



PATHWAYS TO MINISTRY



Foreword | Teresa Brierley

For as in one body we have many members, and all the members do not have the same function so we, though many, are one body in Christ, and individually members one of another. Having gifts that differ according to the grace given to us, let us use them ... (Romans 12:4-6)

You find yourself at a point in your life, where there appear to be many options, or maybe none are presently apparent to you. People are asking of you; “what are you going to do with your life?” You may even be experiencing a sense excitement of what lies ahead or there may be confusion and fear. How do people work out (discern) the best pathway for them? What might the Catholic Church have to offer you I hear you ask!

We believe that each person has a calling, something specific that God calls us to. The language we frequently use in the church is vocation. God invites us to live a particular vocation based on the gifts given to us.

The Pastoral Placement Program provides people with the opportunity to explore their God-given gifts in a safe and nurturing environment. We are looking for people whose life circumstances, personal background, interests, relationships, and God given gifts lead them to exploring what it might mean to proclaim Christ.

This is an exciting opportunity to discern the voice of the Spirit in your life and to share your gifts, hopes and ideas as a source of renewal for yourself and your local church.

It is hoped that by engaging with this program you will experience a real encounter with Jesus Christ which may lead to the discovery of a personal vocation and to full participation in the life of the Church or within the community.

This year-long program is about self-discovering in the company of others. Who are you called to be and then what does this lead you to do? Life is about finding meaning and purpose and the Pastoral Placement Program provides participants with the opportunity to explore their purpose through a number of formation opportunities while experiencing work/ministry in several settings across our diocese.

Please read on and be open to the possibilities that lie before you and us. Since 2015 I have really loved journeying with those who have stepped across the threshold of the Pastoral Placement Program. I have been privileged to encounter their growth as people who want to make a difference by being engaged in the life of their local communities.

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Prayer...

Grace and peace be yours in abundance
through the knowledge of God and of Jesus our Lord.

– 2 Peter 1:2

Christ Has No Body...

Christ has no body but yours,
No hands, no feet on earth but yours,
Yours are the eyes with which he looks
Compassion on this world,
Yours are the feet with which he walks to do good,
Yours are the hands, with which he blesses all the world.
Yours are the hands, yours are the feet,
Yours are the eyes, you are his body.
Christ has no body now but yours,
No hands, no feet on earth but yours,
Yours are the eyes with which he looks
compassion on this world.
Christ has no body now on earth but yours.

– Teresa of Avila (1515–1582)



Our Vision

To live the joy of the Gospel and share it with the world.

Our Mission

The Diocesan Synod of 1992-93, acting on behalf of the diocesan community, resolved to embrace and promote the Vatican II understanding of the Church's mission contained in the following:

The Church, because it is the People of God and the Body of Christ enlivened by his Spirit, is called to be a sign and instrument of communion with God and of unity among all people (LG1).

The Church exists to promote the Kingdom of God on earth (LG5).

This it does by proclaiming Christ – the Good News of God's love for all people – and by working in the world for justice, peace and reconciliation.

This mission finds its source and summit in the Eucharist (LG11) which, when lived in everyday life and celebrated in the liturgy, is both the living symbol of Christ's life, death and resurrection and celebrates the deepest identity of the Church as a communion of life, love and truth (LG9).

All those who, through baptism, have been initiated into the community of the Church, have the right and duty to participate in its life and mission as a response to the Spirit in their lives (LG3).

We are called to live out the commandment of Jesus: 'Love one another as I have loved you' (Jn 15:12).



Pastoral Goals

The Synod, acting on behalf of the diocesan community, accepted the following as our diocesan pastoral goals:

- ▶ That we, the Church of the Diocese of Maitland-Newcastle, be recognised as a visible and credible sign and instrument of communion with God and of unity among all people (LG1).
- ▶ That in every parish of the diocese all the baptised have the opportunity and formation to make their contribution to the life and mission of the Church.
- ▶ That all members of the diocesan community – young and old, poor and rich, weak and strong, clergy, religious and laity, individuals, families and institutions – be recognised as working together to meet the spiritual and pastoral needs of God's people.

