

**WELCOME
TO THE SALESIAN GBR PROVINCE**



The Province of St. Thomas of Canterbury

A resource for new SDB arrivals

Our Province Locations



We have 76 SDBs working in nine communities

Welcome to Our Province!

Dear Confreres,

A sincere word of welcome to Great Britain as brother Salesians. With your arrival we as a province and you as a missionary begin a new journey together. On a shared journey we will walk together into the unknown future of the Salesian charism in this province. Thank you for your courage and generosity in accepting the challenge of letting go of the comfort of your own culture to share the search for a new mode of living Salesian life in our culture.

The months and years ahead mark a time of searching and of discernment. Strengthened by your presence and the international connections you carry with you, we can open up for you the challenges of this new culture for Salesian values. Together we will create a new space where the charism can find new connections and like wise stewards we can bring out of our tradition things both old and new for the good of young people in Great Britain.

At a personal level the months and years ahead are a time of discernment of your missionary vocation. You will need time to explore our culture and your reactions to it. Sometimes your mind and your body may feel quite alien in our culture but you will always be a brother Salesian even if your discernment leads you onwards to other places for many are called but few are chosen. So, in these days of discernment we will give you support the guidance of a Rector and the opportunity to explore the way that we work with the young. You on your part need to be honest with us about what you are experiencing and faithful to the missionary spirit that has inspired this choice. It is only together that we will hear clearly where the Spirit is leading you.

This welcome booklet contains some of the information you will need to settle in to your new community. It tells something of the story and plans for our province. What matters more is that we share more than information as your discernment moves forward. In the words of St Francis de Sales we must let heart speak to heart as we walk the Salesian path into an unknown future.

Fr Martin Coyle SDB

Our Houses

House	Secondary school	Parish	Primary School	Other
Battersea	<i>St John Bosco College Wandsworth</i>	<i>Sacred Heart Battersea</i>	<i>Sacred Heart Clapham Junction</i>	<i>International student house Mission Office. University Chaplaincy</i>
Farnborough	<i>Salesian College Farnborough</i>	<i>Our Lady Help of Christians (Cove) Our Lady of Lourdes (Newent) Our lady of Lourdes</i>	<i>St Patricks</i>	<i>Home for older SDBs</i>
Chertsey	<i>Salesian College Chertsey</i>	<i>St Anne's</i>	<i>St Anne's</i>	
Cowley	<i>Link to Cardinal Newman School</i>	<i>Our Lady Help of Christians</i>	<i>Our Lady help of Christians</i>	<i>Social Communications</i>
Savio House	<i>Chaplaincy support in All Hallows</i>	<i>St Gregory's Parish</i>	<i>St Gregory's Bollington</i>	<i>Retreat Centre and youth office</i>
Bootle	<i>Savio High School</i>	<i>St James'</i>	<i>All Saints</i>	<i>Bosco House Rehabilitation Centre</i>
Huyton	<i>Christ The King School</i>	<i>St Dominic's</i>	<i>St Dominics</i>	
Bolton	<i>Thornleigh Salesian College</i>	<i>None</i>	<i>None</i>	<i>Don Bosco Publications Provincial Office. Home for older SDBs</i>
Glasgow	<i>St Andrews Carntyne</i>	<i>St Benedict's St Clare's</i>	<i>St Benedict's</i>	

SDB PROVINCIAL COUNCIL

NAME	ROLE
Martin Coyle	Provincial
Tom Williams	Provincial Councillor
Kieran Anderson	Provincial Councillor
Frank Mageean	Provincial Councillor
David O'Malley	Vice Provincial
Mervyn Williams	Provincial Economer

Other areas of Provincial responsibility

NAME	RESPONSIBILITY
Tom Williams	Coordinator, Child Protection Team
Joseph Brown	Director, Mission Office
Sue MacDonald	Coordinator for Non-Formal Youth Work
Hugh Preston	Delegate for Schools/ animator
Kieran Anderson	Delegate for Salesian Parishes
Sean Murray	Delegate for Past Pupils
Bernard Parkes	Delegate for Co-operators

Provincial Administration

NAME	RESPONSIBILITY
Anne-Marie Ginty	Administrator/PA
Paulene Whyte	Administrator/PA (Finance)
Joe Merriman	Coordinator for justice and peace
Patrick Sherlock	Coordinator for Social communications
Patrick Sherlock	Provincial Secretary

