

Developing Discipleship

**A Diocesan Approach to
Renewing Our Mission and Vision**



DIOCESE OF **Hexham & Newcastle**

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Introduction

This document has been written to assist those who want to learn more about their faith and who have a heart for developing our Church. It sets out a process that is intended to encourage open and honest discussion around the central issues faced within our worshipping communities at this time. It presents ways forward that are designed to move us towards a more mission orientated community in light of Pope Francis' vision in the *Joy of the Gospel (Evangelii Gaudium)*.

It is expected that Partnership Development Groups and others interested in formation will have a thorough understanding of what is being offered here. The hope is that communities will engage in discussion and select a Formation Pathway that meets the needs of their particular community.

We are breaking new ground and looking to work in new ways so we place our trust in the guiding hand of the Holy Spirit and pray that we can bring growth and renewal to all those who take the time to seek a transformative way forward.

Amy Cameron

Discipleship Development and Leadership.



Foreword

This document is built upon key findings identified through the three year Diocesan wide consultation process *Forward Together in Hope*. Our current Diocesan statistics as well as the projections for our Church by 2030 have already been well documented (*see references page 31 Diocesan Facts and Figures*) and therefore do not need to be repeated here. If you are not familiar with these statistics I encourage you to view them as a sharp reminder that the landscape of our Church is changing, a picture that is repeated across many dioceses, denominations and countries. At this pivotal point in time Pope Francis is calling the faithful to a renewed understanding of “*why*” we exist as Church, inviting us to move beyond maintenance of an old structure to rediscover how we are called to mission today. The mission entrusted to the first disciples: “*Go therefore and make Disciples of all nations... baptising them and teaching them.*” (*The Great Commission*) It is hoped that as a Diocese we embrace this message as a God-given opportunity to renew our mission and vision.



“The ‘change of structures’ (from obsolete ones to new ones) will not be the result of reviewing an organisational flow chart, which would lead to a static reorganisation; rather it will result from the very dynamics of mission. What makes obsolete structures pass away, what leads to a change of heart in Christians, is precisely missionary spirit.”

Pope Francis CELAM

It is tempting for us to focus on the ‘what’ and ‘how’ of parish life. What are we going to do about the decreasing numbers of young people? How are we going to organise ourselves when there are fewer priests? These are crucial questions going forward. However, if we want to embrace this opportunity for the growth that it offers, we must ensure that we know our ‘why’ before we begin our great plans. Why are we gathered here as the faithful? In Pope Francis’ words:

“I dream of a “missionary option”, that is, a missionary impulse capable of transforming everything, so that the Church’s customs, ways of doing things, times and schedules, language and structures can be suitably channelled for the evangelisation of today’s world rather than for her self-preservation. The renewal of structures demanded by pastoral conversion can only be understood in this light: as part of an effort to make them more mission-oriented.”
Evangelii Gaudium 27 (EV)

Therefore what is outlined here is about re-discovering our call to be disciples - learners and followers of Christ who have been given a mission - *The Great Commission*. It invites us to look through the eyes of discipleship when we ask questions that focus on the what and the how. It is intended to provide you with opportunities to engage in a personal encounter with Christ and each other so that renewal in the Diocese pours out from both heart and mind working and listening to the Spirit. It is hoped that through this process we can nurture an understanding of ourselves as a learning Church that always has more to discover with clergy and lay people learning new ways together.

Leading the Way Forward in Faith

Leadership in the context of a faith community requires something different from that of most organisations as Pope Francis notes:

"The Church is an institution, but when she makes herself a "centre", she becomes merely functional, and slowly but surely turns into a kind of NGO. The Church then claims to have a light of her own, and she stops being that "mysteries lunae" of which the Church Fathers spoke. She becomes increasingly self-referential and loses her need to be missionary. From an "institution" she becomes an "enterprise". She stops being a bride and ends up being an administrator; from being a servant, she becomes an "inspector"...(We need a) Church which is bride, mother and servant, more a facilitator of faith than an inspector of faith."

Pope Francis Sumaré Study Centre, Rio de Janeiro, 28th July 2013

Through baptism we are all called into service as priest, prophet and king and therefore every member of the community is called to take a lead in matters of faith and action. Everyone has some degree of leadership ability - the ability to influence another person. Some will be called to certain ministries and to an informal contribution whilst others will be called to more formalised roles. The progression outlined here is designed to help leaders at every level of our community to assess and develop their Christian character and acquire, reinforce and refine their ministry knowledge and skills. This is about committing to a process of growth.

The process is built on the premise that leadership is best identified when it naturally emerges out of reflective action. It is a long-term plan that tries to build deep and firm foundations for our future. The overall aim is to encourage not just greater participation by the laity at all levels but also an engaged and thriving community that understands the gift it has in its people.

The key underlying principles are:



- True leaders emerge naturally through action.
- We are not simply "another organisation" - *We are the body of Christ.*
- Being a disciple involves understanding ourselves to be learners in a learning Church.
- Through our baptism we have all been called and gifted.
- The authority of lay ministry was re-iterated at the 2nd Vatican Council.
- True collaborative ministry involves co-responsibility.

"Leadership is critical to driving the mission and vision...[many] limit leadership to formal positions. Leadership must flow through every position of influence...every person in the parish has influence in the life of the parish to one degree or another."

L. Anslinger *Generous Hearts*

"I have given them the glory you gave to me, that they may be one as we are one. With me in them and you in me, may they be so perfected in unity that the world will recognise that it was you who sent me and that you have loved them as you loved me."

John 17:22-23

"So in the Church the individual members do not live for themselves alone, but also help their fellows, and all work in mutual collaboration for the common comfort and for the more perfect building up of the whole body."

Pius XII, *Mystici Corporis*, 1943, n. 13

"Since Vatican II, a new type of collaboration between lay people and the clergy has happily come about in the Church. The spirit of readiness in which a great number of lay people have offered themselves for the service of the Church must be counted among the best benefits of the Council. In this there is a new experience of the fact that we are all the Church."

