

Ss Peter and Paul Lincoln



Parish Development Plan

Diocesan Mission Statement

'We are a people called to be a visible and active sign of the unity and life that God the Father offers to the human race through Christ, in the working of the Holy Spirit.'

Our Structures

- The families and individuals of each parish make up the larger family of that parish; the parishes of our Diocese make up the larger family of the local Church, united with our Bishop in love and in a common commitment to living the faith we profess.
- With other Dioceses, we make up the family of the universal Church, united in faith, in love, and in respect for the successor of Peter, demonstrating to the world that differences of place, language, race and culture are gifts to be celebrated, not boundaries to divide us.
- The structures of Diocese and parish have only one purpose: to serve the Gospel, in evangelising those who have not recognised Christ as their Saviour, and in forming, nourishing, and healing those who are baptised into Christ, so we may live out our daily lives the vocation that God has given us. That vocation is to grow in holiness in a way appropriate to the unique circumstances of each person's life; that is, to continue, with the Holy Spirit's help, Christ's work of bringing to human beings the fullness of life here and now, and eternal life to come.

Our objectives

Among the objectives we will pursue are these:

- Celebrating and strengthening our unity.
- Transforming our words and our lives to show that the Kingdom of God is at hand.
- Cherishing our sharing with other Christians in the life of the Spirit.
- Recognising that all who are baptised have the duty and the right to work for a world in which the love of God reigns.
- Remembering that the Church is not here to serve itself, but here to serve God and the human race as a whole.

- Evangelising those who have not embraced the Gospel, using effective means, appropriate to our own era; while having nothing to do with methods, which seek to manipulate people through emotional or psychological pressure.

Our tasks

Among the tasks we commit ourselves to embracing in pursuit of our mission are these:

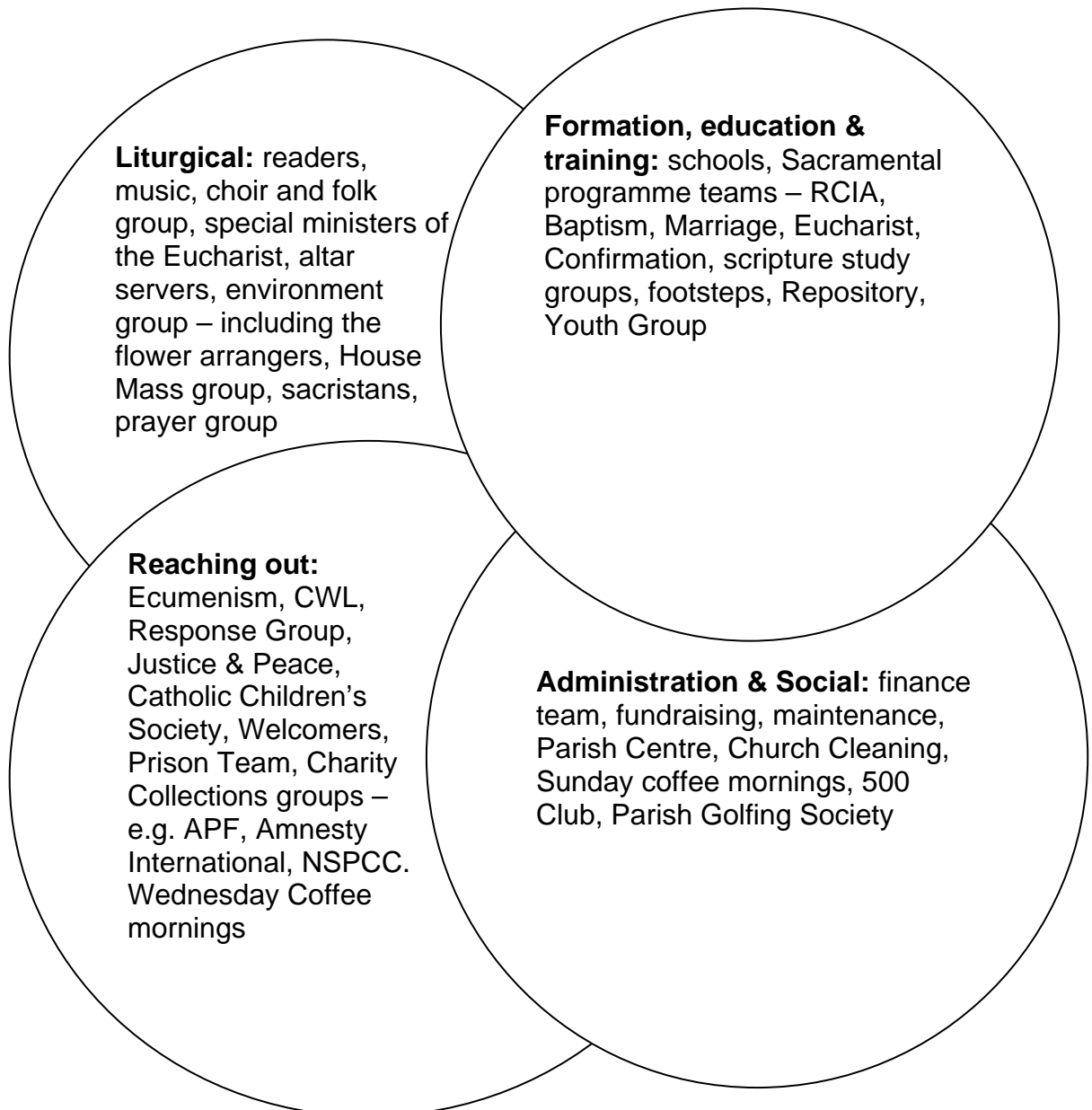
- Studying the Word of God and celebrating the Eucharist and the sacraments of Baptism, Confirmation, Reconciliation, Marriage, Anointing of the Sick, and Holy Orders.
- Developing relationships with all who are baptised in a spirit of committed ecumenism.
- Working with those of any faith, or of none, whose activities bring life and hope to human beings
- Promoting within our Diocese opportunities for clergy and laity to be educated in our faith and formed for our apostolate.

Parish Mission Statement

As people of God in Ss Peter and Paul Parish, we respond to His love by public and private worship and by caring for all His people.

Structures

- **Parish Ministerial Team** – this consists of leaders/ representatives of the various ministry groups within the parish (including the schools) and meets every two months – in particular before advent, Christmas, Lent and Easter. Its main function is to promote networking amongst the ministry groups, plan for the main liturgical seasons of the Church's year and review parish activities. The aim in 2004 is to involve this team in the formation of the parish development plan for 2004-5.
- **Ministry teams:**



Parish Year of Preparation for the Assembly

Various events were held during 2002-3 to prepare for the Diocesan Assembly. Suggestions were made as to how the parish could develop in the future. These have been grouped together under the headings of:

- Involve more people/ build community
- Improve communications
- Youth Involvement
- Teach
- Support groups
- Improve building facilities
- Encourage children
- Learn from past traditions
- Be a disciple
- Be more welcoming
- Improve liturgy
- Prayer
- Involve / help young parents
- Help for young adults

Further details (including a breakdown according to whether the suggestions came from the 6pm, 9am or 11am Sunday Masses) can be found on the notice board in the Parish Centre and as an appendix to this document [Appendix 1].

Some of the ideas suggested have been built into the one year action plan, others need more work and resources, whilst others still are suggestions that all of us (every individual within the parish) can put into practice (e.g. smile and address people by name).

Diocesan Assembly

Recommendations from the Diocesan Assembly have not yet been issued in an action plan. It is possible, however, to identify some that could be instigated quite quickly within the parish context. The formation of this Development Plan is one such action. In 2004, it is intended to ask the two parish schools to contribute to the Development Plan and to share the ideas suggested for 2004-5 with our neighbouring parishes.