The Origins of GBR Province

In dealing with the special character of the Salesian work in Great Britain one has to be aware, as was Don Rua, that to implant the Salesian life and work here meant encountering a totally different culture and tradition to that of the Latin and largely Catholic culture of Italy, Spain or South America. England saw itself as Protestant and the predominant world power in the late 19th century. Almost as a corollary it saw Catholicism and Italian culture as both foreign and inferior. Cardinal Cagliero recounted that it was easier to engage with the Indians of Patagonia than with the street boys of Battersea who stoned this strange foreign cleric dressed in a long black robe when he came for the opening of the Sacred Heart Church in 1893. Among the English Catholic community, the Salesians were late arrivals. They lacked the aristocratic credentials of the older religious orders in England like the Benedictines who could trace their lineage back to St Augustine of Canterbury and the Conversion of England, or the heroic martyr tradition of the English Jesuits with their famous public schools that had prepared the Catholic elite for 300 years. The older orders were different from the Salesians not only in their traditions but also because of their superb educational preparation in terms of university studies and historic libraries.

Having said all that, it is clear that over the 100 years of their work in the English Province the Salesians have always educated the children of the urban Catholic poor in their schools with practically none of the resources of money or highly educated manpower available to other orders. They have also, at various times and in different geographical contexts, tried with varied degrees of success to work for children in difficulty: homeless orphans, juvenile delinquents, and disaffected youth.

One of the most significant features has been the undoubted contribution that the Province has made to the Salesian Missions in Africa, (South Africa, Swaziland, Lesotho, and Liberia) India, China and South America. Don Bosco's original dream of England supplying English-speaking missionaries for the world was, to some degree, realised.

In terms of pastoral work the Salesians in Great Britain have not been able to import the classic Salesian institutions, the Oratory (youth club/youth parish) or the Trade School, (except in Malta and Cape Town). Instead they focussed on trying to provide Catholic secondary schools (day and boarding) for the aspiring working class and homes/hostels/residential schools for children at risk. They have also worked in parishes, both our own and at the service of the diocesan parishes nearby and as military chaplains

The origins of the Salesian presence in England dates back to the 1850's with the dream of Dominic Savio which illustrates the vivid impression that reports of the so called 'Second Spring' of the Catholic Church in England had made in contemporary Piedmont. At a political level, the perception of Camillo Benso di Cavour, architect of Italian Unity, was that the expulsion of Austria from Italy and the aggrandisement of Piedmont were dependent on both the British Government's good will and finance from the London Stock Exchange. Don Bosco's own connection with the English scene was personal, almost familial, in that his friend Canon (later archbishop) Laurence Gastaldi, who had joined the Rosminians and worked in England, preached the retreats at the Oratory while Dominic Savio was there. Dominic's youthful dream of a mission to England took 30 years to realise.

In the meantime, Don Bosco's missionary dreams had made him aware of the importance of English speaking missionaries and he developed his contact with Archbishop Tobias Kirby, the Rector of the Irish College and agent of Cardinal

Cullen, the Archbishop of Dublin. Cullen's concern for the Irish Diaspora had led to his working on Roman opinion for the appointment of Irish bishops all over the English-speaking world. Don Bosco's contact with the Irish College led a group of young Irish students for the priesthood to come to Turin (not without incident) and to become Salesians. Among them was Francis Donnellan whose letters home provide a rich source for a contemporary view of the Oratory at Turin seen through Irish eyes. Another of this group was Fr Edward McKiernan who became the first Rector of the Salesians at Battersea.

The foundation at Battersea came via the success of Don Bosco as an international figure in France and in Roman society. The Countess Georgiana de Stacpoole, a notable benefactor of the Salesians in Paris and a believer in direct involvement among the poor of London, invited Don Bosco to take over a parish she had founded in West Battersea, having been disappointed by the response of the diocese to her foundation. A determined old aristocrat, who had been involved in Pius IX's escape from Rome during the Roman Republic of 1849, she was not to be put off by hierarchical sensibilities and pursued the matter with the Congregation for the Propagation of the Faith which confirmed her offer. Fr F Dalmazzo was the first Salesian to set foot in England and though he was impressed the vastness of Clapham Junction railway station, couldn't abide the climate or the food, despite the kind welcome he received from Fr Galeran, a neighbouring priest who took him in.

The first group led by Fr E McKiernan, with Fr C B Macey and Bro Rossaro were welcomed by Fr Francis Bourne (later Bishop of Southwark and Cardinal Archbishop of Westminster) and set up house at 26 Trott Street Battersea, with the help of Mrs Pash, a widowed Irish washerwoman, in late 1887. Fr Macey succeeded as Rector after the sudden death of McKiernan from TB in December 1888.

Already at this early stage we can discern the problems that were to dog the early foundation, namely the grinding poverty of the local area and the difficulty of developing the characteristic Salesian works in such a setting. When they first attempted to set up a boys' club it was very quickly taken over by the men of the parish who had no recreational facilities at all.

