

1. Reflecting on the information we have shared, are there any priorities you feel we have missed from our 10 year mission plan
 - Plan needs fleshing out at pastoral area level
 - Learn from other diocese, Christian churches, and others on best practice
 - Reduce duplicate work e.g. website, admin, formation, planning and execution
 - Inclusion , diversity , accessibility , marginalised, needs more focus, need to attend to the needs of our diverse communities
 - Plan not clear
 - No real understanding of the faith and what interests or disinterests people
 - Need for mentoring
 - Personal evangelisation
 - How to get people interested in the proposals
 - Overloaded with information, not enough clarity
 - How to address specific groups and their needs
 - Providing a flexible church in a modern world – allowing people to participate
 - What draws different groups in, how do we nurture from birth to death, what are the different group needs
 - Language needs to be easier understood and modern
 - Lack of social teaching being shared
 - Improved, simple, straightforward communication from top to bottom so all can understand
 - Little booklet – not clear, too much money spent and poor use of resource
 - Poor web site links
 - Look at full church model and need for radical change, church hierarchy not brave enough to change the model
 - Need to adopt women priests, married priests, part time priests (work percentage of week and undertake parish work part of week)
 - Proposal not far enough – laity need proper training and clearly identify what is specific to a priest and allow others properly trained to commit to other areas
 - Approach doesn't inspire everyone to get involved, poor communication
 - Need for full transparency and openness from top to bottom
 - How do we encourage future generations to be fully involved and see attendance at Mass the only commitment to being "Catholic"
 - Lack of focus on families
 - More clearly defined roles and responsibilities needed – more focus on vocations, make it interesting, not just clergy but religious across all
 - Not enough explicit information regarding education and how to harness our school communities which numbers wise are in excess of the disclosed parish numbers. Education is our biggest. Not enough about information about provision of chaplaincy to our schools with fewer priests.
 - Place for our young people to share , be cared for and have fun – not enough in plan regarding young people.
 - The inclusion of Sandhurst and Crowthorne parishes in the new pastoral area seems logical
 - Consider use of overseas clergy
 - Little detail on how Diocese will support the delivery of the 10 year plan
 - Diocese need to show clear and practical leadership

- A minority single person view the church should be more conservative and traditional
- How best practice will be shared

2a. What else beyond what is set out in plan , do we need to do to realise this plan as a Diocese, as parishes, as individuals?

Mass and the Eucharist - Diocese

- See above plus
- A more welcoming Cathedral
- All Sacraments in the parish – Confirmation and RCIA
- Move where celebration of the Diocesan Masses to local communities
- Need to consider the deployment of deacons and their role needs to be increased
- Be inventive, more modern liturgy, be bold and brave to encourage more attendance
- Mass online and more pilgrimages
- Allow Communion Services (professionally trained individuals)
- More easily found information across the Diocese regarding Masses; web site poor regarding being able to identify Masses, communication poor across parishes

Mass and the Eucharist - Parish

- Joyful celebration and welcoming all
- Review involvement of all, diversity, children, adults in all aspects of Mass and The Eucharist
- How do we encourage everyone to take part
- Harness the plan and be inventive and modern in our liturgy
- Continue with online services, more flexible Mass times and be allowed Communion Services
- One pastoral website identifying Masses and across pastoral areas
- Better music to attract everyone across all ages.
- Offer a variety of services – e.g. Taizé, Youth and family Masses
- Provide transport (church bus), organise rota for transport for those with difficulty
- Audio Systems to be clearer (loop systems. Hearing service for those who have hearing difficulties)
- Reflect on individual or group First Holy Communion Service
- Need to reflect wide and rich cultural heritages of the parish, have services led and liturgies devised by members of those communities
- Modernise the music e.g. drums, guitars, electric violins etc.
- Different parish groups to lead and devise liturgies during the year.

Mass and the Eucharist - Individuals

- More training for the community
- Supporting each other
- Encourage more individuals to become involved
- Harness the plan, be inventive and harness the plan
- Engage with Mass and make encourage interaction and make ideas known

2a. People of God

People of God - Clergy

Diocese

- Treat people as adults, be more inclusive, accept diversity, accept married and female priests, use Deacons and laity to run and administer parishes
- Allow clergy to fulfil their vocation including their personal “Christian Specialisms”
- Provide management and life skill courses (including leadership)
- Diocese needs to be seen to be more approachable

Parish

- Be more open to other than parish priest to run aspects of parish
- Card reader for collection
- Recognise trying to do everything isn't sustainable without everyone being involved and making a commitment
- Confession more general/easier to receive and Benediction and Exposition weekly
- Truly encourage people to take part
- More modern life specific homilies
- Need to support our lone priests

Individual

- Need to pray and provide group opportunities for pray
- Support clergy by listening and heeding suggestions
- Organise parish events and outings
- Support our priests