The Assembly recommendations fell within the headings:

- Spirituality
- Mission
- Structure

Again, further details are given in an appendix to this document [Appendix 2]

Development targets 2005-6 - summary

- Education & Formation
 - Develop leadership within the Deanery
 - Develop Youth Groups
 - Develop School Communities
- Liturgy & Worship
 - Develop a better understanding of liturgy.
 - Renew the participation of ministry teams
- Spirituality
 - Enhance sense of community and participation in sacramental programmes.
 - Encourage personal and community prayer.
- Communication
 - Develop effective communication within the parish and with outside agencies
- Planning & structures
 - Develop parish improvement teams.
 - Maintain systems that work & initiate when needed.
 - Develop deanery & parish development teams
- Evangelisation & Mission
 - Create an awareness that the received faith needs to be practised in such a way that our belonging to the church will attract others to share our joy.

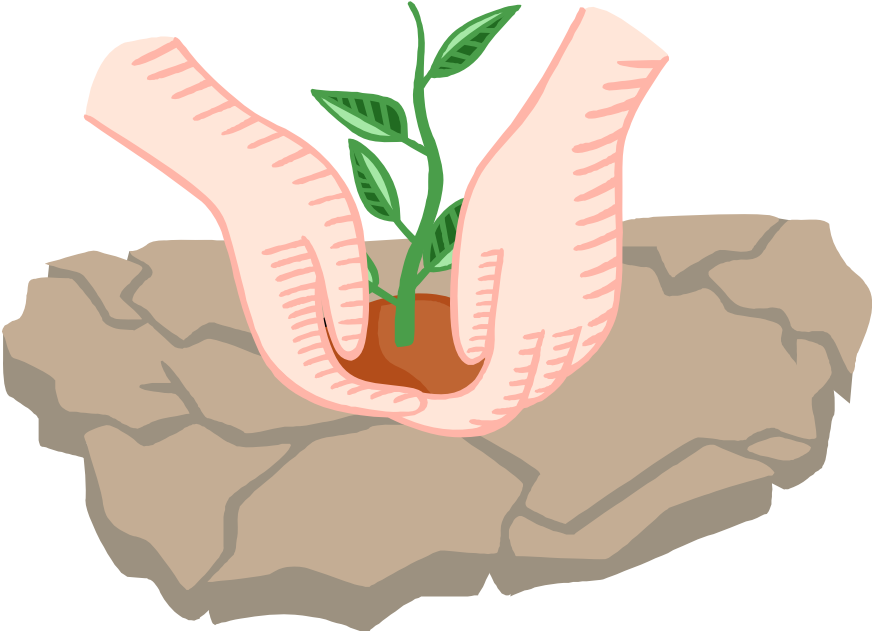
Medium Term Plan

- To respond to diocesan initiatives identified during the Assembly
- To cooperate with the Diocesan Implementation Officer in furthering the mission of the church
- To share good practices with deanery parishes and hold joint events as appropriate
- To further develop the ideas identified (where possible) by the people of the parish during the preparation for the Diocesan Assembly
- To put into place structures within the parish that enable people to take responsibility
- Improve communications – internally & externally
- Improve linkages with school communities via joint working on development planning, pastoral care & involvement in School & Church life (see school development plans attached to this document – Appendix 3).
- To reach out to the marginalized within the area in a meaningful manner
- To invigorate ecumenical links in the Boutham area
- To provide opportunities for spiritual developments open to all within the parish
- To involve all ministry teams in the development of the parish
- To link the schools into the parish development process

Longer Term Plan

- Schools and Church community to act as one integrated community
- Parish structures invested with appropriate responsibility and capable of developing parish life (with or without a priest in residence)
- On-going formation at appropriate levels for all individuals within the parish
- Well developed ecumenical links
- A pro-active, inclusive, community of God, that (working within the deanery and the family of the diocese) welcomes all and reaches out to care for all

