

STRATEGIC PLAN

OUR LADY OF THE VALLEY CATHOLIC PARISH

2021 - 2025



Our Lady of the Valley Catholic Parish exists so that all generations come to develop an authentic relationship with Jesus Christ, become his hands and feet in the community, and live and spread the Word of God to bring fullness of life to all.



FR NOY'S FOREWORD

Congratulations!

COVID has taught us that we can't be the same anymore, and we have got to embrace the "new normal" to face the present day challenges. Change is hard for everyone, but those who choose to engage will bring the new spirit to the entire surroundings in which they live. We have been dreaming around a Parish Community, where we all feel welcomed, included, and encouraged to be the best version of ourselves. The Strategic Plan that we are going to implement in the coming months and years is hopefully going to refresh every level of our community life. Young and old will find their own way to engage and journey with passion. Everyone's voices will be heard in one way or other. Everyone will have an opportunity to belong.

Evangelisation Brisbane has been working alongside us to inspire and empower as we journey to embrace our new vision. By learning to live out our baptismal call, we all will be inspired to become the hands and feet of Jesus in the world today. We are looking forward to seeing our Parish and communities flourish and develop as centres of transformation, as we strive to belong passionately to an intentional Body of Christ.

Congratulations to everyone involved, especially all those who engaged in this journey through the Parish Summit and Survey.

Thank you to the Parish Leadership Team and the Ministry Leadership Teams, the whole team of Evangelisation Brisbane, and thank you everyone for your ongoing support and inspiration! Let us be together in discerning God's will for us and achieving the goals!

Fr Noyichan M Antony MCB

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MISSION, VISION, VALUES

Our Mission

Our Lady of the Valley Catholic Parish exists so that all generations come to develop an authentic relationship with Jesus Christ, become his hands and feet in the community, and live and spread the Word of God to bring fullness of life to all.

