

# Summary Proposals: Theme 1

All called  
and gifted  
by God



## Councils and Synodality

The Synod affirms the value of collaborative and synodal leadership within our communities and the widely held desire that synodality be lived at every level of local governance.

- 1.1 The Synod proposes that, for transparent and collective decision making to be enabled, parish pastoral councils be established in each parish with clear terms of reference as given by Archbishop Malcolm.
- 1.2 The Synod proposes that clear roles are established for lay people so that, regarding decision making and development of parish life, neither the burden nor the responsibility falls to the priest alone.
- 1.3 The Synod proposes that pastoral area forums, involving a diversity of participants, are established in order to inspire and inform effective collaboration and strategic decision making in pastoral areas.
- 1.4 The Synod proposes that, in the light of the effects of the COVID-19 pandemic, an ongoing review be established to see what lessons must be learned.
- 1.5 The Synod proposes that Synod 2020 should be cancelled.

## Governance

The Synod affirms the concern of the people of the Archdiocese that governance at local and diocesan level be accountable, transparent, and inclusive.

- 1.6 The Synod proposes that, at all levels of governance, those with the responsibility of decision making do so in an open, honest, and transparent way that consults and respects the views of affected communities.
- 1.7 The Synod proposes that, at all levels of governance, good stewardship of finances must include accountability to the People of God.
- 1.8 The Synod proposes that structures of governance are constituted in a way that reflects and represents the diversity of the People of God.

## **Inclusivity**

The Synod affirms the outpouring of love and compassion for those who feel marginalised or excluded from the Church.

- 1.9 The Synod proposes that we work to remove the physical, linguistic, emotional and cultural barriers that prevent people from fully living their baptismal vocation by developing training programmes to combat unconscious bias within structures and communities.

## **Lay Ministry**

The Synod affirms the value of lay ministers in serving, supporting, challenging, strengthening, and empowering local communities.

- 1.10 The Synod proposes that parish and pastoral area communities should be able to benefit from professional lay ministers (including but not restricted to pastoral associates and youth workers) working in collaboration with clergy and volunteers to support the vocation of all the baptised.
- 1.11 The Synod proposes that the giftedness of all the faithful is recognised, valued, nurtured, and given opportunity to flourish within governance structures, formation initiatives, and leadership roles.
- 1.12 The Synod proposes that the Archbishop appoint suitably trained and commissioned lay people to administer the Sacrament of Baptism when the need arises.

## **Formation**

The Synod affirms the need for good and accessible programmes of adult faith formation.

- 1.13 The Synod proposes that adult faith formation in the Archdiocese focuses on the development of good quality resources that meet local needs and are easily adaptable to particular circumstances.
- 1.14 The Synod proposes that adult faith formation opportunities are provided to help adults to grow in their own faith. In the light of our COVID-19 experiences, we must not underestimate the value of online formation.
- 1.15 The Synod proposes that adult faith formation focuses on the training of trainers to deliver the formation locally.
- 1.16 The Synod proposes that increased resources be allocated to young adult ministry and pastoral formation for those in the 18-30 age group.

## **Women**

The Synod affirms the invaluable contribution of women to the life and mission of the Church and recognises that many feel this contribution is not sufficiently valued.

- 1.17 The Synod proposes that the Archdiocese initiate a process that ensures women are equal, valued, visible and heard.

### **Young People**

The Synod affirms that the people of the Archdiocese find joy when children and young people are visible and active in our worshipping communities. We yearn to be a place where more young people find belonging, meaning, and purpose.

- 1.18 The Synod proposes that the Archdiocese works to understand and challenge the linguistic, emotional, and cultural barriers that prevent young people from full participation.
- 1.19 The Synod proposes that reflection is needed on the needs of young people in our communities in order to develop an appropriate response.
- 1.20 The Synod proposes that schools and parishes work to find creative and accessible ways in which young people have an active voice in the synodal structures of our parishes and pastoral areas.

### **Vocation**

The Synod affirms that by virtue of our baptism all are called and gifted and that God has a purpose for each of us.

- 1.21 The Synod proposes that the lay vocation is truly valued and that the voice of lay people is heard in a more structured way.
- 1.22 The Synod proposes that the Archdiocese commits to the promotion of the vocation of all the baptised and a culture of discernment of specific callings within that.

### **Clergy Formation**

The Synod affirms that there is a great love, appreciation, and valuing of priests, deacons, and seminarians of the Archdiocese who continue to generously respond to God's call.

- 1.23 The Synod proposes that there is a more open, transparent, and accountable process for selecting candidates for seminary that seeks and respects informed views from the People of God.
- 1.24 The Synod proposes that seminary training takes place within the Archdiocese with studies being undertaken at local universities and seminarians living in local houses of formation.
- 1.25 The Synod proposes that a robust programme of ongoing formation is developed for the wellbeing of priests and deacons, that meets their spiritual, intellectual, practical, and mental health needs.
- 1.26 The Synod proposes that a regular review of ministry for each bishop, priest and deacon is put in place as an integral part of on-going formation and accountability.

- 1.27 The Synod proposes that priests live in community for their care and support.

### **Safeguarding**

The Synod affirms that keeping children and vulnerable adults safe from harm and being a safe haven for those who may be vulnerable are key concerns for the people of the Archdiocese of Liverpool.

- 1.28 The Synod proposes that “Safeguarding” is a standing agenda item at every parish council meeting and that the Archdiocesan Safeguarding Team lead on informing what key thematic issues need to be considered during a year.

### **Local Collaboration**

The Synod affirms that there is a need for parishes to support one another as communities of faith and share good practice.

- 1.29 The Synod proposes that pastoral areas develop and implement strategies for more effective communication and collaboration between parishes including the sharing of resources and good practice.

### **Schools and Education**

The Synod affirms the privileged position and valuable role our Catholic schools have in the faith development and vocational discernment of our young people.

- 1.30 The Synod proposes that lay chaplaincy within our schools is strengthened and promoted with a clear and well-defined career path, pay scale, and development structure that supports the recruitment and retention of qualified, enthusiastic, and experienced people.
- 1.31 The Synod proposes that innovative ways be found to create links between school and parish and that this collaboration is appropriately supported.
- 1.32 The Synod proposes a thorough review of the RE syllabus.
- 1.33 The Synod proposes a review takes place of what it means to be a Catholic school particularly in reference to staffing.

### **Buildings**

The Synod affirms that there is a great concern that some of our buildings are underused, empty, or neglected and that these resources could be better used in serving the needs of the People of God.

- 1.34 The Synod proposes that pastoral area communities are supported, encouraged, and empowered by the Archdiocese to reflect on their needs and the needs of their wider community to inform the appropriate use of buildings.