Final Report of the Extraordinary Synod of Bishops, 1985, 2.C.6

"Because of the one dignity flowing from baptism, each member of the lay faithful, together with ordained ministers and men and women religious, shares a responsibility for the Church's mission."

Christifideles Laici 15, 1989

"We are convinced that the manner and style of relationships in the Church are part of the sign it gives, and for this reason we must develop patterns of collaborative ministry as a key feature of Church life to come. We wish to encourage all those, women and men, who have been trying to implement and explore such new relationships, with all their difficulties and promises."

Bishops' Conference of England and Wales, *Reflections*, 1993

Taken from *"The Sign We Give"* 1995

Foundational Discussion Questions for Partnerships

1. Laying the foundations: Refocusing our Mission

We need our communities to be enriched with active disciples who are so vigorous in their ministry that coordination is required.

The forming of new partnerships is a gift enabling us to look again with fresh eyes at what our worshipping community believes is our purpose as Church and followers of Christ. Without a vision and a sense that we are all called to work collaboratively inside and outside of the Church for the building of God's kingdom we will be like houses built on sand. Anyone being trained for ministry and leadership must have a firm foundation; they should understand why they are serving and how their contribution feeds into the mission of Christ. There are key elements of Evangelisation required to ensure that we meet and grow together rooted in faith.

Whilst the current and predicted 'numbers' are pressing the matter of leadership, it is a positive change that brings about a shift in mind-set that is closer to Jesus' model.

Key questions:



- How do we cultivate a deeper understanding of ourselves as Disciples?
- How do we move from Maintenance to Mission?

Recommended reading:

James Mallon's *Divine Renovation*

2. Developing our Communities

The "Call of the Laity" and subsequent "teachings" of the Church provide a richness of authority that clearly point the way for us going forward. The need is for us to gain a greater understanding of how we embrace them as a faithful, worshipping community. Therefore, what is suggested and questioned here should sound familiar, but what is new perhaps is the coordinated Diocesan-wide method for moving forward together.

Consider:

In what ways can we encourage a culture shift from a sometimes clerical model to one of collaboration and equality?

Are you unsure of the part you are meant to play in this Community?



*LOGS are passive.
They sit back and don't contribute.*

Have you a role so large in this community that nobody could fill your shoes?



HOGS, for many reasons, have taken on huge roles but don't know how to open up to others. We need you to take the responsibility of sharing responsibility.

Do you know the secret to collaborating and sharing that allows everyone chance to grow?



COGS are group focused and cooperate.

Some Parishioners can be observed as falling into categories of “Logs, Hogs and Cogs.” This is in no way intended to be an unkind or critical set of definitions, but rather a way of describing patterns which parishioners may unwittingly fall into. It is likely that in some ways members of the worshipping community can embody all of these aspects at different times. It must also be said that there may be valid reasons why someone may be a “log” in this setting. Equally some may have slipped into being “hogs” with very noble motives. It might be that the view of the Clergy is that the logs are the most pressing issue in their community. However, in the parish questionnaires, from the perspective of the parishioner, it was repeatedly evident that the “hogs” are actually preventing people from contributing.

The Logs

In what ways might we engage the untapped power sitting passively in the pews?

There are gifted, experienced and skilled people who do not step forward to serve and collaborate in their community. This might be for a variety of reasons: they may not have the confidence; they may not understand their role in the church; they may not feel they have the time; they might not make the connection between their lives outside and inside the church; they may not feel they have been personally asked; they may not feel they have anything to offer; they might not be aware of how God has gifted them; they might even feel that they do not have access to support.

How do we increase the number of people actively and intentionally developing their discipleship?

In what ways can we create a climate that nurtures the piloting of new ideas and allows learning through trial and error?

The Hogs

How might we ensure that those who are leading and co-ordinating activity in our worshipping community are doing so in a way that encourages others and plans for the future?

How do we enable people to look again at why and how they serve others?

The Cogs

In what ways might we develop our ministries to bring further vitality?

How might working in a larger partnership assist in this process?

In what ways can we help people to connect so that they can encourage and develop their expertise and lead others to follow?

Clergy and Laity Working in Collaboration

Any vision for the formation of leadership must include the clergy and laity working and learning together. Empowering lay people to take more of a lead also entails the empowerment of our clergy. We all need to know that we are called and gifted by God and to grow we must feed and exercise our gifts. The recent *“What Our Clergy are Saying”* report (see references P.31) highlights a need for change on many levels including the opportunity for clergy to rediscover their ministerial priesthood and to be ‘freed up’ to live this out for the building of the Kingdom. Recognition of our distinctive call, charisms and limitations requires discernment and spiritual accompaniment. It is hoped that everyone, clergy or lay, can see the opportunities for formation presented here as being relevant to their own development and growth. We are all called to holiness to work together as parts of Christ’s body here on earth. As the many parts of the One Body we each have a unique role to play and the more that we can do together the more fruitful we will be.

“In practice, do we make the lay faithful sharers in the mission? As pastors, bishops and priests are we conscious and convinced of the mission of the lay faithful and do we give them the freedom to continue discerning, in a way befitting their growth as disciples, the mission which the Lord has entrusted to them? Do we support them and accompany them?”

Pope Francis, Latin American Episcopal Council
CELAM

Key questions:



- How can we educate our community to understand that together we make up the Body of Christ?
- In what ways can we enable people to see these changes as an opportunity to re-balance the workload of the clergy?
- In what ways can we develop lay discipleship formation so that both clergy and laity can share responsibility with confidence?