One Year Action Plan 2007-2008



One Year Action Plan 2007- 2008

EDUCATION AND FORMATION

Key Area of Activity: Develop leadership within the Deanery	Person Responsible: Fr Michael Group Leader(s): Greg Hughes, Mark Kerridge, Parish Co-ordinators of ministry groups
Bigger Picture Links: <i>Diocesan Pastoral Plan -</i> <ul style="list-style-type: none"> • Education & Formation: Adult Formation • Liturgy & Worship: Eucharistic Ministry 	
Action	Timescale
Training to be provided to support different ministries, e.g. further catechetical training for Confirmation:	Spring 2008
- on-going training for RCIA team, musicians and readers.	By Easter 2008 + music day May 2008.
Catechists to be encouraged and resourced to attend Mackworth development sessions where possible.	By summer 2008.
Audit of CRB checks completed : New relevant CRB checks are being carried out	Easter 2008
Involve and develop sacramental groups to lead the liturgy	Summer 2008
Extraordinary Ministers of Holy Communion <ul style="list-style-type: none"> • Host training day for Ministers from throughout the county. • Ensure appropriate presence at all Masses via improved communication between Ministers. • Local reflection/ training day 	3/6/2008 Start of Lent
How will we know if we've achieved our target	
Training sessions organised, attended & evaluated	
Greater participation in the liturgy	
People involved	Malcolm Moore: musicians, James: EMHC, Bill McCarthy & Chris Scanlon: Readers, Mary Moore: Footsteps, Stephanie Gilluly: Confirmation, Alan & Christine Stephinson.
Training requirements	As above
Financial Resources	As identified via co-ordinators. Parish to fund. £1,500.

One Year Action Plan 2007-2008

EDUCATION AND FORMATION

<p>Key Area of Activity:</p> <p>Develop Youth Groups</p>	<p>Person Responsible: Stephanie Gilluly</p> <p>Group Leader(s): Youth Leaders:</p>
<p>Bigger Picture Links:</p> <p><i>Diocesan Pastoral Plan -</i></p> <ul style="list-style-type: none"> • Education & Formation: Youth 	
Action	Timescale
<p>Continued development of youth groups</p> <ul style="list-style-type: none"> • Develop involvement in liturgy • Develop sense of citizenship via new social activities • Develop links with Our Lady of Lincoln's youth group (older age range) • Bidding prayer rota/offertory • Younger people in Welcoming Committee 	<p>Easter 2008 Easter 2008 Christmas 2008</p>
<p>How will we know if we've achieved our target</p> <p>Greater deanery links</p> <p>Active participation in all aspects of parish life</p> <p>More Welcomers and people on rota</p> <p>Put in bulletin – school brochures/SSPP</p> <p>Invite Confirmation children to take part in Ministry</p>	
People involved	Youth Leaders, Confirmation catechists, young people Aggie/Peter/Greg
Training requirements	See page 10 (Smile/good body language)
Financial Resources	Funding of Briars Retreat. Additional resources for training material. £1000

One Year Action Plan 2007-2008

EDUCATION AND FORMATION

Key Area of Activity: Youth Groups/Welcomers	Person Responsible: Stephanie Gilluly Group Leader(s): Youth Leaders:
Bigger Picture Links: <i>Diocesan Pastoral Plan -</i> <ul style="list-style-type: none"> • Education & Formation: Youth 	
Action	Timescale
Improve Involvement in Ministry <ul style="list-style-type: none"> • Improve links with Our Lady of Lincoln's youth group (older age range) • Bidding prayer rota/offertory • Younger people in Welcoming Committee 	Easter 2008
How will we know if we've achieved our target	
More Welcomers and people on rota	
Put in bulletin – school brochures/SSPP	
Invite Confirmation children to take part in Ministry	
People involved	Youth Leaders, Confirmation catechists, young people Aggie/Peter/Greg
Training requirements	See page 10 (Smile/good body language)
Financial Resources	

