



— A GUIDE FOR THE ASSESSMENT OF FORMATION IN PARISHES BASED ON —

# **Drawn into the Joy of the Gospel**

Formation in the Archdiocese of Adelaide

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An online version of this document and accompanying workbooks are available at:  
[www.adelaide.catholic.org.au/our-works-and-community/pastoral-services/publications](http://www.adelaide.catholic.org.au/our-works-and-community/pastoral-services/publications)

# How To Use This Workbook

*Drawn into the Joy of the Gospel: Formation in the Archdiocese of Adelaide* is our diocesan statement which guides the formation of leaders for mission and ministry as well as lifelong faith formation for those in parishes, schools, communities and agencies in the Archdiocese of Adelaide.

This workbook is intended to assist individuals and teams who have responsibility for the areas of formation assess the current formation offerings in the parish, school or community, based on the vision presented in *Drawn into the Joy of the Gospel*.

Readers are encouraged to read *Drawn into the Joy of the Gospel* before using the workbook, and then read through each section with the corresponding sections of the workbook.

Workbook 2 continues from *Workbook 1* and is designed to assist parishes, schools and communities to consider the current realities and possibilities for formation within their own context.

Each section of the workbook includes:

- Review of the key concepts
- Questions for the Design of Formation
- Suggested tasks

## WHO SHOULD USE THIS WORKBOOK



Individuals and teams responsible for broad direction of faith formation and formation for leadership in pastoral ministry in diocesan, parish, school, and community contexts.

## ABOUT THE SERIES



- Vision Statement *Drawn into the Joy of the Gospel: Formation in the Archdiocese of Adelaide*
- Workbook 1 – Guide for personal and group reflection and discussion on the vision statement
- Workbook 2 – Guide for the assessment of current formation offerings and tools for discernment
- Workbook 3 – Framework, tools and strategies for the design and implementation of formation

## ABOUT THE STATEMENT



*Drawn into the Joy of the Gospel* was developed out of the recommendations of the 2021 Adelaide Diocesan Assembly. An overwhelming number of the Assembly's 255 recommendations pertained to formation in one way or another. In 2022 a diocesan focus group was created to study the recommendations and develop initial responses. Through this process, *Drawn into the Joy of the Gospel* was born. The focus group provided advice to the content and direction. Several theologians and practitioners including local parish, school and community leaders were also consulted and their feedback incorporated into the final document.

## ABOUT THE ARTWORK



Liturgical artist, Lisa Bierer, was commissioned to create the artwork based on the text of *Drawn into the Joy of the Gospel*. [www.lisabiererpainting.com](http://www.lisabiererpainting.com)

# 1: Introduction

(READ THE SECTION: **Page 5** of *Drawn into the Joy of the Gospel*)

## REVIEW KEY CONCEPTS



### Joy, Personal encounter and Missionary Discipleship

- Joy is a gift from God. The joy of the Gospel flows from a personal encounter with Jesus. This is a joy to be shared.
- Disciples are transformed by God’s tenderness and mercy. Disciples have an endless desire to show mercy – they are missionary disciples:
  - › Know God’s loves as the fundamental truth of their lives, history and all of creation.
  - › Speak of this truth.
  - › Seek to be agents of mercy.

### Community

- A personal encounter with Jesus Christ connects with the church community.
- No one is alone in faith. Communities nurture our faith.
  - › Domestic Church (household/family)
  - › Friendships
  - › Parishes and communities
  - › Catholic Schools

### Purpose of Formation

- *Faith formation* provides opportunities that draw Catholics into a closer encounter with Jesus Christ, and thus ensure that we are “permanently in a state of mission.”
- *Formation for ministry* ensure that those in positions of pastoral leadership and ministry encounter Jesus Christ so that they can be ministers of the joy of the gospel.

## DESIGN QUESTIONS



1. Consider your audience(s) (classroom, small group, age levels, etc.). What strategies, practices, activities, or experiences can you provide that set the stage for an encounter with Jesus Christ?
2. When designing formation opportunities, how might the authentic joy of the gospel be conveyed by leaders, teachers, catechists, and other ministers?
3. What key concepts from the introduction, are important for people in your audience(s) to understand or experience? (e.g. joy, mercy, discipleship, mission, encounter with Jesus, etc.).
4. How might these concepts be incorporated into your formation offerings in a way that help people in your audience(s) to experience and understand them?