These goals, vision and mission were underpinned by a set of theological principles which the Diocesan Synod used as the basis of our life together and our pastoral planning activities.

The Five Foundations of Church and Ministry Life

FOUNDATION 1: Identity and Community

- ▶ Fosters Christian community, hospitality, welcome and respect – an identity ground in ‘communio’.

FOUNDATION 2: Worship and Prayer

- ▶ Gathers people for prayer, sacrament and liturgical celebration... is Eucharistic in life and worship.

FOUNDATION 3: Formation and Education

- ▶ Facilitates spiritual growth and promotes empowerment through education and formation.

FOUNDATION 4: Mission and Outreach

- ▶ Engages people in the transformation of society – outreach through mercy and justice – to build the kingdom of God.

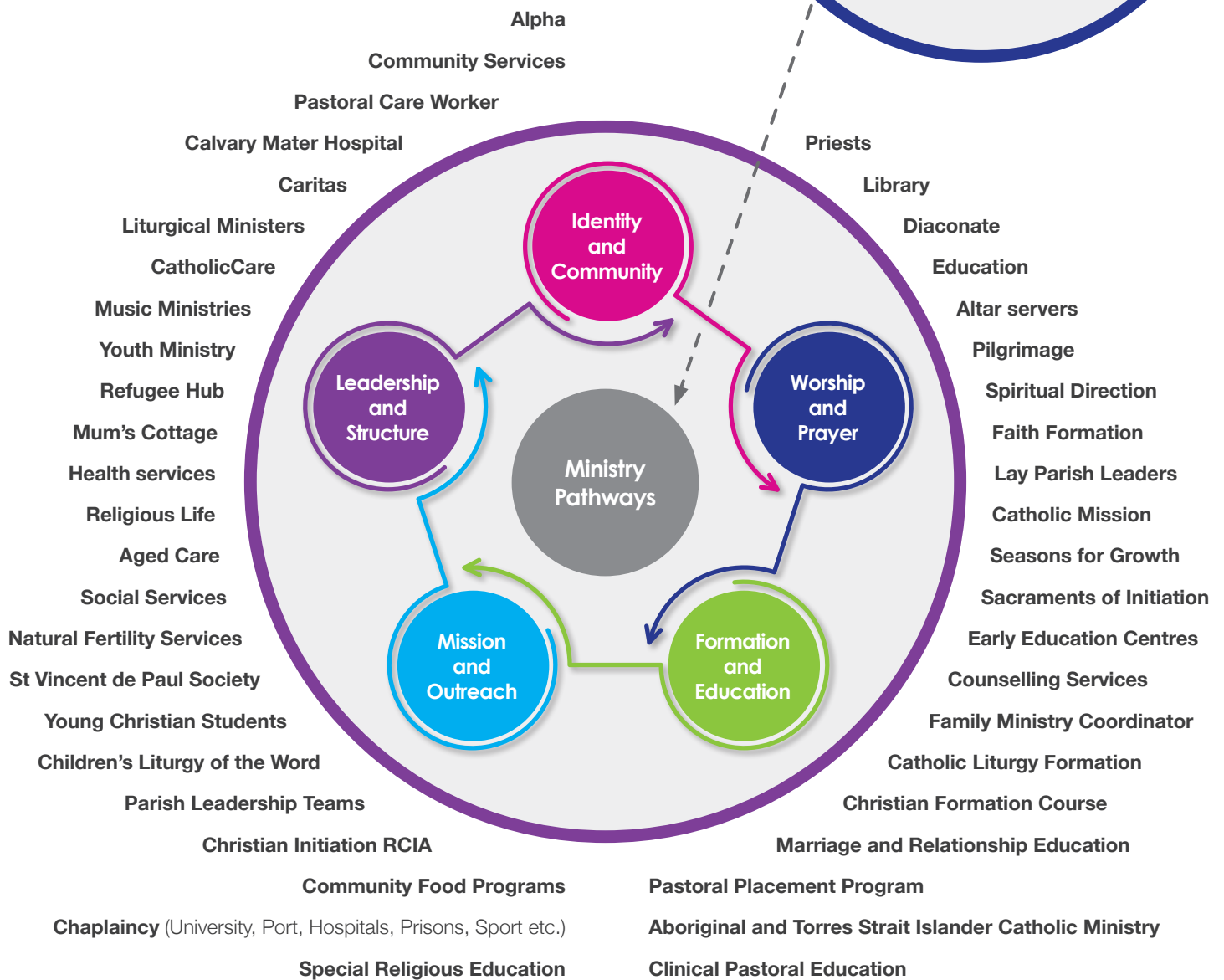
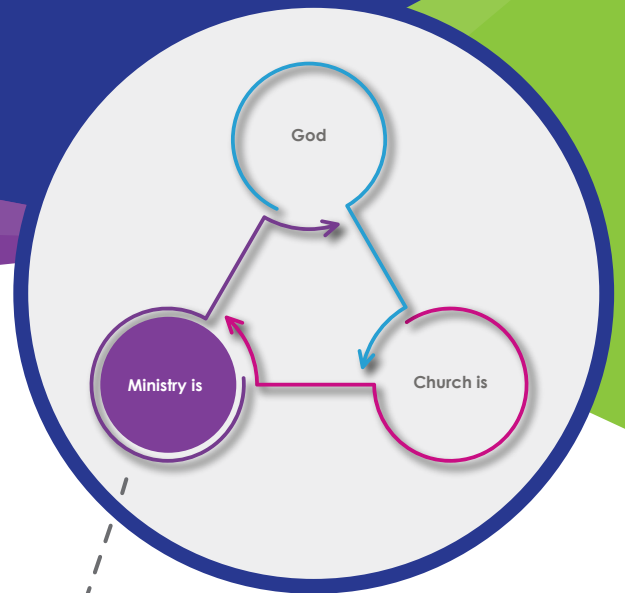
FOUNDATION 5: Leadership and Structure

