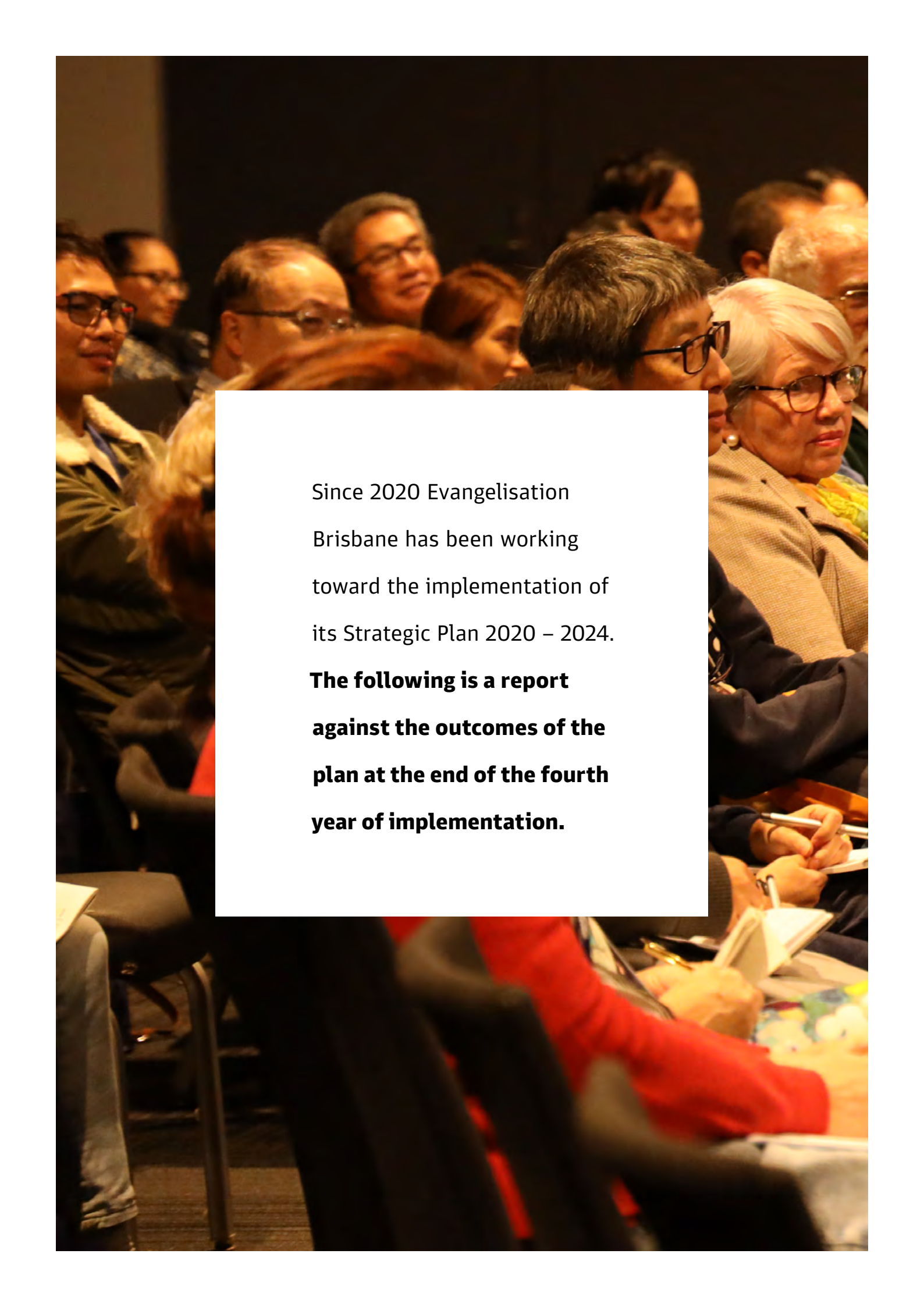




Progress Against Strategic Plan 2023



EVANGELISATION BRISBANE



Since 2020 Evangelisation
Brisbane has been working
toward the implementation of
its Strategic Plan 2020 – 2024.

**The following is a report
against the outcomes of the
plan at the end of the fourth
year of implementation.**

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Whole of Agency Initiatives

Archdiocesan Summit 2023

Outcome One:

To work with, inspire and empower parishes and communities to encounter Jesus and live the joy of the gospel.

The primary strategy for this outcome for 2024 was the Archdiocesan Summit. The Summit was deliberately designed to engage a broad range of Catholics and included a wide variety of keynotes and masterclass presenters from the full spectrum of the Catholic mob: those who could be considered liberal, progressive, traditional, conservative, left, right, centre and everything in between. As such, some feedback from the Summit has tended to reveal the personal leanings of the attendee in their perceptions of some aspects of the event.