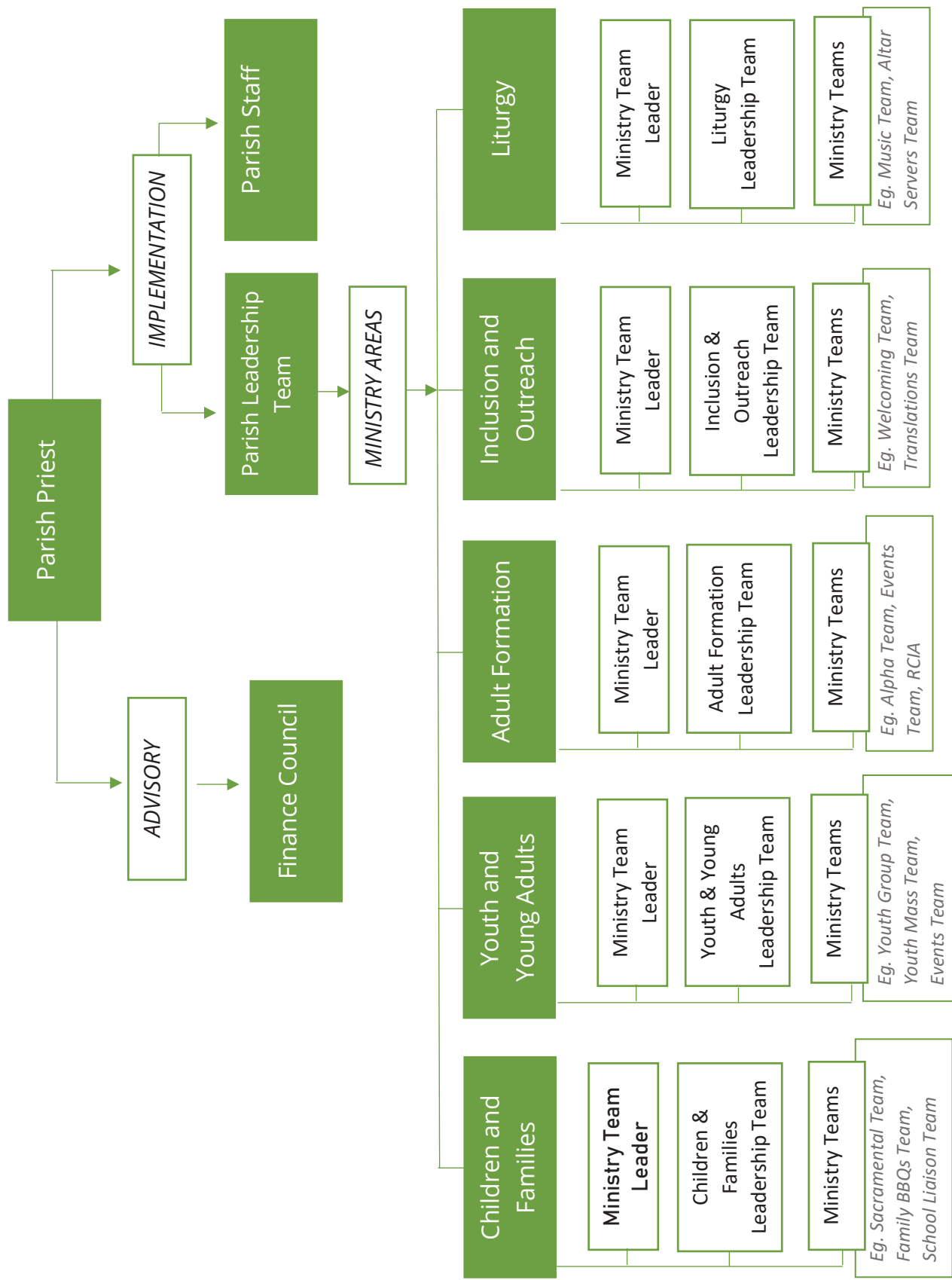
Our Values

- Joyful
- Inclusive
- Inspirational
- Loving
- Christ-centred
- Authentic

Our Vision

We have a dream that our parish becomes an irresistible witness of the face of Christ to the wider community; where disciples spread the joy of the gospel and are constantly nourished by the Eucharist; where parishioners are seen to be fully engaged in worship, completely guided by the Holy Spirit and seek an encounter with Jesus each time we gather; where all members feel empowered to live out their baptismal promises as they serve one another and nurture each other's gifts and talents for the sake of service in the community; where people from all walks of life, the young and the old, are attracted, excited and enthusiastic to belong to this Christ-like community; where people are drawn back to the church in large numbers, and find a home that is deeply satisfying; where people experience a welcoming, joyous, inclusive, intentional and hope-filled community that is a genuinely safe place for all; where the use of an individual's gifts, offered in service for the mission of the parish, becomes the norm; and where people experience a balance between an openness to change, whilst keeping with tradition, to enhance the experience of engaging in a living faith.

ORGANISATION



ONAL CHART

Glossary

ADVISORY

- **Finance Council** – A consultative body in the parish that assists the Parish Priest with the stewardship of the material goods of the parish. Required by Canon law.

IMPLEMENTATION

- **Parish Leadership Team (PLT)** – Strategically drives forward the parish vision and empowers subgroups to thrive in their ministry and remain mission orientated.
- **Parish Staff** – Paid employees in the parish, tasked with specific duties.
- **Ministry Team Leader** – The Team Leader of a ministry area tasked with communicating the vision of the parish in their particular ministry area. Meets with PLT on a regular basis.
- **Ministry Area Leadership Team** – Supports the Ministry Team Leader to achieve the Outcomes for this ministry area in the Strategic Plan for the parish. All Ministry Teams should have at least one person on their Leadership Team that they meet with / connect with, to make sure all groups in the parish remain connected.
- **Ministry Teams** – All teams & groups that fall under this Ministry Area in the Parish sit here (i.e. Children & Families might have a: Sacramental Team, a Children's Liturgy of the Word Team, a School Liaison Team, etc.)