- ▶ Fosters effective Christian leadership, communication, organisational and maintenance structures.

Which foundation calls you?

Ministry Pathway Opportunities

The Diocese of Maitland-Newcastle offers a variety of Ministry Pathway opportunities. Some can be experienced at a local Parish or Diocesan level, others through involvement in the Pastoral Placement Program or through continued study and commitment.





Pastoral Placement Program

Our Vision

Diocese of Maitland-Newcastle: To live the joy of the Gospel and share it with the world.

Pastoral Placement Program: To form missionary disciples.

Our Mission

The Pastoral Placement Program provides opportunities for encounter and accompaniment within community and to go forth as missionary disciples.

Pastoral Placement Objectives

| GOALS | | PASTORAL AND FAITH OBJECTIVES |
|--------------|--|--|
| See | Finding: What is happening in the situation? | <ul style="list-style-type: none"> ▶ What exactly is happening? (the facts) ▶ Why is this happening? (the causes) ▶ What is this doing to people? (the consequences) |
| Judge | Asking: What am I called to do? What is the ideal solution? | <ul style="list-style-type: none"> ▶ What do you think and feel about this? ▶ What does your faith say? What would Jesus do? ▶ What should be happening? |
| Act | Acting: With informed knowledge to create change. | <ul style="list-style-type: none"> ▶ What is it that you want to change? (long term) ▶ What action are you going to take now? (short term) ▶ Who and what can be involved in your action? (resources) |

These objectives were underpinned by Cardinal Joseph Cardijn's See-Judge-Act interdisciplinary method to be used as a reflective, informed, and prayerful way to make informed decisions.

Pastoral Placement Program (PPP)

Participant Guide

Purpose

The Pastoral Placement Program offers participants an experience of ministry in the Diocese of Maitland-Newcastle. The purpose of this program is to enable participants the opportunity to experience different workplaces and ministries across the diocese. These 'on the ground' ministry work placements help participants explore the opportunities that are available to them to serve God and the local community of the Catholic Church in the Diocese of Maitland-Newcastle.

The Pastoral Placement Program provides participants a year-long discernment journey, involving the see, judge, act philosophy, to make an informed choice about the possibility of their future ministry or career choices.