From a data perspective, there were 664 tickets sold with 74 parishes represented, 8 cultural communities, 8 ecclesial communities as well as representatives from BCE, RI schools, Centacare, ADS, ADF, University of Notre Dame, ACU and Campion College. Of the 74 parishes, the average group size was 5.2. When asked to rate their experience of The Summit out of 10 the average score was 8.12. When asked if they would recommend this event to a friend or colleague the average score was 8.21.

Outcome Two:

To develop and implement an online evangelisation strategy.

There have been three online strategies engaged to achieve this outcome. The first was the Call to All Catholics in 2021. Through this initiative we engaged thousands of non-practicing baptised Catholics with a promotional video from Matthew Hayden and the development of the More with Jesus 30-day reflection resource. In the end we saw around 500 people contact our office with some of them returning to the Church.

The second was the development of the Going Deeper online discipleship program and podcast (<https://evangelisationbrisbane.org.au/adultformation/online-faith-formation-course/>). This series of videos is supported by our Adult Formation team who engage with participants along the way. The associated podcast is a conversation between the Associate Director, Adult Formation, and various Catholics across the Archdiocese

discussing various aspects of faith (<https://goingdeeperpodcast.buzzsprout.com>). 306 people have now completed the Going Deeper series and the weekly podcast has had 15,574 downloads.

The final strategy is the Catholic Christianity

platform which is a social media, YouTube and podcast platform that promotes and defends the Catholic tradition (<https://catholicchristianity.buzzsprout.com>). The first series of 8 podcasts covered reasons to believe and had around 4200 streams. The second series is currently being uploaded on Catholic moral teaching. This platform is quite

structured and systematic in its approach. The moral teaching series includes current engagement with the topic, an overview of the Church's teaching including the rationale, and then an interview with someone who is living out that aspect of moral teaching.



The weekly podcast has had 15,574 downloads.

Outcome Three:

To lead and manage the implementation phase of the Plenary Council.

The Archdiocesan Summit was the first step in promoting the implementation of Plenary Council Decrees. It was a step toward the Archdiocesan Synod in 2024 and focused directly on Archbishop Mark's seven priorities for the Archdiocese which are closely related to the Plenary Council Decrees.

Evangelisation Brisbane was the key animator of Proclaim 2018, the Archdiocesan Plenary Assembly in 2019, the listening and dialogue phase of the Plenary Council, the Archdiocesan Summit and we have just recruited an Executive Officer for the Archdiocesan Synod 2024.



Catholic Leadership Intensive 2022

OUTCOME FOUR:

To recruit and apprentice leaders in the Archdiocese who are mission-oriented, visionary, transformational and authentic.

The development of leaders across the Archdiocese has been a key focus for each of our teams. Children and Families, Youth and Young Adults, Adult Formation, Parish Leadership, and Inclusion have all developed networks to promote and lead professional development in

their respective areas. This has taken the form of Masterclasses as well as area-specific public lectures and seminars. The Catholic Leadership Intensive has also been promoted across all teams with around 341 participants including over 40 priests completing the course.

OUTCOME FIVE:

To provide Catholic Formation for all the baptised who wish to grow in their faith intellectually and experientially in order that they are formed as missionary disciples.

Beyond the Going Deeper and Catholic Christianity projects, in 2022 Evangelisation Brisbane launched the Archdiocesan Centre for Catholic Formation (ACCF). In 2023 we have completed two modules of the Catholic Foundations Course. The first called Theology in Context and the second being Understanding, Living and Praying the Scriptures. There were 130

and 182 participants respectively. These courses were 10 weeks of Monday evenings at the Holy Spirit Seminary and were live telecast to hubs around the Archdiocese. These modules help to prepare participants for all kinds of ministry in the Archdiocese, but also with a view to the instituted ministries of Lector, Acolyte and Catechist. Modules 3 and 4 will take place in Semesters 1 and 2 of 2024.



Children and Families

OUTCOME ONE:

Integrated networking, formation and training is delivered to address the needs of those ministering in sacramental preparation and children's ministry that is accessible, affordable, adaptable, engaging and inclusive.

The first strategy to address this outcome was to form the Catholic Children's Ministry Network (CCMN). The network exists to 'support, form and inspire Children's Ministry Leaders so that this

generation of children and families can encounter Jesus, thrive in the joy of the gospel and find their home in the Catholic Church'. The network is primarily made up of children's ministry leaders who

are active in providing sacramental preparation, Children's Liturgy of the Word and State School Religious Instruction in their local communities.

The network primarily operates in two ways. Firstly, online via a private CCMN Facebook group which now has 181 members. Secondly, through regular, in-person CCMN events focused on formation, training and inspiration. To date the Children and Families team has seen more than 80 parishes and communities consistently represented at these events.