The Elementary School built by the Countess became a focus for the education of the early Salesians as it offered them positions as teachers' assistants and then entry to the Catholic training college. As soon as they were ordained, however, they could no longer teach in elementary schools. This strengthened the tendency fostered by Fr Macey to see the ordained priests as being above the menial tasks of school teaching. Fr Macey always cultivated the style of a 'clerical gentleman', a model more familiar in the Church of England or the English diocesan clergy. His own background of being a convert Anglican and having spent time with the Benedictines, the most aristocratic of the English religious orders, and his extremely limited Salesian training meant that as the Rector of the first community he seems to have introduced traditions such as calling the clerics and coadjutor confreres, 'brothers' and giving them 'special antique-style religious names'. These combined with the poverty, isolation and insignificance of the social impact of the work to make the community hardly distinguishable from the diocesan clergy round about. The difficulty of transplanting a Salesian charism into what was a predominantly Protestant and often xenophobic culture was immense particularly when the animator was unsure of its significance himself.

More details of FR John Dickson's province history can be found on the province web site at www.salesians.org.uk

Guidelines for Welcoming new SDB Arrivals

1. Initial Information to be supplied to the provincial Office

Fr Patrick Sherlock can provide:

1. Name, date of birth and contact details including email
2. A testimonial letter from the student's own provincial.
3. A police clearance certificate
4. A copy of your passport

2. Information your Rector will need from you

- A copy of the SDB's passport kept on file
- Full details of next of kin and contact numbers
- Any relevant dietary needs and medical history.
- Preferences regarding areas of pastoral experience
- The dates for the renewal of their vows

The Rector will want to ensure with you

1. That you feel welcome with confreres and have a general idea of the work of the community.
2. That you have the opportunity to share some of your story as an SDB and can speak about the motivation for the choice for project Europe.
3. Ensure that a simple and consistent arrangement is made for cash for your day to day needs.
4. That you have morning and evening prayer books and a daily missal.
5. After a while the Rector will identify a person who will accompany you in your early pastoral experience. This may be a lay person working in the Salesian mission.
6. When you know the community a little better you will be asked to choose a spiritual director. If you are in initial formation this must be an SDB confreres.
7. That you register with the local doctor.
8. That you take things slowly in developing pastoral experience. Pastoral work in this province is surrounded by many legal constraints and sensitivities that do not exist in other cultures. Also the secular nature of young people make some approaches to evangelisation counter-productive. Expect to have many questions and pray for patience!
9. That your English language is adequate for ministry. Many new SDB arrivals will benefit from a course in English which can sharpen the hearing and help with pastoral engagement. Ask people if you are speaking clearly and check with the Rector to see if you need some tuition.
10. That you are equipped for this climate. The British climate is rarely very warm or very cold but can be damp for long periods. If you find that your clothes are not appropriate please ask the Rector for advice.
11. That you register for a national insurance number. The Rector will advise you..

General guidelines for new arrivals

Topic	Comment
Child Protection	British law asks that all people who work with the young have a criminal record check (CRB) to ensure that they are appropriate people to work with young people. This can be initiated by the school or parish you work in or by the Rector of the community to which you belong.
Driving	No SDB may drive a province car until they have demonstrated that they hold a valid licence and have had at least one session with a qualified driving instructor. The instructor should be asked for an opinion, preferably in writing stating clearly that they consider the SDB safe to drive in Britain. This is an insurance condition.
Significant expenditure	Any costs for clothes equipment medical and travel should be agreed specifically by the Rector. There may be a number of items required at the start that fall into this category so that you are able to work effectively with young people and in parish ministry.
Pocket Money	Credit cards are increasingly difficult to obtain for SDB especially if they are present for a relatively short period of ministry in Britain. In general cash from the bursar is the preferred method. An agreed sum can be given (one community has chosen the sum of £50). The SDB should present an account of how this money has been spent together with as many receipts as is possible before receiving further cash.
Holiday at Christmas	Many SDBs take a short break at Christmas and it is recommended that SDBs break the routine and travel, perhaps to another SDB house or to friends/family in Britain for a few days.
Other Breaks	For longer break, often in summer months, SDBs need to follow the guidance of the provincial directory