Requirements

Hours

- ▶ Ten hours of paid placement per week, allocated within working in an agency, a parish or within a local community organisation.
- ▶ Ongoing formation sessions throughout the year

Placements

- ▶ Placements will run 1 day per week over a 4-week block.
- ▶ A supervisor provides ongoing support throughout the placement.
- ▶ Monthly gatherings are held on the 1st Friday of each month.
- ▶ The supervisor will check-in with you throughout each placement. Frequent communication is important as this helps to minimise confusion, troubleshoot any difficulties or concerns and to celebrate achievements.

- ▶ Feedback will be provided after each placement, to assist with personal discovery and growth.

Additional

- ▶ **A journal** provides the opportunity for participants to reflect on their placement experiences and consider how their faith calls them to action.
- ▶ **A Project** will provide participants with the opportunity to develop a new resource, event or concept that is directly related to one of the Diocesan Five Foundations for Church Life. This project will be presented to the various agencies at the end of year Presentation Day.

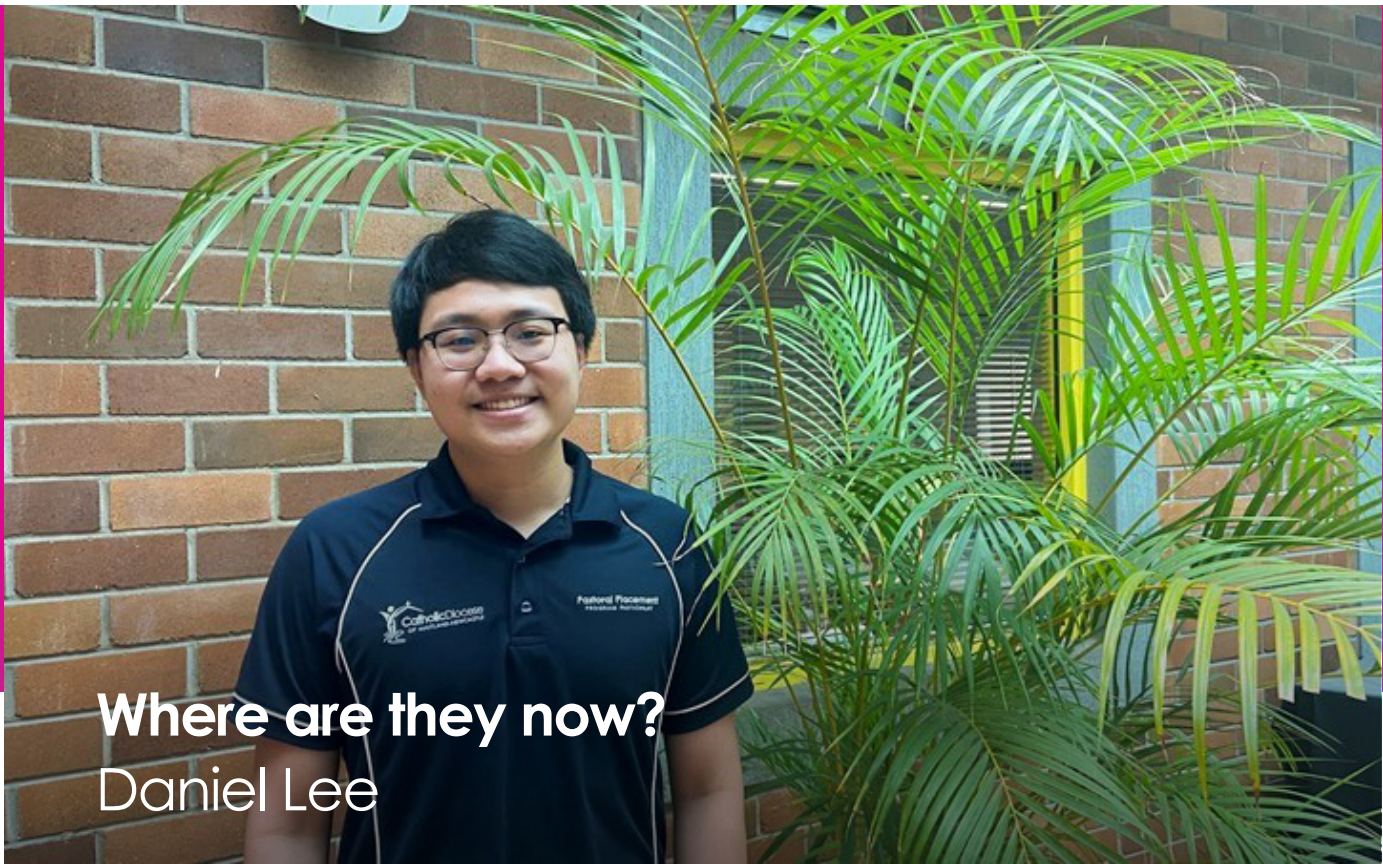
Contact information



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Where are they now? Daniel Lee

What was your most memorable experience?

I have had so many great memories, but if I must just mention one, it would be my parish placements. I remember it was Covid when I joined the PPP and I had to register each parishioner as they came in. By the middle of the year, I was able to remember most of their names and it was always a God moment when they realised, I recognised them and truly 'saw' them. It was amazing to have a program that guided me back to the building blocks of what makes a church, the people.

What is a life lesson that stuck with you beyond the Pastoral Placement Program?

It would be the importance of community. I think in this day and age, especially in Australia, we all live very individualistic lives, and it can become easy to have social interactions but not actually have meaningful interactions. I learnt that it is through becoming a part of a community that life becomes a lot more vibrant, joyful and profound.

How did your relationship with God mature and develop?