2a. People of God Lay Faithful

Diocese

- Invite and encourage the laity to understand more about the church e.g. Catholic Social teaching and the Church's Year and Season's
- Provide formation courses and share output , use modern technology to allow those at a distance to attend.
- Visibility of events not easy to find and take part in, more publicity and communication and a more clear and visible web site

Parish

- Encourage everyone to help – everyone's responsibility
- Develop and publicise more support for the parish when people in difficulty and need
- Sign post to other organisations to help and support rather than provide everything in the parish e.g. credit union
- Allow for personal testimony

- Allow attendees at formation courses to share what they learned
- Rosary before and after Mass
- Stations of the Cross
- Work as area teams with a unified identity and goal
- Events to raise money
- Small Groups
- Allow laity to undertake Communion Services
- Specific Services to celebrate and remember e.g. sick and housebound, baptisms, wedding anniversaries etc.

Individual

- Must use and offer our talents
- Become more involved in parish life , volunteer rather than leave to others e.g. welcoming, collecting offertory, sacramental programs etc.
- Read Bible and have discussion and study groups to discuss Bible, other aspects of church life and review specific books and church literature.
- Volunteer, follow your interests and embrace the change
- Be compassionate and reach out to individuals that priest might be unaware of
- Should not feel guilty if we cannot do everything – OK to feel vulnerable and recognise why we need to do something, OK not to know how to do something but willing to help.

2a. People of God the Young Church

Diocese

- Listen to school leaders, their needs and deliver your promises
- Organize and publicise events and have a better web site, clearer and specific
- Encourage young people in Sacramental preparation, respect our young people and pray for them
- Make faith relevant to youth
- Need for a Catholic Secondary School in Pastoral Area

Parish

- Youth masses, give responsibility to youth and raise young leaders, support our schools
- Evangelise the schools, build school teams to support and reinforce Christian Message
- Encourage young people in Sacramental preparation, respect young people, pray for them
- Welcome young people and trust them to take responsibility in all aspects of parish life
- More youth activity, clubs (separate from Youth Alpha), trips, encourage volunteering, involve in other groups to support parish pastoral work
- Disco Nights and Clubs
- Bible study and other groups for young people
- Organise youth pilgrimage
- Cultural programme, fund raising and specific community activity (plan and undertake)

Individual

- Small groups dictated by geography

- Encourage young people in Sacramental preparation, respect our young people and pray for them
- Be willing to volunteer and learn
- Help more with church need, groups, and activities

2b. What else beyond what else is set out in the plan, do we need to do to realise this plan as a Diocese, as parishes, as individuals

2b. Church Beyond Walls

Diocese

- Promote more online and use social media – better web site etc
- One common web site across all of diocese
- Explore new technology to share and promote the faith
- Give more refreshers and training so laity can spread the word
- Support charities locally , give help, raise monies and publicise
- DBS needs to be quicker, cover more activity for each person, less restrictive so no longer seen as a barrier to activity
- Need to prepare priests properly for the impact of modern life, priests to accept they need others round them who can support others with their real-life experiences that a priest has no experience of.

Parish

- Better use of social media
- Explore innovative technology to share and promote the faith
- Give more refreshers and training so laity can spread the word
- Work with other denominations and faiths in delivering community projects e.g. night shelter, warm space, credit union, food bank
- Support charities locally, give help, raise monies, and publicise
- Foster and take part in more interfaith discussions, help charities, raise monies
- Build friendship groups
- Priests need to understand that they don't have all the answers and it's OK to call on support of others to help those who have a difficulty with modern life and the priest has no experience of.

Individuals

- Explore innovative technology to share and promote the faith
- Volunteer for both parish and inter denomination and faith events and initiatives
- Look out for out neighbours , say help, ask and support them when in difficulty and need
- Build friendship groups
- Need to volunteer to support priests in their pastoral work that modern life brings that they have no experience of

2b. Responding to Laudato Si

Diocese

- Give an awareness of Catholic Social Teaching

Parish

- Shared lifts to mass and other parish events
- Donate to food bank
- Do people really understand what our faith is all about
- Do schools teach Catholic Social Teaching
- Sharing experiences and personal testimonies

Individuals

- Do not waste water
- Only buy what you need
- If you can walk do not drive
- Families sharing faith and life with others – personal testimonies

2b. Christian voice

Diocese

- Look at our communities and provide for the cultural difference e.g. Masses and events

Parish

- One voice and united teams
- Expand interaction and projects with other churches and faiths
- Look at our communities and provide for the cultural difference e.g. Masses and events
- Work with other Christian Charities not just CAFOD e.g. HCPT

Individuals

- Be brave and speak out
- Encourage everyone to attend outreach programs
- Understanding our own faith and share uniqueness
- Look at our communities and provide for the cultural difference e.g. Masses and events