The second strategy focuses on responding to requests from parishes and communities. Over the last three years the team has directly supported parishes and communities from every deanery of the Archdiocese. Support has included: strategic planning and ongoing follow up; targeted training and resource creation for children's ministry specific to a parish/community; and facilitation of sacramental preparation sessions for parents and children.

OUTCOME TWO:

Resources to assist those engaged in sacramental preparation and children's ministry are delivered.

Resourcing children's ministry leaders and volunteers is vital, not only because it supports them in practical terms, but also because it's content forms both leaders as well as the children and families for whom it will be used. This outcome has been addressed through the following:

In 2021, the team began to produce weekly resources based on the Sunday gospel. These include the gospel reading, a talk outline, games/activities, crafts and interactive prayer experiences all based on the gospel. There are currently over 260 leaders accessing these via a shared Dropbox. We are in initial planning to move these resources to a web-based platform. The full three-year cycle will be complete in June 2024. Resources can be viewed at www.dropbox.com/scl/fo/mrv3m3jdj9inj1p1f00bm/h?rkey=g7h4x4raqiyv5v0s1hsq17uks&dl=0

The feasts and celebrations of the Church calendar provide excellent opportunities to engage children and families. To encourage and support parishes/communities in this the team produced resources for many of the major feasts of the year, including free printable resources, Holy Week and Christmas activity booklets, music and video-based resources. Short promotional videos have been released throughout the last three years with

the dual purpose of advocating for children and family's ministry and notifying people of the resources available to them. Successes include the Stations of the Cross animated video with over 40,500 views on YouTube and Holy Week and Christmas activity book sales over 16,500. Video resources can be



**40,500 views
on YouTube
plus book sales
over 16,500.**



found on our YouTube playlist <https://tinyurl.com/ebchildrenandfamiliesl>

Finally, drafts have been created for a new video-based Baptism and

Confirmation preparation resources.

Filming for the Baptism resource begins in early December 2023.

OUTCOME THREE:

Promote, model and implement a holistic vision of Catholic Children's ministry which recognises ministry to children and families as integral to healthy parishes and communities, and incorporates children and families into the life of these faith communities.

While the team works towards this across all activities, the Encounter Catholic Kids initiative has been a key strategy for this outcome and encompasses two models of children's ministry — regular Encounter Kids 'youth' groups for children in Years 4–6 and stand-alone Encounter Kids days.

Launching the Encounter Kids group has proved extremely difficult with only one out of four interested parishes successfully establishing

a regular group — and the group that managed to launch only lasted for one term. Key barriers to its success have included: the quality of relationship between parish-school-OSHC and recruiting volunteers to ensure that adult-child ratios are sound.

Recognising that a different approach was needed, the team introduced Encounter Catholic Kids (ECK) days towards the end of 2021 and

demand is growing. Since launching ECK days, the team has run five days in collaboration with seven parishes and two half-day programs in one parish.

There are already four ECK days booked for 2024. Information about Encounter Catholic Kids can be found at www.encountercatholickids.com.au.

OUTCOME FOUR:

Recruit staff who will develop and implement strategies that promote, encourage and support Catholic marriage in the Archdiocese of Brisbane.

There are two key strategies to meet this outcome. The first is to create a page on the EB website with information and resources to support parishes as they welcome newly engaged couples. The second is to utilise existing marriage enrichment opportunities and make them available to married couples in the Archdiocese.

Building on the work of the Amoris Laetitia task force, content for engaged couples has been

“

Over 40 couples participated in these two courses.

drafted and will be made available via the EB website by early January 2024. This includes information for couples planning to marry in the Catholic church and support for parishes.

In addition, the C&F team collaborated with Alpha to run The Marriage Course online in 2022 and 2023. More than 40 couples participated in these two courses. The team also worked in collaboration with the EB Inclusion team and the Latin American Catholic Community to run a couples retreat attended by 20 couples.



Vietnamese Catholic Community
Encounter Kids Session 2023



Vocation Brisbane

Discere discernment retreat 2023

OUTCOME ONE:

Creating a culture of vocational awareness across the Archdiocese.

We have built strong relationships with parishes, universities, schools, and cultural communities while collaborating with our EB partner teams. In 2023, we focused on five parishes (Gympie, Kedron, Darra Jindalee,

Inala, and Springfield), UQ Chaplaincy, and the Vietnamese Community. We visited each location multiple times in different capacities (e.g. promotion after Mass, attending a Parish Council and presenting at a youth group) throughout the



year to engage with the audience differently while providing a consistent message.

The annual Vocation Sunday and Vocation Awareness Week celebrations have provided wonderful opportunities to promote our physical resources (posters, prayer cards, Canali postcards, Vocation Brisbane flyers and promo items, wristbands, pens, torches, rosary beads.) in parishes via an Archdiocesan-wide

mailout campaign. Our digital resources for social media, Mass, and bulletins supported the campaign. Six schools invited us in various capacities, we spoke to another 10 youth groups, and we also collaborated with the EB Youth and Young Adults team on occasions outside our regular Reclaim commitment. We have improved our web presence and begun working on a general discernment resource.

