in service processes and outcomes, and by maintaining a strong financial position.

*Lord, teach me to be generous;
teach me to serve you as you deserve...*

Prayer for Generosity (St Ignatius of Loyola)

Guiding Statement:

Service excellence:

Working from a position of 'one diocese', we will create services that enhance the lives of people in our communities across the diocese. Our services will be underpinned by a professionalism that is premised upon evidence-based practices; appropriate and relevant regulatory frameworks and standards; and where quality is paramount. Foremost in our considerations of service development and delivery will be the protection of children and those experiencing vulnerability. The voices of those whom we serve will be heard and we will develop systems, processes and mechanisms for this to occur.

Our considerations will include building local capacity that uses the deep local knowledge embedded in our communities to deliver services that best support the needs of people and their unique situations across our diocese. We will recognise the uniqueness of our communities and places and we will always

consider service development from a place-based and place-making perspective.

We understand inherently that local service provision adds vibrancy to our communities. We also understand that the jobs and resources that service development and delivery bring to our communities add strength to local economies. We will work to share resources in a sustainable way to develop services across health, social services and education for the benefit of all who live in our diocese. We will identify, recognise and use the collective talents and skills of staff and volunteers to satisfy the unmet needs in our diocese.

We will strive to discover how we can use what we already have to 'build outwards' and will consider every change in each agency as an opportunity to enhance service development and delivery for our diocese, especially in the stewardship of scarce resources.

Goal 6 (continued)

Strong financial position:

As one diocese, we recognise the need to manage our finite resources with care, integrity and stewardship. We respect the uniqueness of each of our parishes and communities and understand that each of us gives according to our means. As one diocese, we understand the principle of subsidiarity and what is required of us in sharing our resources across our vast diocese.

We will maximise the resources available to us and grow these through careful financial planning, management and the development and implementation of sound financial strategy. We will apply business principles and fiscal responsibility in the management of our resources, with the understanding that we are accountable for that which God provides.

Strategic initiatives:

- Use best practice systems and approaches to achieve high quality outcomes in all areas of our work.
- Our organisations and services are structured and managed to ensure long term financial sustainability.





Partnerships

Our effectiveness is supported by regional partnerships and ecumenical and interfaith collaborations.

I pray that they will all be one, just as you and I are one
– as you are in me, Father, and I am in you. And may they be in us so that the world will believe that you sent me.

John 17:21 NLT

Guiding Statement:

'Working together' in our diocese can mean building partnerships that may take us beyond our own Catholic, faith community. Understanding that we are 'small in number' enhances our thinking toward innovative and creative partnerships and ecumenical and interfaith collaborations that contribute to the praise and glory of God through service to God's people in our diocese, regardless of who they are.

We are a diverse and vibrant community in our diocese, with all age groups and many different cultures and backgrounds. We are a welcoming community that is outwardly focused on working together with all peoples in our diocese. We seek to find shared values with those in other faith communities upon which to build bridges to collaborate for God's purpose in our midst.

We will continue to build upon our Catholic tradition and remain open to the possibilities provided through both ecumenical and interfaith collaborations.

Strategic initiatives:

- Develop a comprehensive regional engagement framework and communication plan focused on shared goals and mutual benefit.



Caring for Earth

We commit to ecological conversion through our lived expression of caring for our common home.

“Living our vocation to be protectors of God’s handiwork is essential to a life of virtue; it is not an optional or a secondary aspect of our Christian experience.”

Laudato Si n217

Guiding Statement:

The Catholic Diocese of Port Pirie includes a whole range of different environmental contexts, from the pastoral areas and the deserts of the Outback, to the food production areas of the Riverland and the industrial cities of the Upper Spencer Gulf to the marine environments along our coastline. We have mining and forests, farming and primary production, small towns and large regional centres, as well as a vast range of geographical features. Care for the environment is necessary in all these situations.

God calls us as caretakers of the earth, not simply to take the earth’s resources for our own benefit, but to use the earth’s resources to praise, reverence and serve God. The creation stories (Genesis 1 & 2) inform us that we are the stewards of God’s creation.

We can encourage practices that benefit our environment. We can take part in special days and events such as Clean up Australia Day, Earth Hour, Ember Days, World Environment Day and Season of Creation.

In partnership with our actions, we can pray for God’s help in this work and for people to recognize our need to look after our environment, our common home. We can use emerging spiritual resources for Ecological Conversion.

We can promote practices such as ‘Reduce, Re-use and Recycle’, minimising waste, conducting ecological audits in our parishes, schools, offices and workplaces and help to reduce greenhouse emissions which have a detrimental effect on our climate. Providing education opportunities for all is essential. It needs to be encouraged where possible for parishes, schools and other Catholic agencies to participate in joint activities.

As a diocesan family we need to discern carefully issues which arise in our region, where there is a clash of values. Issues such as mining or farming, development versus land rights, environmental impact of various developments, and the location of a radioactive waste repository are already present or likely to emerge. We encourage an actively thinking laity that discusses these issues in a spirit of charity,

Goal 8 (continued)

where appropriate differences of opinion are respected, and the unity of the community is a high priority. The clergy will be agents for reconciliation in community issues.

We will strive to understand the implications of caring for the earth, here in our own geographical context. We must be a voice in the region.

Strategic initiatives:

- Develop a formal framework and outcome measures to guide the Diocese's connection to all creation and our role in the care of God's earth.





Adaptive and Imaginative

We are adaptive, imaginative and effective in managing change and challenges.

The church carries the responsibility of reading the signs of the times and of interpreting them in the light of the Gospel ... in a language intelligible to every generation ... it should be able to answer the ever-recurring questions which people ask about the meaning of this present life and of the life to come.