One Year Action Plan 2007 - 2008

EDUCATION AND FORMATION

<p>Key Area of Activity:</p> <p>Develop School communities</p>	<p>Person Responsible: Fr Michael</p> <p>Group Leader(s): Head Teachers, Dean and Governors</p>
<p>Bigger Picture Links: <i>Diocesan Pastoral Plan:-</i></p> <ul style="list-style-type: none"> • Education & Formation: Catholic Schools 	
Action	Timescale
St Hugh's Primary School	
- Maintain links with Ss Peter & Pauls School, Our Lady of Lincoln Parish and Ss Peter & Paul Parish	July 2008
- Evangelise children	On-going
- Give children sense of spirituality, awe and wonder in the sight of God	On-going
- Start prayer group	
Ss Peter & Paul	
- Demonstrate support for home, school parish partnership	July 2008
- Celebrate and support pupils receiving the Sacraments for the first time (First Holy Communion: May)	By May 2008
- Develop Friends of School	July 2008
- SSPP music group to be involved in the year	
- SSPP encouraging formation of a school liturgy	
- Include young people in role of special minister. Confirmed children	
Governors:	
Continue discussions on developing of Chaplaincy team involving all schools and parishes (3)	
How will we know if we've achieved our target	
People involved	School communities, governing bodies, PTA + Friends of Ss Peter & Paul's School
Training requirements	
Financial Resources	Delegated budgets

One Year Action Plan 2007-2008

LITURGY AND WORSHIP

<p>Key Area of Activity:</p> <p>Develop a better understanding of liturgy and renew the participation of ministry teams</p>	<p>Person Responsible: Fr Michael</p> <p>Group Leader(s): Liturgy group co-ordinators</p>
<p>Bigger Picture Links: <i>Diocesan Pastoral Plan:-</i></p> <ul style="list-style-type: none"> • Education & Formation: Adult Education • Liturgy & Worship: Liturgy • Education & Formation: Catholic Schools 	
Action	Timescale
Encourage new people to play the organ Regular music practice for all groups – together if possible	Ongoing
Continued development of range of liturgical music through sharing and learning, including the development of additional printed material for use of all the people	Ongoing
Continue to educate people to participate in all aspects of the liturgy e.g. newsletter articles on the beauty and value of singing as prayer.	Ongoing
Work with school to develop young people’s music group to assist with the liturgy.	Ongoing
Improve planning and preparation for major liturgical celebrations via increased co-ordination between ministry groups and practices where relevant. Continued information of liturgical planning group	Ongoing
Children’s liturgy – develop ideas and understanding via: deanery training <ul style="list-style-type: none"> ▪ Implement CRB regulations ▪ Continued development of use of diocesan resources 	
Altar Servers: at least two development sessions to be held per year in addition to current social activities	Ongoing
Continued development of school led liturgies via regular participation in liturgies by both schools. (Fr Michael to co-ordinate timescale with both Head Teachers & communicate to relevant liturgy groups.)	Ongoing

Enhance physical structure of the church to beautify the church and celebrate the 40 th anniversary of the laying of the Foundation Stone:		Ongoing
<ul style="list-style-type: none"> • Development of Sanctuary area – side windows, physical layout, placement of baptistery, tabernacle, lectern, presidential chair and directional lighting (in progress) including spot light behind organ. • Enhance of variable lighting around the church. 		
Investigate additional alterations to microphone system – e.g. replacement of speakers and lectern microphone stand to enhance the liturgy of the Word.		Ongoing
Discussion groups around new liturgy when published		
Encourage congregation to participate in mass by arriving on time		Ongoing
Encourage sacrament groups to lead liturgy		
Investigate new musical resources ie Hymn Book Music groups to get together – fund raising for new resources		Ongoing
How will we know if we've achieved our target		
More beautiful liturgies & development of structures in church environment with future actions.		
People involved	Liturgy groups, school communities, parish ministerial team	
Training requirements	CJM Music training day? (Possibly in May sometime)	
Financial Resources	£1,160 saved per month. Some income from Parish Centre. Money for Hymn Books Light for Organ	