OUTCOME TWO:

Build an intentional relationship with 5 parishes to create a local vocation ministry.

Our commitment to building intentional relationships with parishes for local vocation ministries is on track. We've fostered strong connections with three parishes, actively shaping local vocation ministries, and anticipate initiating two more in 2024.

Springfield Parish has successfully launched its ministry, guided by Parish Priest Fr Baiyi Gong. With seven members, the group is dedicated to praying, encouraging, supporting, and fostering vocations. Initiatives include vocation prayer sessions, distributing prayer

cards to families, inviting parishioners to join prayers, and hosting monthly Adoration for vocations on the first Thursday.

The Inala Parish and Vietnamese Catholic Community led by Fr Joseph Vu and parish leadership are very supportive of this ministry. They have monthly Adoration and Rosary prayer sessions for vocations. Fr Joseph passionately guides young people toward

their calling; a culture of vocations is integrated into parish life.

Collaborating with Darra Jindalee Parish has yielded positive experiences this year, involving the Youth Group, vocation awareness Mass, school engagement, and hosting the faith formation hub at the parish hall. Plans for a 2024 meeting with the Parish Leadership team are underway to advance further.

OUTCOME THREE:

Create an active community for both men and women where they have an opportunity to explore their vocation intentionally.

We have established a community of men eager to discern where God is calling them. In 2022, we hosted a monthly basketball group, which created a group of Catholic men engaged in authentic brotherhood. In 2023, we tried a new idea of bringing different ministries together into a combined brotherhood system. Unfortunately, interest from those ministries faded quickly, and we reverted to our monthly Brotherhood activities. 36 unique men attended our Brotherhood group and events

“**In 2023, more than 40 women attended the Journey events.**”

in 2023, successfully generating numbers for those continuing into the Canali Program and applying for the Seminary.

In 2023, more than 40 women attended the Journey group events, and we hosted a women's faith formation hub as part of the ACCF. Sr Theresa Maria Dao actively met with individual women for support and discernment.

Our women's ministry has been well attended and is thriving under Sr Theresa's leadership.

OUTCOME FOUR:

Develop and implement the Canali Program: a program of formation and engagement for those considering Seminary.

The Canali Program was developed and implemented throughout the first two years of the Strategic Plan, forming a committee

including priests who mentor participants and provide valuable insight into the pre-seminary formation process.

In 2023, we made the decision to move the program timeline from starting in January to beginning in August, running between annual Quo Vadis weekends. This allows us to work with the men for closer to 12 months, as opposed to what

had become a 6-month program due to seminary application deadlines.

Four men completed the program in 2022, and two men in 2023. Five men have been accepted into the program for 2024, reaching our desired program numbers.

OUTCOME FIVE:

Presenting 3 applicants to the Seminary annually and 1 applicant annually to religious life.

With three successful seminary applicants in 2022 and two successful seminary applicants in 2023, we are progressing well against Outcome 5. As noted in Outcome 4, with seven men undertaking the Canali Program in 2024, we are confident of providing strong, consistent results in 2024 and beyond.

Similarly, we have had a steady flow of applicants to religious life over the past 4 years, with three women and one man entering postulancy with a religious order after discerning with us. To further assist in the journey of women's discernment in 2024, we are launching the Gratia Program,

mirroring the rationale of the Canali Program, to strengthen the women's pipeline by offering structured formation and guidance as they make decisions concerning religious life.

Vocation Brisbane has significantly redesigned the Seminary Application process to better capture information and enable decision-makers to make more informed choices for the Archdiocese while better representing candidates. This update has been rolled out in the Queensland Province and has made the 2023 applications more comprehensive, efficient, and effective.





Parish Leadership

OUTCOME ONE:

Recruit 10 parishes that partner with Evangelisation Brisbane in creating and implementing a strategic plan for their parishes to become missionary centres of evangelisation.

We have facilitated the development of nine strategic plans in parishes and communities throughout the Archdiocese since 2021 and have committed to working with our tenth parish in the new year. We anticipate signing on a further two parishes early in 2024.

In addition to working with these parishes and communities on the development of their

strategic plans, we continue to work closely with them throughout the implementation phase through regular contact with their priests and leadership teams, providing regular leadership formation sessions, and facilitating an annual planning day each year.



Free More
essentials

Honesty

Zoom Meeting

Recording...

Catholic Leadership Intensive
Empowering today's leaders for tomorrow's Church

Participants: Mel Ledwith, Jamie Ricketts, Laura's iPhone (3), Hugo G, Simon Falk

Type here to search

Catholic Leadership Intensive 2023

OUTCOME TWO:

That the leadership culture in the Archdiocese is mission-oriented, visionary, transformational and authentic.