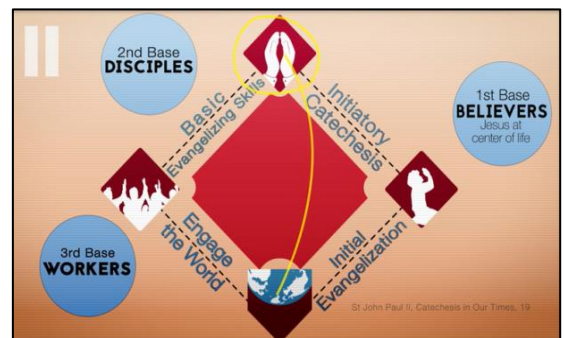
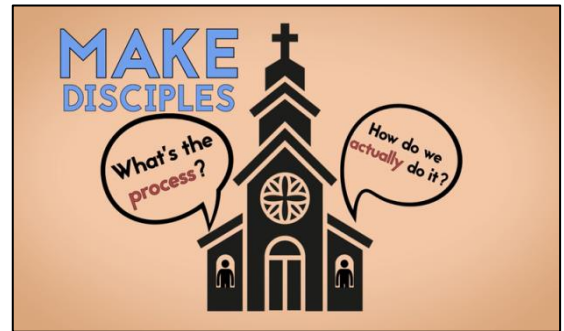
“His (the priest’s) pastoral and sacramental role remains vital, but with particular priorities. If his primary task is to enable communion to grow, rather than to ‘run the parish’, the relationships he develops will be central to his ministry...He must be able to let go of responsibilities and trust others with charge of various aspects of parish life and mission.

P.23 The Sign We Give, 1995

Getting Started

The process needs to be intentional and it needs to be gradual, the overall aim is Catholics who love God, who have made a personal commitment to grow in faith. It is about building a flourishing community that nourishes and supports each other to witness God's love to the world.

Much of our work draws us towards the **workers** part of this diagram. 'What are we going to do?' and 'How are we going to do it?' We need to ensure we haven't missed our "*why*" that we have given significant focus on ensuring that people have a deep personal faith that grows and results in them wanting to actively live this faith out in the world and within the church community. Initial Evangelisation and initial Catechesis is key. An excellent starting point for partnerships is for them to come together to pray and reflect on why we are Church and why we are moving to a partnership model.



Both images are taken from ArchOKC The Game plan

Moving towards a more collaborative way of working together as "*cogs*" who have joint responsibility in the community is a key stage but it needs to be part of a bigger process. The following section of this booklet presents a selection of stages in the formation process that leads us towards our aim of creating Missionary Disciples who belong to a flourishing, worshipping community. You will find a menu of opportunities entitled "*Food for Formation*" which has been designed with choice in mind. This is in recognition of the fact that a one-size fits all approach would not be suitable for the many different communities in our Diocese. It encourages communities to select the areas of formation that best suit their particular needs and to tailor a personalised local programme. It also encourages progression with an expectation that this process would not be a one off event but would move on through the courses and lead to on-going development. This is not the only method to move towards this goal and it is expected that some communities will chose a different path or find other tools that fulfil the same aim. However, it is hoped that every community will give a significant proportion of their attention to this central issue of our time. As Partnership Development Groups consider the way forward, this menu is designed to assist in planning a process of transformation that places Mission at the centre.

Understanding the Aims of the Formation Menu (featured on P.12)

Issues to address	Responses
How do we ensure that people are rooted in faith?	Alpha
How do we encourage greater community & fellowship?	Alpha, Partnership Project
How do we naturally enable leaders to emerge?	Alpha, Partnership Project, Missions
How do we remain focused on our mission?	Alpha, Partnership Project, Called & Gifted
How do we encourage partnerships to form?	Alpha, Partnership Project
How do we offer accessible new opportunities for formation?	The Summits
How do we gather the 'spiritual giants' of our Diocese?	The Summits
How do we re-ignite our communities and engage the passive?	Area Missions, Alpha, Called and Gifted
How do we ensure that ministry is encouraged and of the highest quality?	Elevating Ministry
How do we nurture future leaders?	In Pursuit
How do we ensure those taking more formalised leadership roles are equipped and supported?	Certificate in Pastoral Ministry
How do we communicate the excellent practice we already have in the Diocese?	Sharing our Practice events
How do we encourage on-going piloting of new ideas and support development?	Sharing our Practice events, Showcases

The Menu:

Food for Formation

Entrée

Alpha in a Catholic Context

A tool for Evangelisation using hospitality, faith sharing and open conversations.

Starters

Partnership Project: Hearts that See

This community building listening exercise asks new partnerships to work together in a project that focuses on the Mission of the Church.

Called and Gifted- Forming Intentional Disciples

This weekend experience allows people to discern their charisms, identify their strengths and set out in small groups to test out these gifts inside and outside the Church.

The Summits

Based on the Young People's 'Source' this event brings people together to evangelise and pray. It includes short bursts of formation and Diocesan community building.

Mains

Partnership Area Missions

This two year process gathers people in a partnership and forms a core group on a local level. This group is trained and supported to co-ordinate a Mission alongside the School Mission. In the second year they look to embed their new training in their parishes and widen the net of people involved in ministry.

Food for Formation

The Menu - Mains (continued)

Developing Ministry Training

Having identified charisms these development days draw together people from across the Diocese to receive training and development to elevate their specific ministry. e.g. training in working with young people.

In Pursuit- Called to be Missionary Disciples

This involves a commitment to come together as a learning community to share weekend retreats, to attend monthly gatherings and formation days. It is designed to develop prayer and support as we discern God's Mission for today and grow deeper in our understanding of God's call in our lives.

A Certificate in Pastoral Ministry

Co-ordinated through the Chicago Loyola Institute, this qualification provides a breadth of formation that would enable people to have a holistic approach to volunteering in a parish. Customised for the Dioceses in the North of England it offers world class on-line learning with the expectation of practical implementation within the partnership.

Desserts

Sharing Practice– In Ministry Groups

After piloting new ideas and testing out gifts and strengths people meet back together to share what has worked, swop ideas and learn from each other.

Showcasing Best Practice

On an annual basis we bring what has worked to a Diocesan event and set up a marketplace that advertises what is possible and what is working. We learn from each other and we take back new ideas.

"Nothing is more solid, profound, secure, meaningful and wisdom-filled than that initial proclamation."

Pope Francis (EV 165)

There is a danger in our worshipping communities that people become involved in leadership activities without true grounding in the faith. This runs the risk of

"The New Evangelisation is directed to the Church herself, to the baptised who were never effectively evangelised before, to those who have never made a personal commitment to Christ and the Gospel, to those formed by the values of the secular culture, to those who have lost a sense of faith, to those who are alienated."

