



## **Our Vision for the Next Decade and the beginning of an Implementation Plan**

In March 2025, Synod Members voted on 40 recommendations for our diocese's Pastoral Plan, following a two-year consultation with nearly 30,000 responses.

Since the vote, implementation groups have been formed to further explore some of the key themes identified through the process so far. Together we have been exploring what our diocese should look like in 5 - 10 years and how we might achieve that.

We are building a diocese transformed by the Holy Spirit that is rooted in prayer, scripture, and a deep sense of community.

### **We will be...**

#### **A Church of Prayer, Listening, and Renewal**

We are a community where the encounter with the Jesus we meet in the Gospels and the Eucharist is the very heart of our being, and where scripture and prayer become the foundation of all we do. We are convinced that the synodal way, walking together, listening, and discerning is the path God calls us to follow. This journey may bring challenge, but through change comes hope, growth, and renewal.

#### **Initial Actions building on our Recommendations:**

- Develop and share synodal prayers and resources for parish use, focusing on scripture and communal discernment
- Undertake a review of adult formation, looking at our diocese and learning from others

#### **A Welcoming, Inclusive, and Accessible Church**

We commit to building a Church that is welcoming and accessible to all, celebrating diversity and inclusion. Our parishes will be places where everyone finds a home. We will nurture our relationships, sharing in each other's joys and sorrows, and celebrating life together as one diocesan family.

#### **Initial Actions building on our Recommendations:**

- Review and share parish-specific resources supporting inclusivity
- Support parishes to establish welcome teams
- Encourage synodal listening across the diocese, ensuring that those who feel excluded are heard and supported

#### **A Community of Participation and Representation**

Our vision is for a participatory Church, where all people and communities are represented in parish life and decision-making. Leadership at every level - parish and diocesan - should reflect the diversity of our people. We will foster new forms of formation for clergy and laity alike, empowering everyone to contribute their gifts and talents.

### **Initial Actions building on our Recommendations:**

- Pilot new models of parish leadership teams and councils, ensuring lay involvement and representation of women and diverse groups
- Hold commissioning services for lay leadership teams, affirming and celebrating their roles
- Encourage parishes to share best practices and resources

### **A Church for Young People and Families**

We recognise that today's young people will be tomorrow's leaders. We will work with parents, schools and young people to shape the future, ensuring that youth are fully engaged in parish life, leadership, and service.

Our Church will be family-focused, understanding that family takes many forms, and supporting all in their journey of faith.

### **Initial Actions building on our Recommendations:**

- Continue and expand gatherings for young people and young adults, ensuring their voices shape parish and diocesan life
- Address key concerns such as peer pressure, bullying, and lack of belonging by creating safe spaces and supportive communities for youth
- Make pilgrimages and retreats more accessible by addressing cost and scheduling barriers

### **A Collaborative and Resourced Community**

We will strengthen collaboration among clergy, curia, parishioners, and volunteers, sharing ownership and responsibility for our parishes. Together, we will celebrate our relationships and the unique strengths each person brings.

### **Initial Actions building on our Recommendations:**

- Strengthen collaboration between clergy, curia, parishioners, and volunteers through regular meetings and shared projects
- Identify and address resource needs, including administrative support, training materials, and budgetary support for key initiatives

### **A Church in Action: Outreach, Dialogue, and Healing**

We want our diocese to be known for its outreach and dialogue, both within the Church and with the wider community. We will renew our sense of community, respond to changing demographics, and build our interfaith relationships.

We are committed to healing and changing the narrative with survivors of abuse, ensuring our Church is a place of safety and compassion.

### **Initial Actions building on our Recommendations:**

- Promote the ministry of charity as a core expression of our baptismal calling to love our neighbour, through practical engagement, volunteering, and partnership with Caritas and other diocesan and Catholic organisations.
- Promote interfaith relationships and community cohesion through joint events and dialogue
- Address the needs of those affected by abuse with compassion and transparency, changing the narrative through listening and support

More information at: <https://dioceseofsalford.org.uk/faith/synod/>