There are three key strategies we have employed to achieve this outcome. The first is the development of the Catholic Leadership Intensive (CLI).

This ten-week leadership formation program was launched in 2021 and has seen more than 300 people

participate across three cohorts. The CLI draws together clergy and laity to learn together, exploring contemporary leadership practices integrated with

scripture. Participants are given the option to be awarded an Archdiocesan

Certificate in Leadership through engaging with weekly reflection questions if they choose to do so.

Our second strategy has been establishing and engaging with a network of more than 350 leaders in the Archdiocese, offering relevant resources to

develop and build leadership.

The main vehicles for this are a bi-monthly newsletter, and a closed Facebook group for CLI Alumni.

As we seek to develop a mission-oriented leadership culture in the Archdiocese, we are committed to assisting parishes and communities to recruit the right people into their leadership teams. Our third strategy is being available to provide

formation, input, and support to parishes and communities in the formation of their pastoral councils/leadership teams.



The CLI has seen over 300 people participate.

OUTCOME THREE:

Appointments of clergy are strategic, informed, forward-thinking, sustainable, well-planned and well-executed, directly impacting the effectiveness of ministry across the Archdiocese.

We support the College of Consultors and the Episcopal Council to be forward-thinking and comprehensive in their decision-making through the facilitation of an annual Mass count

for the Archdiocese, and by providing up-to-date quantitative and qualitative data on parishes throughout the year.



Adult Formation

OUTCOME ONE:

An ongoing outreach to those who have yet to encounter Jesus Christ.

While the initial Call to All Catholics campaign was held in 2020, there have been ongoing responses and resources provided to those seeking to make a connection to their faith through an awareness of the call of their baptism and how

they can grow in their faith. The More with Jesus resource was created to support those responding to this campaign. Staff attended the Mind Body Spirit Festival to be a Catholic presence in this space where over 20,000 attend the three-day event.

OUTCOME TWO:

Evangelisation formation through the delivery of events, programs and resources to Catholics.

The Archdiocesan Catholic Formation

Centre was launched in 2023 and has

conducted two

Semester units, each

of 10 sessions, as

part of a two-year

formation program

aimed at equipping

participants with a

deeper knowledge

and understanding

of the Catholic faith.

130 participants

completed Module 1

and 182 participants completed Module 2.

Four A Morning's Prayer Saturday

morning retreats (175 participants) and two

guided weekend retreats (58 participants)

were offered at Santa Teresa Spirituality

Centre in 2023.

Quality adult faith resources are created and

promoted to a wide audience. These include:

- From Ashes to Hope, the 2023 Lenten

Resource of daily reflections, which

sold 11,750 copies.

- 2023 Advent Resource,

With Expectant Hearts,

which has sold 7,500

copies to date.

- Daily Gospel Reflections

emailed to 1,100

subscribers daily at 5am.

- 68 Going Deeper podcast

episodes (with 17 guests

interviewed over four

sessions about their faith

journey) were recorded and made available each

week to a wide audience with 15,561 downloads.

- More with Jesus booklet provides a 30-

day reflection guide on the significance

of one's baptism.

- Resources such as At Home with God's People

and Crossroads RCIA utilised by catechists are

reviewed and updated regularly.

“

68 Going Deeper podcasts were recorded with 15,561 downloads.



A Morning's Prayer Retreat October 2023

OUTCOME THREE:

An integrated adult formation program established to address the needs of parishes, communities and ministry groups and individuals that is accessible, affordable, adaptable, engaging and inclusive.

The Going Deeper video series has been re-edited and provides Catholics the opportunity to engage with the basic elements of their faith. It is offered in February and August each year and was launched nationally in February 2023. It attracted a cohort of 30 participants in 2023.

17 parish retreats and formation sessions involving 595 Catholics have been facilitated by

the AF team in response to requests.

Alpha courses are run in more than 20 parishes. The Adult Formation team has made contact with more than 400 people, held a local training event and supported team leaders with resources as well as promoting the Alpha course across the Archdiocese.

OUTCOME FOUR:

The development of a network of Catholics who become leaders of formation in their various parishes and communities and work toward the ongoing formation of those in their parish or community.

The Adult Formation network has been developed and strengthened through regular communications to all those who attend Adult Formation events and access Adult Formation resources. The Vine was published monthly and distributed to 1,100 subscribers. A member of the Adult Formation

team serves as a member of the Archdiocesan Catechumenate Committee (bi monthly meetings) and assist with support and formation opportunities for parish teams and organises the annual Rite of Election, attended by more than 500 people. A quarterly RCIA newsletter is distributed.







Youth and Young Adults

OUTCOME ONE:

Recruit, inspire, train, and empower youth leaders across the Archdiocese of Brisbane.