## SUGGESTED TASKS



Use the worksheet (*page 7*). Describe the ideal formation scenario for your community in a single vision statement sentence.

- **Inside the building describe:**

- › What formation offerings would you provide for members of the community, at the church, school, centre?

- **In the circle outside the building describe:**

- › What formation offerings would you make available?:

- *Online or Self-guided / For use at home or other locations*

- *For those who are not directly a part of the community?*

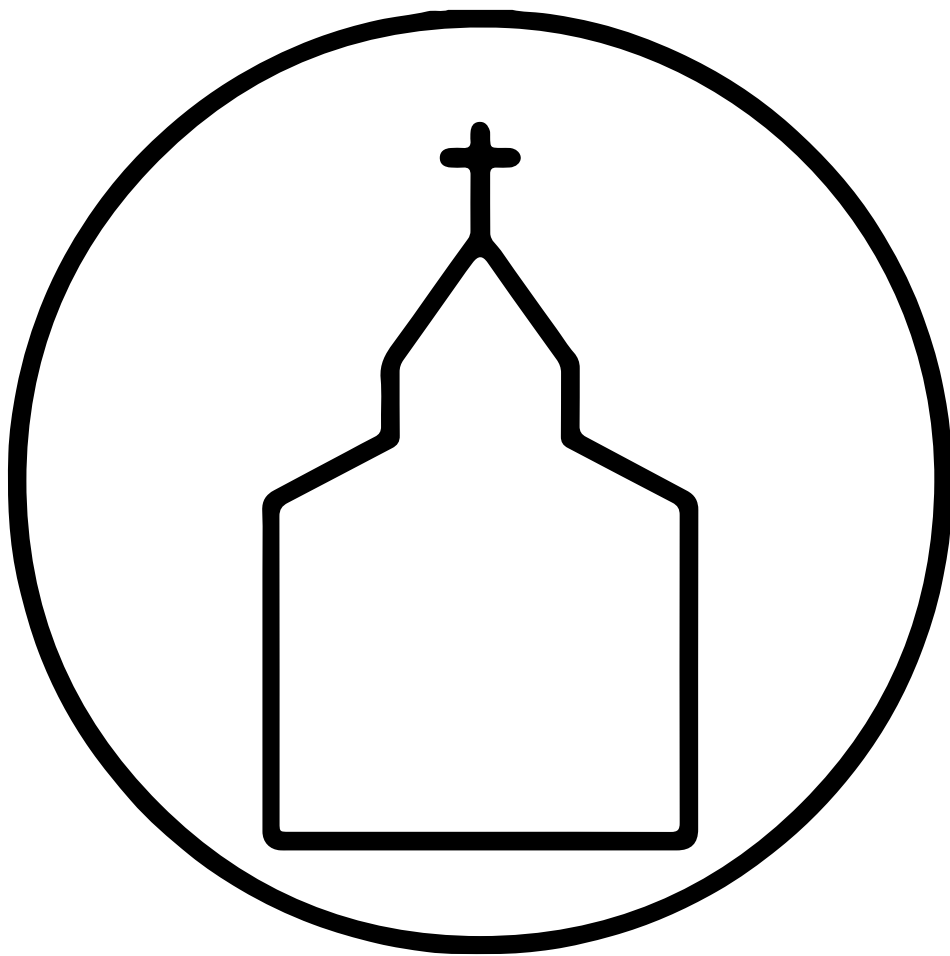
- *In collaboration with other groups or organisations?*

- › What would you do that connects to the neighbourhood and community around you?

- **Outside the building describe:**

- › What would you provide that relate to mission and outreach?

- › What are connects to society and culture, business, sciences, academia, etc.?



# 2: Renewal in the Church

(READ THE SECTION: **Page 6** of *Drawn into the Joy of the Gospel*)

## REVIEW KEY CONCEPTS

### Structures

- The church is “first and foremost a people advancing on its pilgrim way towards God.”
- Structures and institutions are needed to support the people.
- Structures are in constant need of renewal – which is led by the Holy Spirit.