Through the various people I journeyed with during the program, my faith deepened. They challenged, supported and nurtured me, and through it, I grew to love God more, and desire to serve him in everything I do. I also learnt that faith is a life-long journey, and the PPP has equipped me with the means for it, especially through the discovery of faith-filled, life-long friends.

What position do you currently hold now and how has the Pastoral Placement Program influenced this career pathway?

Throughout my PPP journey, I knew I wanted to be involved with journeying with young adults, but I did not know how to go about it and through a series of events, I am currently working as a Support Worker for the PPP, the same program that has slowly but surely changed my life. The encounters I had and the people I have met during the program has shaped me, in the way I think and act, and will continue to form me for the rest of my life.



Where are they now? Summer

What was your most memorable experience?

Mum's Cottage because it was a different ministry that I've never been a part of before. It was lovely for me to see other's faith journey.

What is a life lesson that stuck with you beyond the Pastoral Placement Program?

I can give anything a go having a faith. The PPP has been life changing! I wouldn't be going to WYD or accompanying Abbey on her faith journey if it wasn't for the PPP.

How did your relationship with God mature and develop?

In the first year we were involved in a lot of faith formation, so by the end of my second year I was running formation opportunities for others.

What position do you currently hold now and how has the Pastoral Placement Program influenced this career pathway?

Youth Ministry: I wouldn't be teaching now, mentoring youth academically & spiritually. The PPP showed me my vocation is to teach younger people. I changed from law to teaching. The PPP showed me how much I can use my faith to help others. If I teach, I can do this all my life. The PPP was the main influence of that change, so I am so grateful for that.

Testimonials

“

Meeting like-minded, faithful individuals has been such an enriching, inspiring experience.

– SUMMER HARRISON

“

This opportunity has truly been a blessing from God.

– ROSE-MARIE MAHONEY

“

The PPP has opened, not only my eyes, but my heart as well to exploring God's work. – NATALEE BONIMINI

