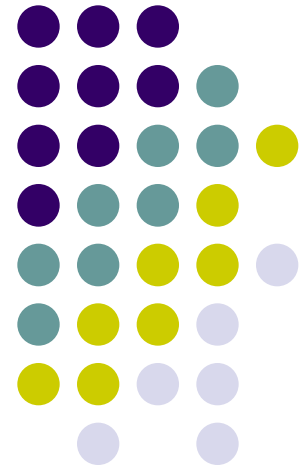




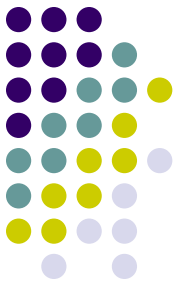
COMMITTED PERSONNEL

Section 3 of the Pastoral Plan
of the Archdiocese of
Johannesburg





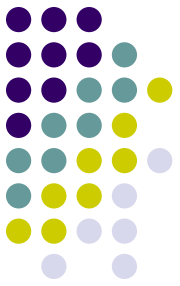
QUALITIES REQUIRED FOR LAY INVOLVEMENT



- Open to spiritual development
- Willing, reliable and trustworthy
- Easily approachable, inspiring and interested
- Recognise that their service as a calling
- Open to on-going formation and education for the task



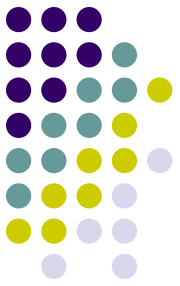
STRUCTURES & POLICIES



- Redefine current needs / existing structures within the parish before recruitment of specialised personnel who 'fit the job'
- Clear diocesan policies of terms of office for lay ministers
 - readiness to step down and let go
- Recognition of the role of women



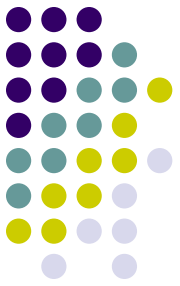
ATTITUDES & RELATIONSHIPS



- Address the correct attitude / relationship that should exist between Priest and People & between People and Priest
- Define mentorship role
- Clear roles of clergy and laity in parishes
- Dissemination of Vatican II teaching on the role of the laity
- Training in professional development in parish management



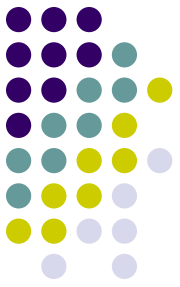
TALENTS FOR SERVICE



- Formation of youth to focus on service
- Priests to find out what talent can be harnessed
- Small groups to be encouraged to discern their gifts and share their resources
- Challenge ‘spectator’ Catholics:
 - What does it mean to belong to Church?
 - What does it mean to serve in a ministry?

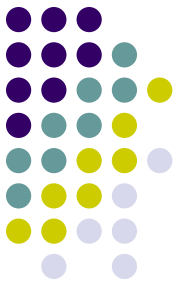


Acting with sensitivity



- Be aware of local cultures
- Pay a just wage / salary for work rendered
- Create space for Sodalities to air their concerns
- Have parish exhibitions to display ministries and sodalities

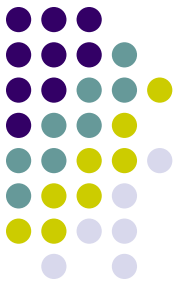
VOCATIONS



- Encourage vocations through testimonies
- Fostering vocations with speakers
- Take teams to visit religious orders
- Open house days
- Provide Accompaniment / Mentorship to encourage vocations



EXPLORE OTHER RESOURCES



- Archdiocese to deliberate on and debate Rosebank document and report back in 12 months
- Priests and religious to be visible role models
- Create environment of training to enable priests and religious to assist youth
- Look at alternative models in the Eastern Church
- Educate laity about pre-novitiate so that candidates can leave without shame
- Parishes to establish vocations teams