### Spirit-led Renewal

- Expressing the deepest truth of the gospel in creative ways which make sense in the context of the times and culture.
- Deepening appreciation of scripture and the tradition of faith.
  - > Scripture: the privileged vehicle through which God speaks to humanity; the word of God.
  - > Tradition: The process of handing on the life and practice of the church, and the content of the church’s belief – all that the church is and believes.

### Synodality

- Synodality is important. A synodal church engages in shared discernment, listening and walking together.
- The ongoing formation of all people in the church must foster a *synodal conversion*.

## DESIGN QUESTIONS

1. Which of the following images of church do people in your community relate to:
  - Community of Disciples
  - Institution
  - Sacrament
  - Pilgrim People
  - Body of Christ
  - Community of Service
  - Other:



2. In what ways do your formation offerings reflect a contemporary theology?
  
3. In what ways do your formation offerings reflect the current realities of the world?
  
4. How might you introduce or incorporate more opportunities for mutual listening and discernment?
  
5. How might you adapt a style of formation that is more synodal, dialogical, and open to questions and contributions from learners?
  
6. What other key concepts from this section are important for people in your audience(s) to understand or experience?
  
7. How might these concepts be incorporated into your formation offerings in a way that help people in your audience(s) to experience and understand them?

## **SUGGESTED TASKS**



- Develop a community profile (see appendix X).

# 3: Formation in Parishes and Communities

(READ THE SECTION: **Page 7** of *Drawn into the Joy of the Gospel*)

## REVIEW KEY CONCEPTS



### Mission and Evangelisation

- Parishes and Communities seek to be agents of joy. They must be *outward-facing or mission-oriented*.
- Parishes and communities are:
  - > diverse,
  - > going to the outskirts,
  - > in touch with the whole neighborhood
  - > inclusive and open
- Evangelisation: parishes and communities proclaim the gospel in ways that respond to the searching hearts of their neighbors.

### Parish and Community Life

- Centrality of the celebration of the Eucharist
- Homilies
- Celebration of all of the sacraments
- Parish Activities and groups foster the faith of the community
  - > Development of biblical and theological literacy

## DESIGN QUESTIONS



Consider your parish, school or community. On a scale of 1 to 5 (1 = low; 5 = high) assess the parish, school or community on the following attributes:

ATTRIBUTE	Score (1 to 5)
We are <b>joyful</b> .	
<b>Diversity</b> is celebrated and valued here.	
We are <b>outward-facing and mission-oriented</b> .	
We are <b>in touch with the realities</b> of the surrounding neighbourhoods.	
Every pastoral activity here aims to be <b>inclusive and open</b> .	
We provide opportunities for <b>'seekers'</b> to encounter the love of God.	
The <b>celebration of the Eucharist is central</b> to our community life.	
<b>Homilies</b> are meaningful for the people gathered in liturgies.	
<b>Celebration of the sacraments</b> are done well and contribute to formation.	
Our various activities and groups draw people into a <b>deeper relationship with God and one another</b> .	
There is a positive relationship between the various <b>members, communities and school(s) in the parish</b> .	
We provide a range of opportunities to <b>deepen biblical and theological literacy</b>	
<b>TOTAL SCORE</b>	

Add up your score:

- **12-25** – We have work to do
- **25-48** – We're getting there
- **49-72** – Leading the pack

### Reflect on the following questions:

- Does your score accurately reflect your perception of your parish/community? Why or why not.
- How would you describe your parish/community/ school to a potential visitor or outsider?
- What formation opportunities already exist in the parish / school/ community? Consider the variety of life stages and situations of the people in your community (use the tool in Appendix B).
  - a. What are the strengths of your parish / community / school in formation?
  - b. What are the gaps?