POSITION DESCRIPTION

PASTORAL PLACEMENT PARTICIPANT

| | |
|---|--|
| <p>REPORTS TO</p> <p>Manager Formation and Education</p> | <p>STATUS/ 10 hours a week</p> <p>CLASSIFICATION Part-time</p> |
| <p>Organisational Summary</p> <p>The Diocese of Maitland-Newcastle serves the people of the Newcastle, Hunter and Manning regions which have a population of some 160, 000 Catholics. Through its parishes, pastoral groups, and its agencies of Catholic Schools, CatholicCare, St Nicholas Early Education and other agencies the diocese provides faith, spiritual, pastoral, educational, social welfare, and community development. The Diocese employs approximately 4,500 staff across its parishes and agencies</p> | |
| <p>Vision</p> <p>To live the joy of the gospel and share it with the world.</p> | |
| <p>Mission</p> <p>In 1992-93 the diocesan community resolved to embrace and promote Vatican 11's understanding of the Church's mission contained in the following:</p> <p>The Church, because it is the People of God and the Body of Christ enlivened by his Spirit, is called to be a sign and instrument of communion with God and of unity among all people (LG1). The Church exists to promote the kingdom of God on earth (LG5). This it does by proclaiming Christ – reconciliation. We are called to love out the commandment of Jesus; 'Love one another as I have loved you' (Jn 15:12).</p> | |

PRIMARY PURPOSE

Participants will perform aspects of the role of a staff member in pastoral ministry by engaging in work experience in various ministries across the diocese while in special formation as temporary members of the Bishop's Staff.

The purpose of this program is to provide pastoral placements for those seeking to explore the opportunities to serve God and God's people through ministries of the Catholic Church in the Diocese of Maitland-Newcastle.

Participants will be placed in as many of the following ministries as possible to get a sense of what is involved in working in the mission field of diocesan life. Some of those placements will be with placement partners such as:

- St Vincent de Paul
- Parishes - Liturgy, Pastoral Care, Faith Formation
- Chaplaincies - Hospitals, Port
- Catholic Schools - Pastoral Care, Teaching, Religious Education & Spirituality
- St Nicholas Early Education
- CatholicCare Social Services – Child, Youth, Family and Food Services, Refugee Hub
- Youth Ministries - Activ8 Chisholm, Diocesan Council of Ministry to Young People
- Pastoral Ministries - Faith and Ministry formation, Family Ministry, Diocesan Councils (DCMYP)
- Mum's Cottage
- Catholic Mission/Caritas
- Diocesan Shared Services - Human Resources, IT, Finance, Communications, Records Management

Organisational Environment

Participants will fulfil all the requirements of the program under the supervision of the Manager Formation and Education. Six hours a week (preferably 1 day) will be spent in a placement within the agencies and ministries of the diocese. These placements will be between 4 and 6 weeks' duration. In addition, four hours a week is to be spent in a focused ministry pathway for the full ten months of the program. Formation both formal and informal, individual and group is a vital component of this program that may take place outside of the 10 hours of placement and church ministry hours. Participants will be required to reflect and report on their experiences within the program under the management of supervisors/ mentors.

The incumbent commits to working within *Work Health and Safety* guidelines and the *Code of Conduct* at all times whilst in the employ of the Catholic Diocese of Maitland-Newcastle.

| KEY ACCOUNTABILITIES | KEY TASKS |
|--|--|
| KEY PERFORMANCE AREA Placements | <ul style="list-style-type: none"> Attend placement at the designated time and day Perform the assigned tasks for each placement Participate in the workplace culture and setting of each placement, attain positive feedback from placement supervisor |
| Policy and Procedures | <ul style="list-style-type: none"> Attend, participate in and perform tasks related to group meetings which are held at least once per month Maintain up to date knowledge of the diocesan policies and procedures Complete journaling, reflections and reports Adherence to diocesan policies especially Code of Conduct, WH&S, Integrity in the Service of the Church and Child Protection |
| Supervision | <ul style="list-style-type: none"> Respond to and action emails and phone communication in a timely manner Weekly contact with supervisor individually through visits, phone and emails Monthly meetings with all participants as a group |
| Formation and Training | <ul style="list-style-type: none"> Attend Professional 'in-service' and formation days in particular the Bishop's Reflection Days, Youth Retreats and others as required |
| Significant Challenges (Short & long term) | |
| What | Why |
| Following Diocesan policies and procedures for Child Protection, Complaints Procedures and Code of Conduct etc | The ministries in the field are never clear cut as policies and procedures might imply. The challenge is to maintain the spirit of the work. |
| Maintaining good working relationships with staff of placement partners | Each participant has particular needs and preferred work styles which may or may not be compatible with the various partners |

Qualifications

Essential

- Hold a current NSW Driver Licence and have access to own transport.
- If you are 18 years or older, depending on the areas of the business you will work in, you may require a Working With Children Check number for paid employment (this requirement will be determined if you are successfully employed in the role).