The National Directory of Catechesis 17 (NDC, 2005)

leading us down the path of becoming a well run club. Alpha as a tool for Evangelisation has the



ability to speak and touch people from a variety of backgrounds and levels of faith. As a 10 session process, each evening begins with a shared meal in a relaxed environment. Then follows a talk on key parts of the kerygma with a substantial amount of time devoted to small group discussion.

The goal is to create a welcoming non-threatening environment where people are given permission to be real and authentic in a non-judgemental setting. It nurtures a sense of belonging and encourages a personal encounter with Jesus Christ.

"All this demands on the part of the evangeliser certain attitudes which foster openness to the message, approachability, readiness in dialogue, patience, a warmth and welcome which is non-judgemental."

Evangelii Gaudium no.165

Over 29 million people have experienced Alpha in 112 languages in 169 countries around the globe. It has certainly been piloted in small areas of our Diocese. There may be merit in making it a Diocesan-wide endeavour. The Alpha organisation has a Catholic co-ordinator and they are happy to provide Diocesan training for free for the volunteer leaders who could bring this to their partnerships. One suggestion might be that partnerships could host evenings where Youth Alpha and Adult Alpha take place at the same time, making it a family evangelisation and formation event.

“For many years now and in various parts of the world, Alpha has shown itself powerful in bringing faith alive in all kinds of people. Its focus is on Jesus, its method is simple and its appeal is wide-ranging. It is also well adapted for use in Catholic communities looking to provide the kind of ignition we need if we are to become a more missionary Church.”

Archbishop Mark Coleridge, Archbishop of Brisbane

For more information the Alpha website provides everything you need to get started www.alpha.org.uk

All Alpha training and materials are available free of charge.

They are designed in a manner that allows individuals to take the initiative and organise themselves.

To encourage this area of the menu we will be providing training. The first session will take place in January and will be led by Michael Roche who works full time for Alpha developing it's use in a Catholic Context.

Alpha can be brought to your partnerships **NOW**

It is free of charge.

It is for those partnerships who want to ensure their communities are rooted in faith.

Who want to encourage greater community fellowship

Who want new leaders to emerge

Who want to remain focused on our Mission as a Church

Who want to develop relationships in their partnerships.

For further support and information email Amy Cameron at adult.formation@diocesehn.org.uk

Partnership Projects - Hearts that See

"Since the laity, in accordance with their state of life, live in the midst of the world and its concerns, they are called by God to exercise their apostolate in the world like leaven, with the ardour of the spirit of Christ."

The Call of the Laity

"To be effective ministers of adult faith formation we will first, like Jesus, join people in their daily concerns and walk side by side with them on the pathway of life. We will ask questions and listen attentively as they speak of their joys, hopes, griefs, and anxieties".

"Our Hearts Were Burning Within Us" - US Conference of Catholic Bishops, 1999

What are the needs in this Community - outside of the church building?

This short term project is grounded in the teaching that the Church is to be a witness and to *"Go out into the world to love and to serve."* The fundamental aim is to make a difference in the Community and to re-focus our Mission that we are about living as disciples in the world. It builds on the quote from Pope Benedict: *"The programme of Jesus is a heart which sees, sees where love is needed and acts accordingly"* and the thoughts of Pope Francis: We need a Church that is *"Bruised, hurting and dirty"* serving in our world. Intended outcomes would include:

- People forming as a new community, getting to know each other in a 'neutral' environment that doesn't have any prior claims to territory. For example, it isn't tackling the issues of who is normally in charge of children's liturgy.
- The project allows people to reflect on what they enjoy doing and to develop their skills.
- Leaders will naturally emerge through this process.

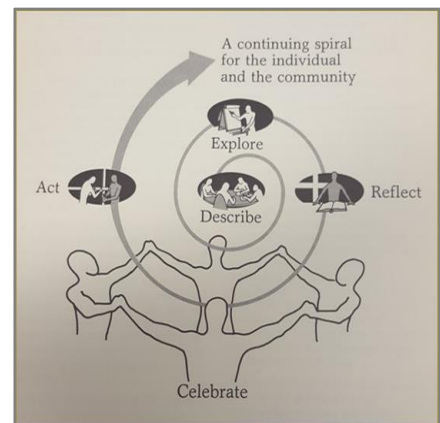


Image taken from The Parish Project, 1993

At the end of the project if people had discovered this was God's calling for them, they would be linked to others for training and opportunities.

(For example Citizens UK or Jon Melson Parish Property Outreach Advisor)

"The laity are consecrated for the royal priesthood and the holy people (cf. 1 Peter 2:4-10) not only that they may offer spiritual sacrifices in everything they do but also that they may witness to Christ throughout the world".

The Call of the Laity

Recommended Reading:
The Parish Project, 1992

This Partnership Project aspect of the menu is intended to be a taster to get new groups working together.

By its nature it is a matter of listening and communicating and shouldn't be over complicated. There are simple guidance sheets and some further reading available for people considering this option.

This is available **NOW**

It is free of charge

It is for those who want to encourage greater community fellowship.

Who want new leaders to emerge naturally.

Who want to remain focused on our Mission as Church.

Who want to develop relationships in their partnerships.

For further support and information email Amy Cameron at
adult.formation@diocesehn.org.uk



Called & Gifted

“Forming Intentional Disciples” by Sherry Weddell

The Called & Gifted™ Discernment Process has been used since 1993 by over 100,000 lay, ordained, and religious Catholics and other Christians around the world. It is designed to help Christians discern the presence of charisms in their lives. It is hosted by The Catherine of Sienna Institute in America whose mission is to advance the Intentional Missionary Discipleship of Catholics. They do this by creating resources that equip parishes and dioceses to become centres of evangelisation and formation, charism and vocational discernment, and by providing on-going apostolic support for the laity. Their evangelisation and formation resources are rooted in the Church’s tradition.

The Called and Gifted process specifically intends to journey with people in discerning their unique purpose in life, a work of love that only they can do. It looks to the gifts received in Baptism and Confirmation and aims to help people to recognise their charisms (spiritual gifts) and begin to discern God’s call. A key part of this journey involves worshipping communities listening and accompanying each other in finding how they can best live out God’s call.