- Consider your audience(s) (classroom, small group, age levels, etc.). What strategies, practices, activities, or experiences can you provide which set the stage for an encounter with Jesus Christ and others to take place?
- How does the parish / community / school promote biblical and theological literacy for different ages and stages of life?
- How are mission and evangelization intentionally woven into your formation offerings? If they are not, why is that?
- When designing formation opportunities, how might the authentic joy of the gospel be conveyed by leaders, teachers, catechists, and other ministers?
- If money and resources were not an obstacle, what would formation look like in your context?
- What resources, tools, and skills are needed to make this dream a reality?
- What key concepts from the introduction, are important for people in your audience(s) to understand or experience? (e.g. joy, mercy, discipleship, mission, encounter with Jesus, etc.).
- How might these concepts be incorporated into your formation offerings in a way that help people in your audience(s) to experience and understand them?

## SUGGESTED TASKS



- Explore possibilities for developing the ongoing, lifelong formation for all ages and life stages in your parish / community / school / agency (e.g. see [www.lifelongfaith.com](http://www.lifelongfaith.com) for research, strategies and ideas for designing formation).
- Use the assessment tools in appendices B to D to develop a clear picture of the formation strategies and opportunities already present and possible in your context.
- Develop a community profile (if you don't already have one) to build a comprehensive understanding of the people and groups in your community, their various needs and trend in order to develop effective strategies for formation.

# 4: Formation for Pastoral Ministry

(READ THE SECTION: **Pages 8 - 14** of *Drawn into the Joy of the Gospel*)

## REVIEW KEY CONCEPTS



- Pastoral Ministry supports the fostering of missionary discipleship
- The Archbishop is the chief pastoral minister of the Archdiocese, supported by pastoral ministers in a variety of contexts in parishes, schools, communities and diocesan agencies.
- Pastoral ministers need initial and ongoing formation. Some formation is particular to the ministry role and context, while there may be areas of formation that could be shared.

**See sections 4.1-4.4 for further key concepts**

## DESIGN QUESTIONS



1. What formation opportunities in pastoral ministry and leadership are particular to your context?
2. Are there opportunities for shared formation for pastoral ministry and leadership with other groups named in this section? If yes, what could be shared and how might this be achieved?
3. How are new people discerned or called into ministry and leadership within your context? What can you do to recognise the gifts of others and call them into opportunities for ministry and leadership?

## SUGGESTED TASKS



- Audit the various leadership and pastoral ministry roles in your parish, community and school using the tool in Appendix C. From here, develop a plan to address the gaps in leadership and ministry formation in your context. What can you do locally? What resources or support is needed from larger entities (Archdiocese, CESA, Australian Catholic Bishops Conference, Religious Congregation, etc.)?
- Make a commitment to ongoing formation in pastoral ministry and leadership for yourself and those in your care.
- Develop a plan for recruitment and succession planning which includes formation for pastoral leadership within your ministry context.

# 4.1: Educators and School Leaders

(READ THE SECTION: **Page 9** of *Drawn into the Joy of the Gospel*)

## REVIEW KEY CONCEPTS



- Catholic schools are integral to the life of the community in SA, whose mission is to education children for society and in faith.
- Formation in schools refers to students, parents, families as well as teachers and school leaders.
- Catholic schools:
  - > Bear witness
  - > cultivate knowledge
  - > foster relationships of dialogue.
  - > Teachers and schools leaders need formation in biblical and theological literacy which leads to deeper faith and spiritual expression.

## DESIGN QUESTIONS



1. How are educators and schools leaders encouraged to seek initial and ongoing formation, both personally and in their pastoral role?
2. What obstacles currently prevent the pastoral formation of educators and school leaders?
3. What opportunities already exist that could be leveraged to support the ongoing formation of educators and school leaders (e.g. staff meetings, reflection days, professional development, etc.)
4. How does fostering relationships of dialogue help us discover and engage with community needs?
5. Where are there opportunities for embedding spiritual knowing in a learning community?