COMPETENCIES, SKILLS & EXPERIENCE REQUIRED (Selection Criteria)

Essential

- A Christian approach to working in the Church
- Capacity to work effectively as a member of a team and to honour confidentiality
- Good verbal and written, interpersonal and communication skills
- Preparedness to meet the demands of a variety of work/ministry settings in locations across the diocese; including being available to work evenings and weekends as required
- Ability to work independently, demonstrating responsibility and reliability
- Diligent, organised and able to prioritise and complete set tasks in a designated time
- Ability to use computers, digital technology and the Microsoft Office suite of programs

Desired

- Keen to explore the call of the baptised
- Knowledge of and personal commitment to the Catholic Church and its teachings

KEY RELATIONSHIPS

| INTERNAL | EXTERNAL |
|---------------------------------|-------------------------------------|
| Director of Pastoral Ministries | Church Agencies |
| Manager Formation and Education | Pastoral Placement Program Partners |
| Pastoral Placement Supervisors | |
| Other Program Participants | |
| Parishes | |



This opportunity has truly been a blessing from God.



Its been an eye-opening, life-changing opportunity that I will never forget.



My world view has changed so much – faith really does matter.



A year full of laughs, fun, learning and meaning.

Pastoral Placement Program

PROGRAM COMMENCES FEBRUARY 2025

The Catholic Diocese of Maitland-Newcastle is offering a pastoral placement program for people seeking to explore opportunities to serve God and God's people through various ministries:

- ▶ **Parishes**
Liturgy, Pastoral Care, Faith Formation
- ▶ **Chaplaincies**
Hospitals, Port, University
- ▶ **Catholic Schools**
Administration, Pastoral Care, Teaching, Religious Education & Spirituality
- ▶ **CatholicCare Social Services**
Child, Youth and Family Services, Disability Programs, Food Programs and Refugee Hub
- ▶ **Catholic Mission, Caritas**
- ▶ **Pastoral Ministries**
Faith and Ministry Formation, Mum's Cottage, Marriage & Relationship Education
- ▶ **Youth Ministries**
ACTiv8 Chisholm, Diocesan Council of Ministry with Young People (DCMYP)
- ▶ **St Nicholas Early Education**
- ▶ **Diocesan Shared Services**
such as Human Resources, IT, Finance, Communications and Records Management.

This position would suit people who are keen to work in the following fields: Social work, Psychology, Teaching, Theology, Religious Education, Chaplaincy, Youth Ministry, Religious Life and Priesthood.

APPLICATIONS OPEN AUGUST 2024



For more information scan the QR code or visit www.mn.catholic.org.au or **E** formed@mn.catholic.org.au or **P** 4979 1193





Youth Event Information



Young Friends, don't wait until tomorrow to contribute your energy, your audacity and your creativity to changing our world. Your youth is not an in-between time. You are the now of God and he wants you to bear fruit.

– POPE FRANCIS, CHIRSTUS VIVIT (178)

Diocesan Council for Ministry with Young People



Council for Ministry
with Young People



Visit the MN Catholic
Youth Facebook page

facebook.com/MNcatholicyouth

The Diocesan Council for Ministry with Young People (DCMYP) serves as an advisory body to the Bishop with the mission to help foster a passionate, imaginative and vibrant community of faith-filled people.

We help to plan a series of events and initiatives that offer young people the opportunity for faith formation, spiritual growth, mission and outreach opportunities and faith-filled life experiences. These include Pints with a Purpose, Thread Day, Sacred@Seven and Pilgrimages to the Australian Catholic Youth Festival and World Youth Day.

Who to contact

if you are interested in finding out more!



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