



# Holy Spirit Parish Mission Plan



*Bringing faith to life through  
the power of the Holy Spirit*



### ***The Parish Prayer***

*Lord Jesus, send the fire of your Holy Spirit into our hearts. Heal our wounds and transform our lives by the power of your love. Give us a deep hunger for prayer and a love for the scriptures so that we can be your faithful disciples. Send us out on mission so that we can share your love with others and be pilgrims of hope in the world.  
Amen*



# Our Vision

*Bringing Faith to Life through the power of the Holy Spirit*

Jesus gave the church a very simple mission statement 2000 years ago: “Go and make disciples of all nations”.

This Parish plan seeks to build on this universal mission and localise it into our context. We want to allow the gift of faith to come alive in our lives, so that we can then be sent out into the world and bring that gift of faith to every aspect of life.

The primary goal of our parish is to ‘*Bring people into an encounter with the love of Jesus through the Holy Spirit and lead them to become Missionary Disciples*’. We want to take people along a discipleship pathway so that they can go from being believers, to disciples, and then be formed into missionary disciples.

***“The disciple of Christ must not only keep the faith and live on it, but also profess it, confidently bear witness to it, and spread it” Catholic Catechism #1816***

We want to be a parish where the gift of faith is awakened in the life of each person who encounters our community; a place where families are strengthened by the healing power of God’s love; where young people find a safe environment to question and search for God; a community where everyone is known and connected to a small group or ministry that provides the care they need; a community that is empowered to bring the message of the Gospel to the world through the power of the Holy Spirit.

The fact that our parish is named after the Holy Spirit means that the experience of Pentecost should be central to our life and mission. Our Parish has a long history of openness to the grace of the Spirit. As we look to our future, we are consciously seeking to place all of our ministries and outreach under the grace of the Holy Spirit.

# A Pathway of Growth

The parish vision is focused on creating a pathway of discipleship, to take a person from being a **believer** to **becoming a missionary disciple**.

**Believer** – someone who wants to be spiritually fed, but needs someone else to feed them

**Disciple** – Someone who knows how to feed themselves spiritually by living a committed life of prayer, service and formation

**Missionary Disciple** – Someone who is able to feed other people spiritually by witnessing the love of God in the world

## Connect

*Create spaces where people can connect with the community and take the first steps of faith*

## Explore

*Lead people to an encounter with Jesus and help them to live a committed life of prayer, service and formation as a disciple.*

## Deepen

*Train people to become missionary disciples so that they can witness the love of God to the world*

*“Every Christian is a missionary to the extent that he or she has encountered the love of God in Christ Jesus: we no longer say that we are “disciples” and “missionaries”, but rather that we are always “missionary disciples”.*

*– Pope Francis*

# Our Values

## Values

We want everything that we do to be shaped by these core values:

### **Give all for God:**

The mission is about God and not about us. We want to always give the best in ministry in a spirit of generosity and humility.

**Be fully human:** Our love for each other is more important than anything that we will achieve. We want to care for each other so that our ministry is sustainable long-term.

**Live Truth generously:** Our spiritual formation is not only for our own benefit but so that we can go out on mission. While we care for those in our community, we always want to have a focus on those who are not here with us.

**Carry the gift with you:** We want to embrace the transient nature of our community. We will welcome people as they arrive in our community and commission them to take this grace with them when they leave.

## WORSHIP

*The Sunday liturgy is the central point of our life and worship as a parish. For many visitors, this will be their first encounter with our community, and possibly their first encounter with the Catholic Church. We see our Sunday liturgy as being a place of reverence, encounter and response to the love of God, and a place of hospitality and connection with the community. We want to create the best experience of worship while also creating a place where everyone feels welcomed.*

# The Sunday Liturgy Experience

**Outcome One:** Our liturgies will be a place of encounter with the Love of Jesus, fostering conversion

- 1) Create a reverent atmosphere before each mass through the use of music or reflections on the display screens
- 2) Use our introduction at mass to set the context for worship

**Outcome Two:** Our liturgies will be a place where the music helps people to encounter Jesus Christ and encourages openness up to worship

- 1) Invest in our musicians with ongoing training, collaboration and development.
- 2) Develop a culture of worship that draws the congregation into an encounter with Jesus Christ.
- 3) Find creative ways to open people to the grace of the Holy Spirit during the mass.
- 4) Develop regular times for ministry after Sunday masses

**Outcome Three:** Our Parish will be a strong community where everyone feels welcomed and accepted.

- 1) Create a vision for hospitality and welcome that connect with people before and after the mass.
- 2) Develop ways of connecting with and following up new visitors, introducing them to the ministries and events that can help them connect and grow in faith.
- 3) Find ways to foster relationships after mass through hospitality.

**Outcome Four:** Have consistently good preaching that helps people encounter the power of the Gospel.

- 1) Be more intentional with our message and call to response.
- 2) Develop digital tools to help people reflect on the message in the week after Sunday.

## CONNECT

We want to build points of connection with the wider community and with families who attend the parish. We want to find creative ways to connect all generations in ministry so that they are cared for and able to share their gifting. These points of connection are the first step in a pathway of discipleship.

# Developing connection and pathways

### **Outcome One: Invest in families in the parish and school to help them get better connected in the parish community**

- 1) Build a strong Children's Liturgy team that is equipped to help our children encounter Christ
- 2) Continue to develop a sacramental program that increases engagement of families in the parish (for baptism, communion and confirmation)
- 3) Develop ways to help parents educate their children about the faith at home.
- 4) Invest in retreats and resources that strengthen marriages and families.
- 5) Embed a culture of safeguarding in each area of youth ministry, providing training for our leaders and information and education for parishioners and parents.