# 4.2: Lay Diocesan Leaders, Chaplains and Pastoral Associates

(READ THE SECTION: **Page 12** of *Drawn into the Joy of the Gospel*)

## REVIEW KEY CONCEPTS



- Lay pastoral ministry, in its many forms, is a strong feature of life in the Archdiocese of Adelaide.
- Formation for lay pastoral ministry address four key areas:
  - > Human formation
  - > Spiritual Formation
  - > Intellectual Formation
  - > Pastoral Formation

## DESIGN QUESTIONS



1. How does formation for lay pastoral ministers differ from training and formation for other 'occasional' ministries or volunteer roles (e.g. extraordinary ministers of the Eucharist, sacristans, readers, leaders of children's liturgy of the word, faith formation leaders, etc.)?
2. What competencies and capabilities are required for various roles and levels of lay pastoral ministry?
3. What formational experiences can be made available to adequately prepare lay leaders for pastoral ministry?
4. How does experience in leadership and service in ministry contribute to ongoing formation?
5. What formal and informal opportunities are possible for ongoing formation of lay pastoral ministers?

## SUGGESTED TASKS



- Study *Faithful Stewards of God's Grace: Lay Pastoral Ministry in the Church in Australia* (ACBC).

# 4.3: Consecrated Religious Women and Men

(READ THE SECTION: **Page 13** of *Drawn into the Joy of the Gospel*)

## REVIEW KEY CONCEPTS



- Since the Second Vatican Council, consecrated religious women and men have undergone significant renewal of charism and formation for vocation and mission.
- Pope John Paul II's *Vita Consecrata* identifies four areas of ongoing formation for religious life:
  - > Personal formation
  - > Apostolic formation
  - > Cultural formation
  - > Charism formation
- Pope Francis emphasized the prophetic role of religious to the world.

## DESIGN QUESTIONS



1. What initial formation is required for those in discernment or in the early years of consecrated religious life?
2. How does life in a religious community contribute to the ongoing formation of individuals, including the discernment of gifts for ministry?
3. What opportunities exist for deeper theological, scriptural, and pastoral study and formation are available to members of your religious order?
4. In what ways do consecrated religious women and men, and the religious community, contribute to the formation of others in the wider community and society? What else is possible?



# 4.4: Deacons and Priests

(READ THE SECTION: **Page 14** of *Drawn into the Joy of the Gospel*)

## REVIEW KEY CONCEPTS

### DEACONS

- The diaconate was a reality in the Early Church and was restored at Vatican II.
- Diaconate formation, both initial and ongoing, should address the threefold dimensions of the vocation:
  - › Ministry of service
  - › Ministry of the word
  - › Ministry of the altar

### PRIESTS

- Priests are integral leaders and ministers in the Catholic community.
- Priests, gathered around the bishop, are ministers of:
  - › **Memory**
    - » The pascal Mystery
    - » Homilies – preaching the gospel is the first task of priests
    - » Demonstration of Christ’s love for others
  - › **Communion**
    - » The pascal Mystery
    - » Homilies – preaching the gospel is the first task of priests
    - » Demonstration of Christ’s love for others
- Priests provide formation to their parishioners
- Priests are in need of ongoing formation:
  - › Growth in knowledge and love of God through prayer
  - › Study of scripture and theology
  - › Other disciplines as needed for the parish and diocese

## DESIGN QUESTIONS



1. What aspects of formation for holy orders is conducted alongside of lay women and men?
2. What possibilities exist for collaborative formation of aspirant deacons and seminaries with lay women and men? What elements of initial formation need to be separate?
3. How do aspirant deacons and seminarians contribute to the faith formation of parishes, communities and schools? How do these community contribute to the pastoral formation of those seeking to be ordained?
4. What are the ongoing formational and skills-based needs for priests and deacons post-ordination?
5. What barriers prevent ordained deacons and priests from participating in ongoing formation for ministry?
6. How does experience in active ordained ministry continue to be formational for priests and deacons? What could deepen this?