Gaudium et Spes

Guiding Statement:

As a relevant, faithful diocesan Church community, we are proactively responsive to current and emerging opportunities and challenges.

As societal, spiritual and geographical change occurs, we provide support and agency for change in ways that reflect and build the Catholic tradition on which our faith is based.

The Diocesan Strategic Directions prioritise and re-imagine actions that promote inclusion, diversity, shared leadership, ongoing formation, review and partnerships across Church agencies in order to strengthen faith communities and connections across the diocese,

A range of Church structures support transition and change management, including diocesan, regional and parish pastoral councils, and hope will be further built as more distributive and inclusive models for sharing responsibility are developed and supported.

We are called to respond to changes in family structures, decision-making processes, confidence in religious institutions and our diverse regional contexts. Pathways to change and provision of relevant connections to the Gospel are enabled through welcoming diversity and inviting and supporting people into relationship with the Church, parishes, schools and a range of forms of outreach and ministry. We are strengthening the provision of adult faith formation. We use technology to strengthen relationships and to enhance our connection and communications.

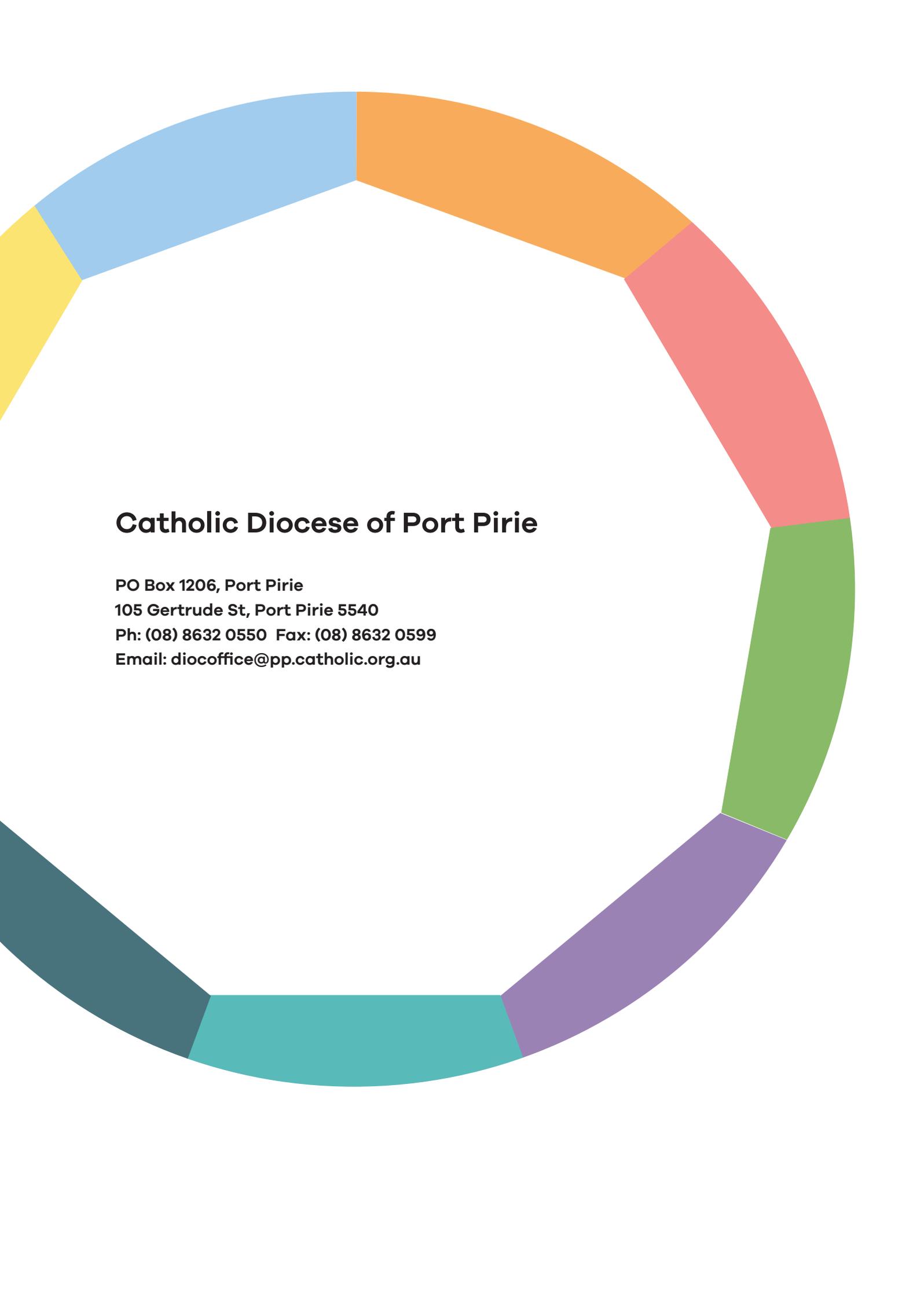
Our diocesan community is required to develop and implement formal systems to monitor, evaluate and continuously improve our strategic direction and outcomes.

Our diocesan Church supports communities to continue to grow in faith and action by being responsible and responsive to changing times. Parishes become "neighbourhoods of grace" through welcoming, affirming and embracing new ways of supporting each other and communities.

Strategic initiatives:

- Undertake scheduled environment scans to proactively manage opportunities and challenges.
- Supporting communities to enhance and support change and strategy implementation.
- Develop and implement formal systems to monitor, evaluate and continuously improve our strategic direction and service outcomes.





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