One initiative that falls under the purview of the Youth & Young Adults (Y&YA) team is the Catholic Collective, the purpose of which is to build a network of youth leaders across the diocese and support their ministry. This initiative has two main priorities, firstly to provide coaching and support to youth leaders and coordinators through regular meetings and check ins. Secondly, we facilitate quarterly Masterclasses, these are in-services to

youth coordinators to grow skills in youth ministry and opportunities for encounter where they can grow and deepen their own faith.

However, COVID has had a significant impact on this outcome. The number of parish and community youth coordinators who are employed in the Archdiocese is less than 50% of what it was pre-Covid and our opportunity to host events was limited from 2020–2022.

OUTCOME TWO:

Launch and lead four youth ministries in parishes that have secondary schools with regular attendance of over 50 youth weekly.

Three Encounter Youth Groups have been established (Springfield, Kedron & Caboolture) with a look to onboard a fourth in 2024. Numbers have fluctuated across the years but in recent times have been consistently around 30 students at each youth group. Though they are not at its target of a weekly attendance of 50, they are amongst the largest youth groups in the Archdiocese.

In addition to the weekly youth groups, the youth coordinators at these three parishes visit the schools each week.

The activities in the school varies between each parish, but where we're seeing success

is in the weekly lunch hubs that are hosted at Padua and Mount Alvernia Colleges.

These are supported by the schools who contribute towards food and promote the lunch hub to their students.

Likewise, where there has been good relationships and communication between the Youth Coordinators and the

Campus Ministers there has been an increase in attendance at the youth groups.

“**100 young people are gathering weekly.**”



Encounter Youth at Our Lady of the Southern Cross Springfield

OUTCOME THREE:

From these four parishes, recruit at least 32 trained and fully engaged leaders and volunteers, inclusive of students currently in Grades 11 and 12 (eight per youth group).

The team has been intentional about identifying leaders and building a leadership pipeline within the youth ministry so as of 2023, all the employed youth leaders were previous members of the youth group. These youth groups consistently have eight

leaders each week, these leaders are a mix of junior leaders (high school students) and young adult leaders.

Leaders commit to weekly youth group, regular leaders' meetings and other events like Masterclasses and Encounter Leaders retreat.

OUTCOME FOUR:

Recruit, inspire, train and empower musicians in parishes which are engaged in the youth project to develop high quality beautiful music that facilitates and encounter with God.

A key element of Encounter Youth is music and incorporating worship as a part of prayer, which is led by bands that are made up of students and leaders from the parish. These band members commit to ongoing rehearsals and practice outside of weekly youth group and lead music at youth Masses in their parish in addition to youth nights.

In 2021 The Psalms Project was released; this was a collaboration of young musicians in the Archdiocese who collectively wrote and recorded

music for ten psalms that can be played in Masses and Liturgies. This project both raised the calibre of music that is available at Mass and gives a platform for young Catholics to share their gifts with the Church. The Psalms Project came under the banner of Encounter Catholic Music which will be expanded on in 2024. We are looking to record 2-3 songs with young musicians from our youth groups and similarly give them an experience of sharing their gifts with the wider Church.

OUTCOME FIVE:

Provide opportunities for young adults (18-30) to deepen their faith and be engaged in their local parish.

Since the implementation of the strategic plan, we have supported the chaplaincy program at the University of Queensland. In recent years that has meant employing a chaplaincy coordinator who works with The Newman Society on campus and the University Chaplain to support on site events like Masses, holy hours, Scripture

studies and theology on tap events. In 2024 we are looking to how we can engage other university campuses and support Catholic Groups/ Societies on campus.

Through the Catholic Collective network, we are looking to upbuild and promote young adult ministries in parishes and explore what support



the youth coordinators and youth leaders on the ground need to make that happen.

Reclaim is a monthly young adult event that is hosted by a collaboration of youth ministries; NET, Frassati, Ignite Youth, Vocations Brisbane, and the UQ Newman Society. Each ministry takes turns in hosting Reclaim, the nights usually include a speaker, reflection questions/small group discussion and element of prayer. Monthly attendance at Reclaim can be between 60-80 people. Young adults are also invited to attend the annual Reclaim retreat that is held mid-year and is a weekend getaway for young adults to grow in the relationship with Christ.

In 2023 the Archdiocese led a pilgrimage to World Youth Day of around 45 young adults. Those who were part of the pilgrimage reported it being a powerful and positive experience, however it was a significant cost to Evangelisation Brisbane. At this stage, it is a challenge to ascertain whether this investment has been or will be fruitful and likely this will be revealed over a significant amount of time. The team will explore ways we may be able to assess this, such as a survey of attendees 12-18 months after the pilgrimage to see its effects on individuals and their engagement in the Church.