# 5: Drawn into the Joy of the Gospel

(READ THE SECTION: **Page 15** of *Drawn into the Joy of the Gospel*)

## REVIEW KEY CONCEPTS



- Formation of the whole people of God is integral to the life of the Archdiocese of Adelaide: it is fundamental to our being drawn into the joy of the gospel.
- Formation, in a diverse and holistic approach, lead us to further embrace the tenderness of God.
- Embracing God’s tenderness will lead us to an endless desire to show mercy, seeking to transform our parish and neighbors.
  - › Formation in faith is an ongoing, life-long task for the whole people of God – parishes and communities, and all who serve them as ministers in the church

## DESIGN QUESTIONS

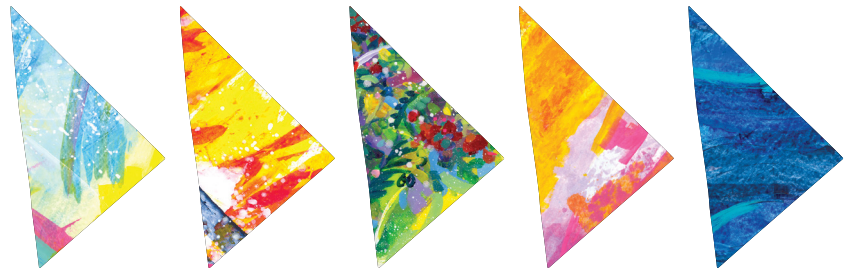


**Look back over your reflections from the previous sessions, then answer the following questions.**

1. What images or ideas are emerging about the vision of formation in your own parish, school, community or agency?
2. What have been consistent themes or ideas in your reflections and discussions?
3. What has challenged you? What has inspired you?
4. How might this vision guide the ongoing and planning and delivery of formation in our context?
5. What steps do we need to take to implement Drawn into the Joy of the Gospel in our context?
6. What support, resources, collaborations are required to make this happen?
7. What commitment are we making to formation in our context?



# **Next Step: Workbook 3 - Formation Design**



# Prayer for Communal Discernment and Action

Merciful and Loving God,  
author of our story, animator of our mission, and hope of our future,  
you have called us to be your family in this place,  
to discuss the things that matter to us,  
to discern the path ahead,  
and to share in the life and mission of your Son, Jesus.

We ask you to make us ready for the work at hand.

Come, Holy Spirit, prepare our hearts,  
that we may be filled with compassion, courage and love.

Come, Holy Spirit, prepare our minds,  
that we may receive your wisdom, dream new dreams,  
and be open to new ideas.

Come, Holy Spirit, prepare our eyes,  
that we may see you in one another, perceive the need of our  
neighbour, and envision new horizons.

Come, Holy Spirit, prepare our ears,  
that we may hear your voice, listen deeply to the other,  
and attend to the voice within.

Come, Holy Spirit, prepare our mouths,  
that we may speak on behalf of the voiceless, cry out for justice,  
and bear witness to your love.

Come, Holy Spirit, prepare our feet,  
that we may walk in the footsteps of Jesus, go to the peripheries,  
and accompany one another on the way.

Come, Holy Spirit, prepare our hands,  
that we may embrace our sisters and brothers, heal wounds,  
and build bridges of peace.

Come, Holy Spirit, prepare our community,  
that we may be your one body, eliminate borders of exclusion,  
and welcome all into your love.

We ask this through Christ our Lord.

Amen.

# Inventory of Current Formation Opportunities

Use the grid below to identify the formation opportunities that already exist within your parish/school/community for a particular target group (e.g., children, teenagers, young adults, families, mature adults, volunteers, leaders, etc.). You are encouraged to edit the headings of the grid for your own context.

**TARGET GROUP/AGE:** \_\_\_\_\_

<i>What do we offer that supports:</i>	<b>At Church / School</b>	<b>In Community / Neighbourhood</b>	<b>At Home</b>	<b>Online</b>	<b>Other</b>
Deepening biblical literacy					
Fostering theological tradition					
Liturgy / Worship					
Celebration of Sacraments and milestones					
Prayer and Spirituality					
Mission / Witness					
Service / Outreach / Stewardship					
Community – Building / Relationships					

*Drawn into the Joy of the Gospel* provides a **vision** for formation in the Archdiocese. It is not a framework, nor is it a set of standards, guidelines, or benchmarks. Instead, this statement offers a theological vision for faith formation for mission for the whole People of God in the Archdiocese of Adelaide including the formation for ministry for leaders of pastoral ministry in various contexts. With this in mind, how does this vision statement provide guidance to the WHAT, HOW and WHY of formation in the Archdiocese?