CHILDREN AND FAMILIES

OUTCOME ONE:

Increase the opportunities for families with young children to be engaged in the parish

Strategies:

- Host a parish wide Cricket game for families
 - Teams blessed on a particular Sunday
 - From that game, have Fr Noy's First XI
- Run a young mother's support group out of the parish
- Utilise the time during the morning tea after mass to run activities for the kids whilst the adults gather inside
- Trial a Messy Church event in the parish, with the purpose of reaching out to non-Mass going families
- Run a young parents support group out of the parish that has a connection to the playgroup
- Explore Evangelisation Brisbane's "Fun Days with God" resource that has lots of ideas for activities to run with kids (email Lorraine Wynne at wynnel@bne.catholic.net.au)

OUTCOME TWO:

Each year, intentionally journey with at least 10 families preparing for sacraments so that they become active members of the parish

Strategies:

- Help inform families and parishioners to understand the importance of the role of parents as the primary faith educators of their children
- Run a BBQ for families in the parish with invitations for families who recently received sacraments (to occur soon after receiving sacraments)
- Connect with the EB Children and Families Team to look at resources and get some advice around what's available in baptism preparation
- Ask parishioners to get involved in an "adopt a family" initiative

OUTCOME THREE:

Invite 10 children to take part in the Altar Server training program by the end of 2021

Strategies:

- Create and enact a strategy to engage children who become fully initiated through the sacramental program with the ministry of Altar Serving
- Collaborate with the schools

OUTCOME FOUR:

Start 2 new initiatives between parish and school by the end of Term 2, 2021

Strategies:

- Establish a children's choir that can sing at a Children led Mass in the parish
- Run a Children led Mass on the 5th Sunday of the month
- Run a lunch time club at St Mary's that allows for children to deepen their understanding of the Catholic faith

CHILDREN AND FAMILIES

OUTCOME FIVE:

Develop and explore strategies to increase communication processes between schools and parish

Strategies:

- Invite a representative from one of the parish schools to be on the parish's Children and Families Ministry Leadership Team
- Create a combined parish-school events calendar and share this in the parish and schools
- Create a strategy and process to invite parishioners to support local school events (musicals, reading groups, tuck shop volunteering, etc.)

OUTCOME SIX:

Invite 10 children to be involved in an engaging and effective consultation process, to assess and build upon the outcomes for this ministry area

Strategies:

- Involve children in the strategic planning process with the Children and Families Team – ask the children what they would like to see happen at church and turn this into a strategy
- Work with the Parish Leadership Team to appoint a Sacramental Coordinator in the parish
- Ask the Sacramental Coordinator to recommend children to involve in the consultation, considering both children already engaged in the parish and those currently on the margins / not engaged with the parish
- Invite children from the different Mass centres to get involved



YOUTH AND YOUNG ADULTS

OUTCOME ONE:

Establish a youth group by Easter 2021

Strategies:

- Outline leaders roles and responsibilities
- Create a database of young people in the parish (currently attending & through the school)
- Give in-person invites to young people in schools to be involved
- Research and meet with other youth groups and leaders to find out why young people go to their youth group (what works and what the kids get out of their youth group)
- Develop a presentation at Mass that is full of excitement and invitational for young people to be involved in leading / participating in the youth group
- Connect with the Archdiocesan Safeguarding Office (<https://brisbanecatholic.org.au/safeguarding/>) to organise training sessions for new youth leaders in the parish

YOUTH & YOUNG ADULTS

OUTCOME TWO:

Create event calendars (annual and monthly) by mid-end of February every year

Strategies:

- Research external events
- Create internal events – fun, Alpha, music (once a month or particular youth masses)
- Commit to the calendar
- Advertise the calendar
- Follow the Catholic Collective social media pages to stay informed around upcoming formation events for young people in the Archdiocese of Brisbane: <https://www.facebook.com/catholiccollectivebne>

OUTCOME THREE:

Prepare a Youth Ministry Team by mid 2021

Strategies:

- Include in this team: musicians, singers, readers, servers, volunteers at youth masses
- Approach school music classes / teachers to get involved – see what they're offering
- Invite uni students that play music or sing, to get involved

OUTCOME FOUR:

Have young people from schools in the parish (Catholic, state, other denominations, etc.) involved in parish youth events by December 2021