### **Objective Two: Our high school and Young Adults ministry will be a place of community and initial conversion**

- 1) Develop ongoing faith formation relevant to teenagers and young adults that helps that navigate the challenges of life and transition into adult life.
- 2) Develop new ways to connect with youth who are spiritually seeking, developing events that act as a safe introduction to the church community.
- 3) Raise up new leaders who can keep these ministries moving forward.

### **Objective Three: Our parish will create spaces of welcome to help people connect with the community at a deeper level.**

- 1) We will continue to build the women's and men's outreach and seniors morning teas, using these to connect with those who are isolated or disconnected within our parish.
- 2) Collaborate with other organisations (such as Vinnies, Lilyrose Darwin, Mini Vinnies) to be pathways to introduce the Catholic faith to people to reconnect to church and faith.
- 3) We will empower our parishioners to use their networks to identify those who need pastoral care and connect them into the parish support network.
- 4) We will encourage inter-generational connection between our ministries, so that the wisdom of our senior parishioners can be passed on to younger generations.
- 5) Create points of connection with parents at the school and find ways to share faith through school information networks.

## EXPLORE

*We want to respond to the mission that Jesus Christ gave the Church by being a Parish focussed outwards. We recognise that there is a great need for re-evangelisation among Catholics who have fallen away from the faith. We also recognise that God is sending many people to us who have never known Jesus Christ, and we need to find new ways to share the Gospel with them. We want to create the structures that will allow for attraction, retention and sustainable growth of our Parish.*

# Exploring Faith and becoming disciples

**Outcome One: We want to be a parish on mission that is looking for ways to bring the Love of God to the surrounding area.**

- 1) Run a couple of outreach programs each year (e.g. Alpha) targeting people who are new to the faith.
- 2) Work with the cultural groups who celebrate mass at the parish (Chinese, Vietnamese, Sri Lankan communities) to encourage them to join us in this outreach vision, using their cultural networks to run Alpha/outreach programs in their own language.
- 3) Build a strong team to run the Becoming Catholic course (RCIA) and seek to connect people from all of our outreach programs into this pathway.
- 4) Make the sacraments into evangelisation opportunities, finding ways to incorporate the sacraments into a pathway of discipleship (evangelisation before and follow-up after)

**Outcome Two: Small groups will be central to our culture of discipleship and growth**

- 1) Build a vision for small group discipleship in the parish
- 2) Develop leaders of the small groups
- 3) Encourage every member of our parish to be part of a small group and create simple pathways for people to join small groups
- 4) Support small group ministry by developing faith resources to be used at small group meetings, focussing on the long-term sustainability of the groups
- 5) Create a time each year when small groups will be actively promoted through homilies at the mass.

**Outcome Three: We will be a community that accompanies people on their journey of faith**

- 1) Build a culture that encourages parishioners to walk with those who are new to the faith
- 2) Create formation for parishioners in the 'art of accompaniment' so that they know how to walk people through the thresholds of faith.
- 3) Build a structure of intercession to support our outreach and care for those on the journey of faith.

## DEEPEN

*We want to help everyone to grow in their faith, by going deeper into prayer, scripture and an understanding of the teachings of the church. We want to have opportunities for people to be equipped for mission so that they can reach a place of maturity in faith and become missionary disciples.*

# Growing Deeper and forming missionary disciples

### **Outcome One: We will be a community of mature disciples**

- 1) Create a culture where parishioners make a commitment to personal growth by committing to one discipleship program each year.
- 2) Continue to develop opportunities for faith formation through retreat days and online formation.
- 3) Find creative ways to form people in a deep vision for holiness, prayer and a love for the scriptures
- 4) Create pathways of discipleship where every program is part of a process of discipleship.
- 5) Encourage parishioners to engage with resources through the parish library and online through the 'Formed' website.

### **Outcome Two: We will be a community where people are equipped and empowered for ministry**

- 1) Develop a simple training process for people who are leading ministries
- 2) Clarify the ministry principles that we want all our ministries to follow.
- 3) Developing opportunities for local and international outreach for young adults to become equipped for mission
- 4) Develop a clear leadership pathway for building a sustainable team and equipping people for mission

# LEADERSHIP

*As the community grows, the leadership structure adapts to manage the emerging needs of the community. We want to create a culture that empowers the lay members of our community to manage and lead various ministries, supports the priests and allows for consistency of vision over time.*

# Parish Leadership

## **Outcome One: Our leadership team will have a strong vision for parish renewal**

- 1) Embed the vision for the parish and its ongoing renewal in our team members
- 2) Develop a culture of lay leadership, empowering people to take responsibility for ministries and areas of parish life.
- 3) Run annual vision sessions to discern where the Spirit is leading the Parish.

## **Outcome Two: We will have a depth of leadership within the parish community so that ministries are consistent and sustainable.**

- 1) Develop leadership pathways so that parishioners can grow in using their gifts and new leaders can be identified, trained and supported in leadership roles.
- 2) Create intentional leadership pathways to develop leaders through every event/ministry that we run.

## **Outcome Three: We will have a healthy and sustainable culture of ministry**

- 1) Promote a ministry philosophy that protects volunteers from being burnt out or feeling used.
- 2) Promote a culture of sustainable ministry, encouraging a healthy level of work for clergy and laity.
- 3) Ensure long-term financial sustainability that allows for growth of the community