One Year Action Plan 2007 - 2008

SPIRITUALITY

<p>Key Area of Activity:</p> <p>Enhance sense of community and participation in sacramental programmes and encourage personal and community prayer.</p>	<p>Person Responsible: Fr Michael</p> <p>Group Leader(s): Sacramental catechists, Repository group, ministry team leaders</p>
<p>Bigger Picture Links: <i>Diocesan Pastoral Plan:-</i> Evangelisation & Mission: Prayer & Evangelisation</p>	
Action	Timescale
Encourage spirituality across the ministries Enhance sense of community of prayer via development	Ongoing
Response Group:	Ongoing
Run advent & Lent discussion groups in homes & parish. Invite participation on ecumenical basis	Lent 2008
Develop charitable work of the parish <ul style="list-style-type: none"> • Confirmation group to raise £2,000 to sponsor 4 Chernobyl children to visit the region. • Support of poor families in Albania – response group. • Support CAFOD projects and Family Fast Days 	April 2008 Summer 2008 Ongoing
Enhance sense of Christian living via homilies, newsletter, parents evening to support Sacramental programmes.	Ongoing
Build on successes in the repository and continue to develop faith and spirituality gifts for the sick.	Ongoing
Continue to development voluntary Masses for Ss Peter & Paul School Pupils	Ongoing
How will we know if we've achieved our target	
Active charitable support	
Spiritual development activities run within the parish.	
Visible difference in attitudes	
People involved	Sacramental catechists, Repository group, ministry team leaders – all groups
Training requirements	High emphasis on sending delegates on retreats and spiritual input
Financial Resources	Most can be self supporting

One Year Action Plan 2007 - 2008

COMMUNICATION

<p>Key Area of Activity:</p> <p>Develop effective communication within the parish and with outside agencies</p>	<p>Person Responsible: Fr Michael</p> <p>Group Leader(s): Malcolm Moore, Greg Hughes, Stephanie Gilluly, Alan Stephinson</p>
<p>Bigger Picture Links School: <i>Diocesan Pastoral Plan:-</i></p> <ul style="list-style-type: none"> • Communication 	
Action	Timescale
Contribute to the development of the Deanery liturgical and social calendar and communicate this calendar via appropriate means.	Christmas 2008 Ongoing
To assist in the development of appropriate promotional material for the deanery and schools, inviting people with appropriate skills to contribute.	Ongoing
<ul style="list-style-type: none"> • Link new promotional material to the new housing estates. 	Autumn 2008
Ministry list and contacts to be made available to all members of the parish/ welcome pack.	Easter 2008
Form communication group for Ss Peter & Paul parish & schools to effectively contribute to the deanery actions and ensure effective communication with local media.	February 2008 Ongoing
Review parish actions and planning in Parish Herald.	Christmas 2008 Ongoing
<p>How will we know if we've achieved our target</p> <p>Improved communication throughout the parish + within the deanery – Ongoing</p>	
People involved	Malcolm Moore, Greg Hughes, Stephanie Gilluly, Alan Stephinson, Odette Millar, Joyce Gough, Peggy McCarthy, Eleanor Jones, Kath Donworth. Welcoming Team, Ministry Groups, school representatives.
Training requirements	
Financial Resources	Promotional material costs