The Called and Gifted teaching would normally consist of a full day’s presentation which includes teaching on the role of the laity, the nature of charisms, call and vocation and how to undertake the process of discernment.

These presentations teach:

- The signs and characteristics of 24 of the most common charisms of the Holy Spirit.
- How discerning your charisms can change the world and help spread the Gospel, not only in your parish but throughout your everyday life.
- How discerning and using our charisms together can help transform and renew our parishes.

The Called and Gifted process is firmly rooted in Catholic theology and ecclesiology. In the Portsmouth Diocese they have been successfully running this programme for a number of years. It is worth looking at their website to see this in action:

<http://www.portsmouthdiocese.org.uk/calledandgifted/>



After the initial training day a partnership group would commit to a process of listening and discerning. The aim of this is to help people recognise patterns in their lives that might indicate the presence of a charism and to encourage them to make use of their gifts in all areas of their life-witnessing in the world. Following this, in small groups people would test out their gifts and accompany each other in encouraging this exploration.

(Taken from the Making disciples video https://www.youtube.com/watch?v=oJWkQ9UP_m8)

Recommended Reading:

- Forming Generous Hearts - Leisa Anslinger and Victoria Shepp
- Intentional Disciples - Sherry Weddell
- Fruitful Disciples - Sherry Weddell

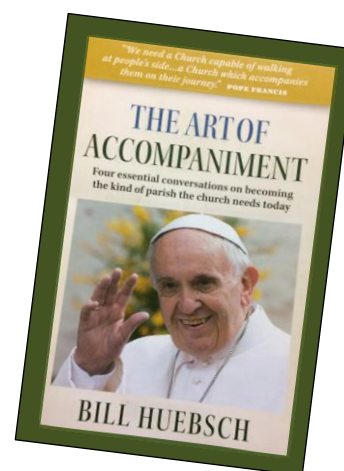
If this is an identified area of need and development for your partnership there are a number of opportunities to get you started.

Thursday 26th October 2017

Sunderland Marriott Hotel

Bill Huebsh (Author and Theologian)

Bill Huebsh is providing a day's training based on his book *"The Art of Accompaniment."* Here he writes about the need to develop accompanying parishes that combine discernment with planning. It is an ideal opportunity for those who recognise the need to accompany others on the journey and those seeking to discern the direction and call of our partnerships.



For further information and to book contact
spirituality@diocesehn.org.uk 0191 2433302

Booking is essential, there will be a small fee of £10 (to cover lunch)

Accompaniment will also be our theme for this year's Lenten spirituality resources produced by Kathryn Turner. These have been designed to allow individuals and small groups to journey through Lent together and to develop their understanding on accompaniment within a faith setting.

The Called and Gifted process will be available from **September 2018**

There will be a charge for this process to cover costs.

It is for those who want to remain focused on our Mission as Church.

For those wishing to address their 'log' and 'hog' dynamic.

For further support and information email Amy Cameron at
adult.formation@diocesehn.org.uk

The Summits



Many of our young people have been attending a monthly event organised by the Youth Ministry Team called The Source. This aims to bring young people, Year 9 and above together for an evening of inspiring talks, praise and worship and social activity.

In 2016 an offshoot of The Source was developed for those not yet old enough to go to The Source. This is entitled 'The Event' and follows the same format of The Source but targets Year six to eight. Like The Source this has been hugely successful and bridges a gap in the provision that we offer our young people.

The beauty of this kind of gathering is that people are given an opportunity to be Church in a different way. It allows people to find the power of praising God and to join with others who want to learn more and grow in their understanding of faith. With formation in mind, the inspiring talks are delivered in a manageable, down to earth, accessible manner and the fellowship is a central feature.

It is proposed that adults are as much in need of this as our young people and therefore we are bringing the 'Summits' for the older generation. This gathering will take place four times a year and move to the four corners of the Diocese. It will feature high quality speakers who focus on developing our understanding of our call to be disciples and good quality worship music will be a key feature. It is hoped that through this event people will engage their head and their heart in praising God and listening to the richness of Catholic teaching and testimony.

This is available on the following dates:

December 5th 2017 at St Mary's Cathedral, Newcastle

February 6th 2018 at St Joseph's Norton, Stockton

March 6th 2018 at St Joseph's Sunderland

The fourth t.b.c.

It is free of charge

It is for those who identify the need for new accessible ways of offering formation.

It is for those who are alive in faith and wanting further fellowship.

For further support and information email Amy Cameron at
adult.formation@diocesehn.org.uk

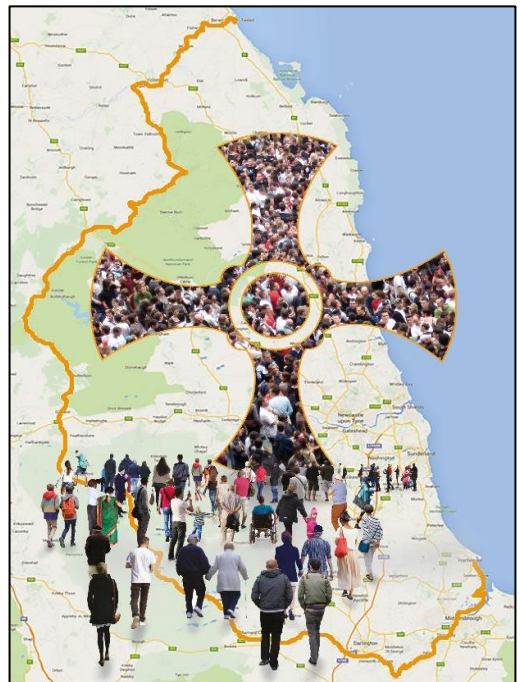
Partnership Area Missions

This menu choice is aimed at reaching all members of our partnership communities through Partnership Area Missions.

The intention is to reignite our parishes, to refresh and refocus and to offer an experiential understanding of the love of God. It encourages co-responsibility between the people of the partnership. It strengthens our outreach to young people and their families using both school and church communities.