### PARISHES & COMMUNITIES

AGE GROUP	WHAT	HOW	WHY
Children			
Families			
Young People			
Adults			
Mature Adults			
Leaders			
Other			



## SCHOOLS

AGE GROUP	WHAT	HOW	WHY
Students			
Families			
Teachers			
All Staff			
Leadership			
School Board			
Other			

## DIOCESAN AGENCIES

AGE GROUP	WHAT	HOW	WHY
Children			
Families			
Young People			
Adults			
Mature Adults			
Leaders			
Other			

# Planning Worksheet

The process below is designed to assist you in the planning and implementation of your priorities and new ideas. Ultimately, activating your priorities and ideas is up to you and your home community. However, the various services, teams, agencies and offices of the Archdiocese are set up to assist you in achieving your goals.

## **STEP ONE:** NAME THE PRIORITY / IDEA

Example: Implement *Drawn into the Joy of the Gospel* in our context

## **STEP TWO:** SET GOALS

Name up to three goals you need to reach in order for your idea to be fully realised:  
Use **SMART** goals: **S**pecific, **M**easurable, **A**chievable, **R**ealistic/**R**elevant, **T**ime-bound

**Goal 1:**

**Goal 2:**

**Goal 3:**

**Overall Timeline/Deadline:**

### STEP THREE: STEP OUT EACH GOAL

Next, under each goal, identify the specific actions that need to take place, resources (financial, personnel, material, etc.), identify a person or people who will be responsible for working on achieving this goal, and set a deadline/timeline (either for each step or for the overall goal).

GOAL 1:	TIMELINE
<b>Actions</b>	
<b>Resources Needed</b>	
<b>Who is responsible?</b>	

GOAL 2:	TIMELINE
<b>Actions</b>	
<b>Resources Needed</b>	
<b>Who is responsible?</b>	

GOAL 3:	TIMELINE
Actions	
Resources Needed	
Who is responsible?	

#### **STEP FOUR:** SHARING THE PLAN

- How will you share this plan with your parish/ school / community?
- How will people know when you have achieved your goals?
- How will you celebrate your achievements?

# Pastoral Ministry Formation Grid

Use the following tool to assess the current and possible formation opportunities for various pastoral ministry roles in your context (parish, school, community, agency, etc.). List the elements included in initial formation and the ongoing opportunities for formation, education and development.

Think about what might be missing and what is needed in each area. Add additional roles as needed.

## PARISH COMMUNITY LIFE

Pastoral Ministry Role	Initial Formation Opportunities	Ongoing Formation Opportunities	What is missing	What is needed
Priests				
Deacons				
Pastoral Associate / Pastoral Coordinator				
Youth Ministry Leader				
Faith Formation Leaders / Catechists				
Sacrament Preparation Coordinator				
Liturgical ministers (Readers, Servers, Musicians, Sacristans, Extraordinary ministers of communion, etc.)				
Pastoral Council Members				
Finance Council Members				
Bereavement Team Members				
Marriage Prep Team Members				
Infant Baptism Prep Team Members				
RCIA Team				

## OTHER PASTORAL MINISTRY ROLES

Pastoral Ministry Role	Initial Formation Opportunities	Ongoing Formation Opportunities	What is missing	What is needed
Diocesan Leadership Team				
Diocesan Staff				
Pastoral Council Members				
Other Councils' Members				
Hospital Chaplains				
Prison Chaplains				

## SCHOOLS

Pastoral Ministry Role	Initial Formation Opportunities	Ongoing Formation Opportunities	What is missing	What is needed
Leadership Team				
APRIM / DoM / REC				
School Board				
Teachers				
RE Teachers				
All Staff				
Youth Minister / Chaplain				
Retreat Planners				
Year level / sub school teams				

SCHOOLS *continued next page >>>*



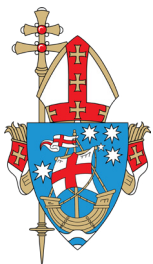


## PRIESTS AND DEACONS

Pastoral Ministry Role	Initial Formation Opportunities	Ongoing Formation Opportunities	What is missing	What is needed
Those in discernment				
Seminarians				
Permanent Deacons				
Priests				
Parish Priests				
Bishop				







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