Strategies:

- Run Masses and group events
- Share what's happening in school newsletters
- Invite all area schools to be involved

OUTCOME FIVE:

Establish an engaging social media presence that is outreach focussed, by April 2021

Strategies:

- Establish it
- Use it for outreach and connection
- Contact Hogan Rogers, Project Officer, Youth (rogersh@bne.catholic.net.au) at Evangelisation Brisbane in Feb 2021, to seek some advice around setting up an engaging social media presence online
- Request a copy of the social media policy in the Archdiocese in order to set up social media profiles in accordance with Church guidelines



ADULT FAITH FORMATION

OUTCOME ONE:

Run an annual Alpha program in the parish, which engages at least 2 non Catholics by 2022

Strategies:

- Confirm when Alpha will commence in the parish by April 2022
- Organise an Alpha leadership team in February each year, inviting at least 2 Alpha alumni to become involved
- Create a communications strategy around how to invite non-Catholics to the Alpha program
- Invite Project Officers, Adult Formation (Lisa McKerr & Mark Makowiecki) to meet with those who run Alpha, to consider a strategy around the next steps to keep people engaged in formation, after engaging in an Alpha program

ADULT FAITH FORMATION

OUTCOME TWO:

Create an adult formation program / calendar in the parish and have at least 55% of parishioners engaged by 2025

Strategies:

- Cast a vision in the parish for the benefits of engaging in ongoing faith formation
- Identify what the parish wants re: adult formation programs (consider survey)
 - Guided Bible study
 - Lenten Journey
 - Group study of apostolic exhortations eg Evangelii Gaudium, Fratelli Tutti, Laudato Si
- Build a strategy around running a Lenten Program in the parish (either as individuals or in a group setting)
- Invite and recruit parishioners to be involved in the ministry team that plans and runs adult catechesis events
- Develop a training module for leaders who wish to run an adult catechesis event / program, to help upskill facilitation skills
- Retreats
- Invite Shane Dwyer (Associate Director, Adult Formation) to come out and meet with anyone in the parish interested in Adult Formation to facilitate a conversation around what might be possible, and what options and support are available from Evangelisation Brisbane (EB)
- Proactively advertise EB's "More with Jesus" resource to parishioners and engage parishioners to work their way through this 30 day resource in 2021 (available from early Feb 2021 via the online shop via Evangelisation Brisbane website).

OUTCOME THREE:

Run 2 social activities outside of mass to engage and inspire adults in the parish by 2022

Strategies:

- Run a men's group / run a young mum's group in the parish
- Invite guest speakers to an event to share their personal testimonies
- Organise social gatherings in the parish (i.e. dinner, quiz nights)
- Consider other social events that intentionally go out into the community and invite others in
- Run some events offsite, at different venues
- Invite the MenAlive Team (<https://www.menalive.org.au/>) to run a ManAlive weekend in the parish
- Host a men's breakfast
- Organise to have some invitation flyers at all social events to invite people to engage in the parish in other formation opportunities or events

OUTCOME FOUR:

Establish a Baptismal Support Team by engaging 4 people at both Gatton and Laidley who will actively engage with families pre and post Baptism

Strategies:

- Invite parishioners to be involved in this team
- Journey with this team and support them to get up and running

OUTCOME FIVE:

Engage leaders of the parish in Adult Formation

Strategies:

- Ask all those involved in leadership in the parish to engage with the Lenten resource in early 2021
- Engage with Evangelisation Brisbane in the development of a Pilot Leadership Program in the Archdiocese

OUTCOME SIX:

Engage 10 parishioners to be a part of the prayer campaign and/or accompany other parishioners in the Call to All Catholics campaign

Strategies:

- Make promotional flyers and posters about the prayer campaign and opportunity to be involved as accompaniers, available to all parishioners (coming by post in late Jan 2021)
- Intentionally invite 10 people in the parish to be accompaniers in this campaign



INCLUSION AND OUTREACH

OUTCOME ONE:

Improve the experience of welcome to newcomers and visitors to the Parish

Strategies:

- Develop a welcome bookmark and make it available at all churches to hand out to anyone new by April 2021
- Return to tea/coffee after mass (when allowed post-COVID)
- Establish a welcoming team at each Mass time

OUTCOME TWO:

Create a Care and Concern Group by December 2022

Strategies:

- Invite parishioners to become a part of the Care and Concern group by December 2022
- Establish a group to connect the school and the parish that meets up for coffee in the morning
 - Advertise it in the parish newsletter and open to everyone
- Host an annual Saturday night pizza group for families (as an opportunity to meet other families socially over food)
 - Open invitations to schools
 - Interaction between churches (different locations)
- Develop a strategy around visitation to house bound people (to help those parishioners feel connected to the parish)
 - Have a list of people to visit
- Organise Mass pick ups
- Place messages in newsletter so that communication is clear around what's on offer

OUTCOME THREE:

Identify the cultural communities that exist in the parish by August 2021

Strategies:

- Identify the different cultural demographics of the area and organise which languages parish information might need to be translated into

OUTCOME FOUR:

Develop a strategy by December 2021 to continue to translate Mass times / information into the relevant Languages Other Than English (LOTE) of the area, in an ongoing way

Strategies:

- Ensure special events run by the parish (i.e. Christmas) are listed in different languages – so that people of different nationalities can attend
- Contact the Archdiocese for translators, as needed

OUTCOME FIVE:

Provide a greater outreach to international students / backpackers

Strategies:

- Have a booth at O-week at Gatton Uni (to welcome backpackers and international students)
- Develop and print poster's to invite people to parish events at the caravan park in Gatton
- Host an annual community event for international students in the parish in 2023
- Make contact with the UQ Gatton Campus chaplain to explore ways in which the parish can be present on campus
- Maintain good communication with the Chaplaincy to inform students through the Chaplaincy's university website of coming events, celebrations and other parish information

OUTCOME SIX:

Initiate a relationship with St Vincent de Paul on outreach initiatives

Strategies:

- Have a St Vincent de Paul representative on the Inclusion and Outreach Leadership Team
- Meet with St Vincent de Paul Conference representatives throughout the year (to ensure good communication and common goals can be achieved)

OUTCOME SEVEN:

Continue to hold an annual Multicultural Mass in the parish

Strategies:

- Develop a Working Group in the parish
- Invite Evangelisation Brisbane Project Officer, Inclusion (Jess Laidler) to run 1 x Conversations with Care workshop (a cross-cultural workshop)



LITURGY

OUTCOME ONE:

Uplifting music at all masses by 2023

Strategies:

- Investigate use of other options from other places (e.g. ACBC and Melbourne)
- Recessional song to always be uplifting
- Identify more good singers
- Rehearse once a month
- Meet with all musicians in the parish quarterly to have input on this outcome

OUTCOME TWO:

Have 3 clearly proclaiming readers at each mass by April 2022 (increase by 2 each year)

Strategies:

- Give readers commentary on the readings each week
- Training sessions with helpful strategies for difficult words
- Identify more readers by encouraging people; personally inviting others

OUTCOME THREE:

Standard PowerPoint by June 2021

Strategies:

- Training session on preparation / people becoming involved
- Identify more helpers
- Design a new template for each Feast and Season – so there is something more standardised across the parish

OUTCOME FOUR:

Increase Altar Servers by 100% by December 2021

Strategies:

- Engage children in the sacramental journey to become an Altar Server
- Encourage roster (once a month)
- Speak at schools to the students
- Training sessions for the altar servers before they take to the altar

OUTCOME FIVE:

Engage with the different ministry teams in the parish and invite them to submit prayers for the Prayers of Intercession each month starting April 2021

Strategies:

- Roster each ministry group to submit prayers (1 per month) – ease the burden of the preparation
- Provide a guide for ministry groups on how to write a good Prayer of Intercession

OUTCOME SIX:

Invite Evangelisation Brisbane to develop a strategy for lay led liturgy by 2023

Strategies:

- Training of lay ministers



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