Inclusion

Inclusion & Community Life
Network Launch 2023

OUTCOME ONE:

Develop a skilled and committed EB workforce by facilitating professional development for EB staff to increase their cross-cultural skills and awareness; understanding of ecumenism and inter-religious relations; knowledge and commitment to social justice issues, ecology, First Nations peoples and the Archdiocesan Reconciliation Action Plan.

There has been a consistent annual commitment by Evangelisation Brisbane requiring all staff to participate in an array of professional

development opportunities to increase agency competency within the areas of Inclusion.

Examples of this include an all-agency cultural

immersion visit to the Cherbourg Ration shed, all agency participation in the Blanket Exercise (historical acceptance/truth telling experience), attendance and participation in the inaugural Reconciliation Dinner, agency visits to Jewish Synagogue and Islamic Mosque. EB staff and family members participated in an Iftar Dinner with

members of the Ahmadiyya Islamic community. Both groups were given the opportunity to learn more about a different faith tradition. The Inclusion team has also provided numerous workshops for EB covering topics such as Laudato Si' (integral ecology) and Conversations with Care (exploring the impacts of unconscious bias).

OUTCOME TWO:

Foster and coordinate multicultural pastoral care in the Archdiocese of Brisbane and beyond.

The completion of a two-year review of all cultural communities (AoB Cultural Communities Consultations Report) has led to increasing support to communities through the employment of a fulltime Multicultural Pastoral Care Project Officer (2022). A Cultural Communities data base has been developed to keep up to date contacts, relevant statistics, and key annual events. Since the commencement of the EB Strategic Plan the network of engaged community leaders has increased significantly. In addition to the Cultural Chaplains Network, we now have active community contacts for every cultural community within the Archdiocese of Brisbane. This has been the result of prioritising the development of intentional and authentic relationships with community leaders.

The Inclusion team supported the appointment of Bishop Tim as 'Bishop for Cultural Communities'. Having Bishop Tim now appointed to this role is a

strength to our work and to the voice of cultural communities within the Archdiocese. Bishop Tim's role as Chair of the Community Chaplains and Leaders network has allowed opportunities such as professional development focused on inculturation

offered to the Community Chaplains and Leaders. There has been an ongoing communications campaign to promote cultural community events/celebrations as part of Apostolic Priority (Bringing Cultural Communities to the centre). The coordination of the annual Multicultural Mass (annual participation approx. 1000 people). This included in 2023 the involvement of

three new communities — Indian, Congolese and Malaysian. There has also been a new focus on expanding collaboration and participation of cultural communities in the Corpus Christi Procession. Participation from cultural communities made up a significant contingent of the 5000 in attendance in 2023.



**Annual
Multicultural
Mass
participation
is approx.
1000 people .**

OUTCOME THREE:

Deepened awareness and commitment to social justice, peace, and ecology issues within the Archdiocese of Brisbane.

Development and launch of the first Archdiocese of Brisbane Laudato Si' Action Plan 2022–2023. The Archdiocese of Brisbane was the first diocese in the world to publish an action plan on the Vatican Laudato Si' platform. Throughout 2023 a comprehensive consultation process with all Church agencies was held to review goals and associated actions. This process of review and development of the next iteration of the action plan has been assisted through the formation of the Archdiocese of Brisbane Laudato Si' Reference Group to provide support to our work. The new action plan (2024-2026) is set to be launched in early 2024. The new plan includes key Archdiocesan priorities such as implementing a sustainable transportation strategy, sustainable procurement strategy, ethical investment policy and energy transition strategy.



The Archdiocese of Brisbane was the first diocese in the world to publish an action plan on the Vatican Laudato Si' platform.

The Catholic Justice and Peace Commission (CJPC) underwent significant change at the beginning of 2023 with the appointment of a new Executive Officer (Justice, Ecology and Peace Project Officer) and new CJPC Chair. There are currently 27 parishes actively involved in Laudato Si' related activities and initiatives. The recently appointed (2023) fulltime Justice, Ecology and Peace Project Officer has delivered workshops/ seminars at BCE Youth Events, Seminary, Ignite, Brisbane Summit, along with various parish presentations. Additional key events involving the Justice, Ecology and Peace Project Officer include the Good Friday Death Penalty Vigil, Luminous Multicultural Parade, Coordination of the Brisbane Social Justice Statement Launch, coordination of the Season of Creation Mass and Ecumenical Liturgy.

OUTCOME FOUR:

Increase understanding, appreciation and the number of parishes and agencies implementation of the Reconciliation Action Plan.

2020 saw the creation and launch of the Archdiocese's first Reconciliation Action Plan (RAP).

This was endorsed by Reconciliation Australia. The Inclusion team secured a fulltime RAP Manager



Multicultural Mass 2023

in 2023 and the new RAP (2023–2025) was launched to coincide with the inaugural Archdiocese of Brisbane Reconciliation Dinner (event sold out months in advance).