One Year Action Plan 2007 - 2008

PLANNING AND STRUCTURES

<p>Key Area of Activity: Maintain existing buildings in a manner suitable for the changing needs of the parish.</p>	<p>Person Responsible: Fr Michael Group Leader(s): Tom Scanlon, Ray Vaughan, Aggie Jumbb, Alan Stephenson, Bill Millar.</p>
<p>Bigger Picture Links: Diocesan Pastoral Plan:</p> <ul style="list-style-type: none"> • "If we fail to prepare for the future that we see is coming, we betray both our past and our present." 	
Action	Timescale
Maintain existing buildings via planned maintenance and appropriate actions based on quinquennial inspections. <ul style="list-style-type: none"> • Repairs to front entrance of church: wooden door & render 	30/4/2008
Investigate the development of disabled toilets and meeting facilities for the church within the context of improving access arrangements to Ss Peter & Paul School.	Ongoing
Car Park repairs and extension	3 – 6 months
Parish Centre ceiling and floor	November 2008
Presbytery conversion	November 2008
Complete stain glass window programme	November 2009
How will we know if we've achieved our target	
Increase space reduced risk	
Compiling with legislation	
Improved environment Better organised parish	
People involved	Planning and structures to comprise land and property group, ministerial team, parish administrator to be appointed
Training requirements	Updating on land and property and legislation
Financial Resources	Annual building budget required £10K Five year survey completed Five to ten year plan developed Budget costs

One Year Action Plan 2007 - 2008

PLANNING AND STRUCTURE

<p>Key Area of Activity: Develop parish improvement teams. Maintain systems that work & initiate when needed.</p>	<p>Person Responsible: Fr Michael Group Leader(s): Parish Ministerial Team + parish finance committee</p>
<p>Bigger Picture Links: Diocesan Pastoral Plan:</p> <ul style="list-style-type: none"> • "If we fail to prepare for the future that we see is coming, we betray both our past and our present." 	
Action	Timescale
Appropriate input into the newly emerging Deanery structure and Open Deanery system	May 2008
Improve and support input and communication with Deanery groups: <ul style="list-style-type: none"> • Justice and Peace • Ecumenism • Marriage Care 	November 2008
Parish Ministerial Team – Continue to encourage active communication and planning between ministry teams and active development of those ministry teams in parish life.	On-going
Active development of parish financial committee.	December 2008
Develop interaction of liturgical groups via meetings to share and plan liturgy throughout the year.	Easter 2008
<p>How will we know if we've achieved our target</p> <p>Active input into Open Deanery system</p> <p>Development of parish structures as above.</p>	
People involved	
Training requirements	
Financial Resources	

One Year Action Plan 2007 - 2008

EVANGELISATION AND MISSION

Key Area of Activity: Create an awareness that the received faith needs to be practised so that our belonging to the church will attract others to share our joy.	Person Responsible: Fr Michael and all adult Catholics Group Leader(s): Alan Stephinson, RCIA catechists, Confirmation catechists, Welcomers
Bigger Picture Links: <i>Diocesan Pastoral Plan:-</i> <ul style="list-style-type: none"> Evangelisation & Mission: Vocation Evangelisation & Mission: Becoming a Catholic Evangelisation & Mission: Evangelisation 	
Action	Timescale
Development of regular missionary house Masses in areas of the parish.	Easter 2008 Faded but been renewed
Pension Day – Explore CAFÉ to be offered to the community	Ash Wednesday
Development of RCIA and involvement of RCIA candidates in active life of the Church.	Easter 2008
Develop sense of mission with Confirmation groups:	May 2008
Welcome pack to be available for all parishioners.	Advent 2007
Invite parishioners to take on responsibilities within the parish.	Advent 2007
Actively encourage participation in Ecumenical events.	February 2008
Contribute to CTIAL – Fresh Expressions	On-going
Schools available if surplus allows for a Catholic Education for non-Catholic children	
How will we know if we've achieved our target	
Active outreach from the parish to the surrounding communities.	
A good group of Parishioners at The Good Friday Walk of Witness	
Good supplies for the Community Larder	
People involved	Welcoming Team, Sacramental teams & schools groups
Training requirements	
Financial Resources	