2b. Stewardship

Diocese

- Priests should not be allowed to come into a parish and dismantle everything to what they want, they should come in accept, grow and inspire.
- Need for development of leadership skills
- Good stewards of all resources
- Go out and spread the message and evangelise
- Be a leader in sustainability – set the standard for society
- Please stop ignoring talent, care, love. Compassion and organisation and allow equality through women priests and deacons and marrieds priests.
- Value everyone for their skill and talents and walk the talk

Parish

- Be aware of Catholic Social Teaching

- Good stewards of all resources
- Introduce card reader payments
- Events to raise money
- Confidence to say what is true with regard to finances
- Go out and spread the message and evangelise
- Be a leader in sustainability – set the standard for society e.g. zero carbon footprint
- Make all activity including fundraising and project work more visible, use technology, local news outlets and social media etc.
- Make the whole community aware of the positive impact of the church

Individuals

- Write to MP's and others regarding issues concerning the marginalised, e.g. vulnerable, elderly, and ill
- Be good stewards of all resources
- Go out and spread the message and evangelise

2b. Pastoral Structures

Diocese

- Need to ensure all are included – inclusion and diversity
- Woman Priests and deacons, married priests,

Parish

- Need to ensure all are included – inclusion and diversity
- Mini Vinnies in school connecting to larger teams
- Empowering young people giving them a sense of purpose
- Fellowship groups post alpha
- Revisit groups and bring structures together across new pastoral area
- Further develop parent groups, mums and toddlers and other groups
- Nonfaith specific groups to encourage the community
- Book club, walking club and other activity to socialise

Individuals

- Need to ensure all are included – inclusion and diversity
- Use of learning post Alpha and other training for the good of everyone and to share with everyone

3 Is there anything further we should take into account when considering the shape of parish groupings?

- Need to be more aware of the need for inclusion and diversity and provide for all and be welcoming to all – a simple smile, tap on the shoulder and asking are you OK and can I help you can go a long way.
- Groups should make themselves known to each other , be open to new members and be welcoming. Structures need to be visible and open to all .
- More visibility of what goes on.

- Need to be aware of culture and current parish identity and need to work together to bring everyone into a new structure.
- There was a positive view on increasing the geographical area to include Sandhurst and Crowthorne.
- There is a wonderful opportunity to provide a cohesive plan that allows for a calendar of Masses and events to meet the demand of the larger area.
- Create a community with a sense of belonging with greater opportunities for growth
- A change program to tie the larger community together that is sensitive to each of the current parishes' cultures
- There is a need to understand risk and assumptions that will need to be managed and taken account of.
- Learn from other communities as to how they have organised themselves and brought communities together.
- By keeping to Diocesan guidelines how inventive and inspirational can we be.
- Consideration of the logistics of the larger area including for example available public transport when arranging services and other activity, use of technology for meetings etc.
- New administration and support structures to meet the need and demand from the new pastoral area geographical size.
- Events that are age specific, to be conscious of worries about large gatherings and groups meeting – for many this has become an increased worry with COVID-19

4 Is there any more feedback that the parish would like to add

- Encourage Religious to be in the new geographical area e.g. nuns and other Religious.
- Need for a Catholic Secondary School for the new geographical area
- Need to be more aware of everyone's needs and to be encouraged to join the various groups and structures
- Review entry requirements to the priesthood and consider is the bar too high.
- Be brave and bold – allow women priests and deacons, Catholic married priests, part time priests.
- Church should be messy church and encourage the marginalised and vulnerable to come and see/ join. Need to enthuse everyone to consider getting to know more people across different Masses and to talk to others around them rather than rush off and not be seen until the next weekend.
- Clear understandable messages are needed including the plan itself – we need to learn that poor communication has historically led to some parishioners leave and not return.
- Change is hard, but the opportunity is huge in invigorating the church i.e. us the people
- Wide view and perspective provided by a wide group of people. The Diocese needs to ensure we stick to our core principles and not dilute to try and use this dilution to attract more people.
- Concern about larger gatherings and meetings. Events and worries heightened arising from COVID-19
- Marriage guidance and counselling is sorely needed – married clergy would be a help here?
- Young couples need support and would welcome a secure and safe babysitting service

- Safe and secure space and organised groups for young people and others so that they could come together and share faith experience
- Will parishes be consulted with regard to clergy in the new pastoral area?
- There were practical suggestions regarding how best to move forward with all aspects of new pastoral area organisation and structure; sacramental preparation; Mass and other liturgical services; groups and pastoral support; best practice; how lay involvement could be mobilised; looking to the Diocese to provide practical and realistic leadership that will need to be considered at the next stage.
- Finance and costs were raised as an aspect requiring attention.
- Property Management and the need for a clear and unambiguous strategy.
- A significant shift in everyone providing their time, talent and treasure is required to achieve the vision. (Look to Divine Renovation as a blueprint).
- The church hierarchy can appear to be a group of men making decisions about topics they have no practical experience or understanding of.