Key achievements since the launch of the first RAP in 2020 include:

- Establishment of a governance structure for the delivery of the RAP including the creation of the Archdiocese of Brisbane Reconciliation Reference Group, specific agency working groups and the development of pilot parish working groups to track, measure and deliver on commitments from the RAP 2020 -2022.

- Archbishop Mark Coleridge's endorsement of The Uluru Statement from the Heart in 2021. Archbishop Mark was the first Bishop of Australia to do so, and his support led to the Australian Bishop's endorsing The Uluru Statement from the Heart nationally.

- Promoting Aboriginal and Torres Strait Islander culturally inclusive welcoming spaces in workplaces and parish offices and churches through the inclusion of Acknowledgement of

- Country plaques, Aboriginal and Torres Strait Islander artwork, symbols, and flags where appropriate.

- 2021 finalist in the Queensland Government Reconciliation Awards in the Community category.

- The establishment of the annual Laurel Blow Speaker Series which has included First Nations guest speakers covering topics including Aboriginal Spirituality (Land, Sea, and Culture), Truth Telling, impacts of colonisation, and the Voice to Parliament.

- Australian Blanket Exercise A Truth Telling immersion experience, where participants physically walk in the footsteps of Australian First Nations Peoples. This experience was presented by First Nations Leader, Thelma Parker to Executive Leadership, senior clergy,

agency employees, parish priests, parishioners and at the Brisbane Summit.

A video discussion panel hosted by Archbishop Mark Coleridge with three First Nations Peoples from the Archdiocese of Brisbane. This interview explored January 26, and what this date means to each of them personally including the historical significance of this date to those within their local communities.

NATSICC Cultural Competency in a Catholic Context online module was provided to all Church

agency employees and RAP pilot parishes. The module promotes reconciliation

through the development and delivery of educational programs that foster cultural understanding and respect for Aboriginal and Torres Strait Islander peoples.

Six parishes have become a RAP pilot parish and are receiving support on the journey of reconciliation within their local community. A further five parishes are set to become RAP parishes in 2024.

OUTCOME FIVE:

Implement the Plenary Council Decrees including developing pathways of inclusion for all people with a focus on those with disabilities, women, the divorced and remarried, and members of the LGBT+ community.

As the Catholic Church waits for the Plenary Council Decrees to receive the green light from Rome, the Inclusion team has moved ahead in the creation of an Archdiocese of Brisbane LGBTQ+ Reference

Group chaired by Bishop Tim Norton. Initial work on this commenced in 2022. The Archdiocese of Brisbane LGBTQ+ Reference Group has been established to facilitate listening and dialogue between

representatives of the Catholic Archdiocese of Brisbane and people who are or have been involved with the Catholic Church and identify as LGBTQ+ or friends/family members of someone who identifies as LGBTQ+. The aim of the listening and dialogue is to provide people who are

LGBTQ+ a safe atmosphere for their experiences to be heard. In staying faithful to the teachings of the Church, the Group commits to exploring the actions and implications associated with

bringing to life in our Archdiocese the vision shared within the Decrees of the Fifth Plenary Council of Australia. This includes establishing avenues of communication with people from parish and faith communities who

are LGBTQ+, loved ones and supporters in order “to be a Church that is able to dialogue and listen without judgement, to hear the voice of Christ in their stories” (Decree 3, Called by Christ Sent Forth as Missionary Disciples – Section 8). The reference group may be asked to provide information and



We have launched the Inclusion and Community Life Network.



recommendations to the Archbishop and Auxiliary Bishops of the Catholic Archdiocese of Brisbane to embed perspective, review strategies to inform culture and ensure that current or emerging issues are addressed appropriately.

To support the development of pathways of inclusion we have launched the Inclusion and

Community Life Network (ICLN) in 2023. The network supports people who are passionate about creating a more inclusive Church community and provides professional development resources, access to networking events and one-on-one support. Currently the network has 70 members.

OUTCOME SIX:

Promote the essential nature of ecumenism and inter-religious relations to the local church in the Archdiocese through prayer, communication, education and building relationships with other Christians and those of other faiths.

Supported by the part-time Executive Officer for the Council for Ecumenism and Inter-religious Relations (CEIR), education and training opportunities have been offered annually including introductory workshops (e.g. Ecumenism and Interfaith 101 – Watch Your Language), Interfaith dinners (e.g. IFTAR Dinner and QFCC Faith Leaders Dinner). Delivery of Ecumenical and Interfaith workshops with Anglican, Catholic and UCA

Theological Students at Banyo Seminary. The CEIR Executive Officer has also provided fortnightly inserts for the Clergy and Parish Bulletin giving information on festivals and celebrations across faiths. Annual events coordinated by the CEIR Executive Officer include the Joint Clergy Day of prayer/formation, Bishop Michael Putney Memorial Lecture, along with assisting in the delivery of the annual Lord Mayor's Prayer Breakfast.



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