The programme follows the proven Diocesan Mission pathway developed by the Youth Ministry Team (YMT) and would work in partnership with the department for evangelisation. YMT's Mission cycle is based around our 20 Catholic Secondary schools and their feeder parishes. The Area Missions will follow the YMT timetable and process aiming to offer a wider mission experience and form 'Communities for Mission' across the Diocese. The process aims to gather people for a year leading up to the Mission to develop leaders on a local level. While a team of adults would work as usual with YMT and the schools, this wider approach will require the formation of an Adult Mission Team for the area and it will encourage longer term co-ordination of leaders to assist with implementing and continuing the message after the mission.

In Matthew's account of the feeding of the 5000 the disciples were worried about the need for the people to be fed and Jesus makes the extraordinary statement: "Give them something to eat yourselves" – "Give them something to eat yourselves." They replied to him that they had only a little. He says to them, offer up the little that you have, and allow me to make it multiply. Jesus multiplies whatever we have to offer. This is a key message in the Mission process. It is hoped that the fruits of each Mission will be that the core group members (the local disciples) have developed



their skills in planning and co-ordination; that collaboration has occurred across the partnership; that Lay people have seen that they can take responsibility and be supported to make events happen; that new people have been encouraged to take more of a lead and that all members of the worshipping community have been invited to think again about their call to Mission; and that in all things Christ can multiply our efforts.

The Missions will take place in secondary schools, the primary schools and local parishes. The first of these missions is currently being piloted in the Washington and Houghton-le-Spring area with the view to a mission month taking place in November 2017. The second of these pilots is in Pontop Partnership with the ground work beginning for a December 2017 mission. The third is in the Escomb Partnership preparing for a Mission in March 2018.

Area Missions will be available in accordance with the pre-existing School Missions schedule.

It is for those who want leaders to emerge naturally.

It is to re-ignite communities and engage the passive.

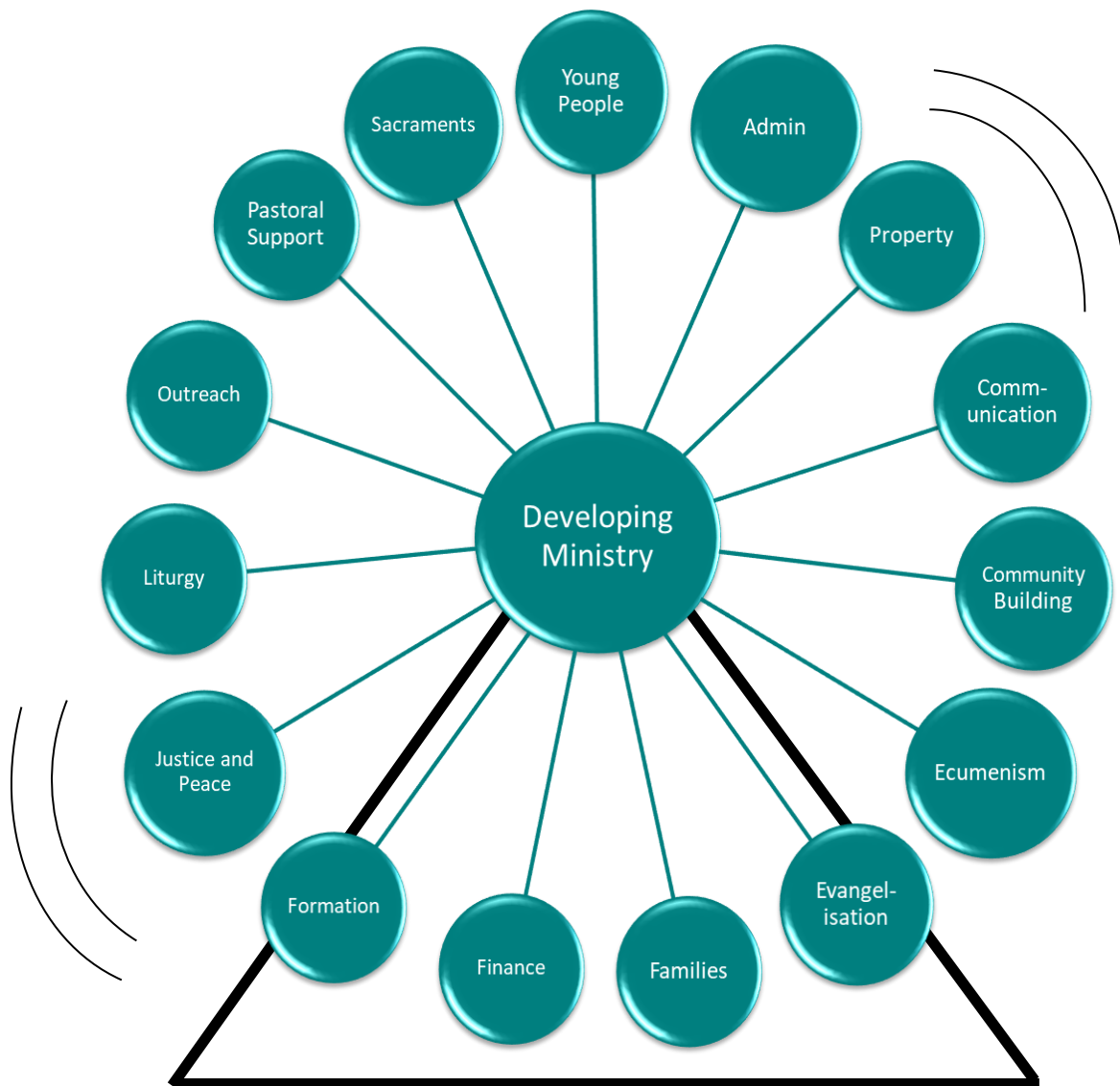
To find out more email Mary Hughes at mary.hughes@ymt.org



Developing Ministry

"The laity can also feel themselves called, or be called, to work with their pastors in the service of the ecclesial community, for its growth and life, by exercising a great variety of gifts and ministries according to the grace and charisms which the Lord is pleased to give them".

(EN 73) Evangelii Nuntiandi



Aspects of the Life of a Flourishing Worshipping Community



How do we draw together current opportunities for formation and bridge the gaps?

This substantial menu choice is aimed at elevating all aspects of ministry and the life of a worshipping community. It aims to draw together the many strands of training and formation that currently take place in our Diocese and look to fill the gaps. It will bring the current practice into a holistic and co-ordinated platform of formation and it will seek to provide

new training in the areas that are currently not covered. Centralising the planning, administration and communication of this area it helps to develop current practice and allow us to discern where new areas need to be provided.

It explores the best practice in the Diocese ensuring that we are not just fulfilling a need in the worshipping community but doing it intentionally, with training and with a view to bringing in others. This takes the form of a series of days that ground and deepen our leaders in Church teaching on what it means to be disciples, on the authority given through the Call of the Laity, and the vision of moving to collaborative ministry. It aims to encourage groups to pilot new ideas, feed back their findings and network with others across the Diocese.

"They should not cease to develop earnestly the qualities and talents bestowed on them in accord with these conditions of life, and they should make use of the gifts which they have received from the Holy Spirit. They should also hold in high esteem professional skill, family and civic spirit, and the virtues relating to social customs, namely, honesty, justice, sincerity, kindness, and courage, without which no true Christian life can exist. The Call of the Laity

"The Church's pastoral ministry exists to sustain the work of the Gospel. One way it does this is by nourishing and strengthening lay men and women in their calling and identity as people of faith, as contributors to the life and work of the Church, and as disciples whose mission is to the world. To grow in discipleship throughout life, all believers need and are called to build vibrant parish and diocesan communities of faith and service. Such communities cannot exist without a strong, complete, and systematic catechesis for all its members. By "complete and systematic" we mean a catechesis that nurtures a profound, lifelong conversion of the whole person and sets forth a comprehensive, contemporary synthesis of the faith."

'Our Hearts Were Burning Within Us' - US Conference of Catholic Bishops 1999

It is hoped that when people have been through the Called and Gifted process and have identified their area of ministry they would then attend a training day specific to this work.

This aspect of the menu will be developed in response to the requested and emerging needs.

To make a request or to find out when relevant training is taking place please email adult.formation@diocesehn.org.uk

“In Pursuit” - Called to be Missionary Disciples

“The new evangelisation is aimed at personal transformation through the development of a personal relationship with God, participation in sacramental worship, the development of a mature ethical and social conscience, on-going catechesis and a deepening integration of faith into all areas of life.”

The National Directory of Catechesis 17 (NDC, 2005)



“In Pursuit” is an innovative, high quality formation process that will take place across a year combining weekend retreats, formation days, on-line discussions and monthly gatherings. It is designed to develop our young people alongside our older people intertwining dialogue

and witness whilst ensuring at all times the different needs of the different age groups are respected and developed. It would be a natural stepping stone for our young people who have been part of the Youth Council. It would also be a next step for those adults who are committed to their faith and see that there is so much more.

*“I waited and waited
for the Lord. At last he
looked...”* Psalm 40

All of us are called to continue to grow in fellowship with Christ. *“In Pursuit”* is an exciting opportunity to be inspired, informed and supported in confirming this call to discover who we truly are in Christ. This learning opportunity seeks to deepen and enhance our own spiritual life but offers the chance to do this with others on a similar journey, to pursue what God wants to do through us. Taking an intergenerational approach it seeks to support a holistic journey into true discipleship.

“In Pursuit” will be organised by The Department for Youth, YMT and the Department for Formation and Evangelisation. It will explore how God is always pursuing us - because he loves us first, it will then dig into the challenges Jesus gives us through his teachings and allow us the chance to grapple with and understand His Good News in a renewed way. It's a process grounded in fellowship following the footsteps of Jesus' disciples. It seeks to mould our character into the character of Christ, to become the person we were created to be, so that we can go out as missionary disciples to touch the world with our lives and transform it.

In pursuit will be available in September 2018

The year long process will cost **£380**. It is hoped that partnerships will see this as an opportunity to develop provision for young people and to root future leaders. Therefore it is hoped places will be sponsored through the partnership funds.

It is for those who want to go much deeper in their faith.

It is for those who want to lead in faith sharing and witness.

It is for those who want fellowship and community.

For further support and information email Amy Cameron at

adult.formation@diocesehn.org.uk

A New Certificate in Pastoral Ministry for the Diocese in the North of England



This unique opportunity is available from February 2018 to dioceses in the North of England and others. This Certificate in Pastoral Ministry is being offered by Loyola University Chicago and has the support of local dioceses.

The customised certificate will consist of ten six-week modules delivered in an online format allowing participants the freedom and flexibility of study in their own home. Integral to the course will be three days for participants to meet each other face-to-face. This facilitation will gather students together for prayer, reflection and creative engagement with the overall themes. Participants will need to be serious about their own faith development, willing to serve in the local church and have competent computer skills.

It is a non-degree, non-credit programme offered over two years, equipping teachers, deacons, catechists, and lay leaders with up-to-date knowledge, skills, and education for contemporary pastoral ministry. Those who successfully complete the entire ten module series will receive a Certificate in Pastoral Ministry from Loyola University Chicago.

The course will model adult learning and shared praxis and be rooted in theological texts and the lived experience of participants. Each module will require approximately 20 hours of time for on-line engagement, reading and reflection.

The modules offered will be:

WHAT IS PASTORAL MINISTRY?

Students will explore what being called to pastoral ministry in the Church means today.

GOD WHO REVEALS: LOOKING AT THE OLD TESTAMENT

Students will be introduced to the whole range of Old Testament texts revealing a God who loves God's People.

CHRIST AND HIS DISCIPLES: LOOKING AT THE NEW TESTAMENT

Students will explore the New Testament texts with particular attention to the ministry of Jesus and of his followers.

MISSIONARY DISCIPLES: THE STORY OF THE CHURCH IN BRITAIN

Students will explore the historical background to the current situation of the Christian churches in Britain.

VISION OF THE CHURCH: VATICAN II

This course covers the story and promise of the Council, including a study of selected texts, discussions over its interpretation and implementation, and a dynamic view of its on-going relevance for the Church's self-identity.

HOLINESS AND WHOLENESS: HOW WE GROW AS PEOPLE OF FAITH?

Students will explore human, spiritual and psychological development and the unique call each person receives to be fully human and alive.

BUILDING A FAIRER WORLD: CATHOLIC SOCIAL TEACHING

Students will become familiar with the development of Catholic Social Thought and Practice in relation to particular contemporary global and local issues. Particular attention will be given to history, texts, methodology and significant figures.

BUILDING PARISH COMMUNITIES

Parishes are where many Catholics experience their faith in community. Contemporary and emerging models for building parish communities will be explored in detail. Students will also learn about best practices for healthy parishes and effective collaboration and team work.

MAKING CONNECTIONS: CATECHESIS AS SHARING FAITH TODAY

This course will deepen students' understanding of catechesis and its importance for the life and mission of the Church particularly the priority of adult formation. It will explore 'critical conversation' as an essential process for growth and development, and the relationship between evangelisation, catechesis and religious education.

SERVING AND LEADING: SKILLS AND STRATEGIES FOR MINISTRY

Students will explore the skills and strategies of effective pastoral ministry.

The Certificate in Pastoral Ministry will be available from **January 2018**

The cost of this certificate is **£2,000**

It is expected that partnerships will explore funding a place. The learning needs to be practically explored and developed within a partnership setting.

It is for those who want to develop service and leadership within their partnerships.



An Information Session will be held on

Wednesday 1 November 2017

5.30 for 6.00 – 7.30 pm

St. Augustine's Parish Centre

Coniscliffe Road

DARLINGTON

DL3 7RG

For further support and information email Amy Cameron at
adult.formation@diocesehn.org.uk

Sharing our Practice and Showcasing Good Practice

"We are entering a period of new vitality for the Church, a period in which adult Catholic laity will play a pivotal leadership role in fulfilling the Christian mission of evangelising and transforming society. For adults to fulfil their roles in this new era of the Church, their faith formation must be lifelong, just as they must continue to learn to keep up in the changing world."

Our Hearts were Burning Within Us P.29

Across the Diocese we see so many examples of good practice taking place. The *Forward Together in Hope* document "*Some Food for Thought*" was a nod in this direction. We need those operating as "cogs" to share what is working and how it is working so that we can learn from each other.



Currently we provide areas of training and in some cases invite those trained to come back annually for a refresher day. It is crucial that we build on this if we are to see formation as an on-going process. Facilitating the sharing of good practice, enabling conversations about what people have done with their training and encouraging each other to try and pilot new ideas is key. This could take the form of ministry specific days and it could also be a Diocesan marketplace of good practice. Whilst there is already a

sharing of ideas taking place informally, the more we can communicate about the opportunities available, then we have a greater potential to grow.

It is anticipated that this provision will develop in line with overall formation development. As people uncover their gifts through "*Called and Gifted*" and form their skills through the "*Elevating Ministry*" courses, we can begin to showcase our progress and promote ideas that are working, making this an on-going process of formation and transformation. This sharing of good practice will first feature at the Diocesan Festival Marketplace in **June 23rd & 24th June 2018**. There will be **no cost** for Marketplaces (although there is a cost for this highly recommended festival).

It is for those who want to develop both their ministry and their worshipping communities.

For further support and information email Amy Cameron at
adult.formation@diocesehn.org.uk

At this point in time it is expected that people are feeling rather full of formation! With three courses and an entrée this is a feast of opportunities. We are in the process of discerning God's call for his Church and our lives and what has been presented here reflects movements elsewhere in the Catholic Church. It is a time of renewal and therefore change and the information here is subject to change as we respond to emerging needs.

Final Note from Bishop Séamus



At the very beginning of our Diocesan wide Consultation *Forward Together in Hope*, every member of our worshipping community was invited to help us discover how to be more committed disciples of Jesus Christ.

The process of lay people and clergy working side-by-side in this review was in itself a move towards a more collaborative way of working with responsibility for our future being jointly shared.

What is required at this time is for the whole diocesan family to commit to a process of growth and working together. I encourage everyone to take the time to embrace what is presented here and

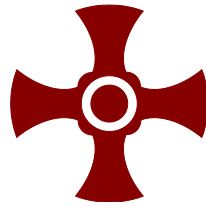
to pray for the guidance of the Holy Spirit as we seek to change, renew and grow. I firmly believe that we must develop our missionary spirit together as one family and that as a Diocese we need to offer formation for all - clergy and lay people learning to be disciples together; listening to God's call side by side. True transformation of our communities will come when we embrace our call to live the Mission of Jesus Christ in our Church and in the world.

The shift to Partnership structures is a way of best using our resources and of building sustainability for the future. These structures provide only a framework within which we can operate. The groundwork of *Forward Together in Hope* is now complete and what is being offered in this 'Discipleship Development' is the result of further research and prayer-filled discernment. It seeks to place Mission at the centre of our communities and to allow this to lead and transform our ways of working-seeking the "*eyes of disciples*" as we make decisions that affect the future of our communities.

I hope that our whole diocesan family will continue to pray for the pouring out of the grace and guidance of the Holy Spirit as we are formed and renewed and grow so that we can go out to bear fruit as missionary disciples.

+ Séamus

+ Séamus Cunningham
Bishop of Hexham and Newcastle



Prayer for the Ephesians

This, then, is what I pray, kneeling before the Father,
from whom every family, whether spiritual or natural, takes its name.

Out of his infinite glory,
may he give you the power through his Spirit
for your hidden self to grow strong,
so that Christ may live in your hearts through faith,
and then, planted in love and built on love,
you will with all the saints have strength to grasp the breadth and the length,
the height and the depth;
until, knowing the love of Christ,
which is beyond all knowledge,
you are filled with the utter fullness of God.

Glory be to him whose power, working in us,
can do infinitely more than we can ask or imagine.

Glory be to him from generation to generation
in the Church and in Christ Jesus
forever and ever!
Amen.

Ephesians 3:14-21 – Paul's Prayer
(Jerusalem Bible)

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This work has been completed by Amy Cameron in the Department for Adult Formation and Evangelisation with the support of Fr. Michael McCoy

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