Payments in	Any payments made by schools, parishes or others for the service of SDBs should be regarded as part of the community income and be given to the Rector.
Spiritual Direction	In general the Rector of the community should act as your spiritual director but there may be circumstances where another SDB in the community may be delegated to fill that role. For Project Europe arrivals a Salesian spiritual director should be agreed in the first few months after arrival. A friendly chat with the Rector should also occur at least monthly and ideally close to the monthly recollection.
Weekends	When the work of the SDB is largely focussed on school ministry care should be taken to have some structured roles at the weekend providing regular and clear engagement with young people in the neighbourhood. In most settings this will be in a parish close by. This needs to be negotiated with the Rector.
Further study	Part of the benefit of working in Britain is an enhanced fluency in spoken and written English. New arrivals through PE are expected to continue reflection, experiences and study that will further integrate them into this culture.
Province Youth Ministry Involvement	Where possible new arrivals should be aware of opportunities to work from time to time with more committed youth within the Salesian network. Student Voice, Youth Easter, Phoenix and SOS programmes are especially appropriate events to consider. Where involvement happens it should be with the approval of the local Rector.
Balanced living	As SDB new arrivals you may have to learn again about how to balance your life and energy in a new culture where the usual sources of strength may not be present in the same way. You need to seek guidance about how to avoid any unhealthy intensity in work or spirituality. Home. School, playground and church should be balanced through regular spiritual direction.

<p>Formation meetings</p>	<p>There will be up to six meetings each year for those in initial formation in the province and three for new arrivals through PE. These are important dates and are not optional. They aim to broaden the reflection of the SDBs and to build regular sharing and celebration moments into the year.</p>
<p>Ministry to National Groups</p>	<p>The SDB new arrivals are in our province primarily to experience the mission of the SDBs in Britain. They are here to learn alongside SDBs and not to develop a specific national apostolate based on natives of their own country. Such contacts can be very helpful from time to time but they do not, as yet, form a central part of the Province mission.</p>
<p>Line management</p>	<p>During apostolic work, in schools especially each SDB should have a named person (SDB or a lay person) who will offer regular opportunities for supervision and on-going training for their role. This is not the same as spiritual direction and it is important that this line manager is not your Rector or spiritual director. A structured journal is available for those who would like a more organised approach to this task.</p>
<p>Confessor</p>	<p>SDB arrivals should be encouraged to seek out a specific SDB as their confessor. Ideally this would be an older SDB who is not directly involved in their day to day work. From time to time a confessor who speaks their native language may be appropriate.</p>
<p>Medical</p>	<p>You need to register with the local doctor and all costs including dental work and opticians costs should be covered by the community. Please give The Rector your contact details in for your family and province of origin and any details about your about health, medicines etc.</p>

Provincial responsibilities for new arrivals

- | | |
|--------------------------------|------------------|
| 1. General Formation Direction | Kieran Anderson |
| 2. Initial Formation | Kieran Anderson |
| 3. Documentation | Patrick Sherlock |

Culture Shock and new SDB arrivals

Culture Shock is the reaction of your mind and body to the change from a familiar environment to another environment that is unknown. In your own culture, you know the language, all the ways a person behaves in different situations, the non-verbal behaviors, the values, and the ways of reasoning. You are able to do things automatically and without thinking. For example, you know how to greet someone on the street, how to answer the telephone, how to dress for different occasions, and how to ask for assistance if you need any. In a foreign culture, you do not have any of this knowledge. You have to think about how to do the smallest thing. After the newness of the foreign culture wears off, and you begin to notice the many subtle differences, you begin to have language, food, money, social, and even health problems.

Some of the physical symptoms of culture shock include:

- too much sleep or too little sleep
- eating too much or no appetite
- frequent minor illnesses
- upset stomach/headaches

Some of the psychological symptoms of culture shock include:

- loneliness or boredom
- homesickness, idealizing home
- feeling helpless and dependent
- irritability and even hostility
- social withdrawal
- excessive concern for health or security
- rebellion against rules and authority
- feeling like you have no control in your life
- feeling unimportant and being a foreigner
- crying
- negative stereotyping of your host country people

As you can see, many of these symptoms are not unusual. This is why it can be difficult to recognize when you have culture shock. Not everyone will experience all of these symptoms, and each person's reaction may be different.

Managing Culture Shock

Once you realize you have culture shock, getting over it and moving on to better adjustment with the host culture will depend on you. It is you who must take some positive steps to feel better, and the sooner you take them, the better!

First, you should remember that culture shock is a normal part of your adjustment and that you may have some of the symptoms. Some of your reactions may not be normal for you; you may be more emotional or more sensitive, or lose your sense of humor. Recognizing your culture shock symptoms will help you learn about yourself as you work your way through it.

Second, try to analyze objectively the differences you are finding between your home and your host country. Look for the reasons your host country does things differently. Remember that host customs and norms are (mostly) logical to them, just as your customs and norms at home are logical to you!

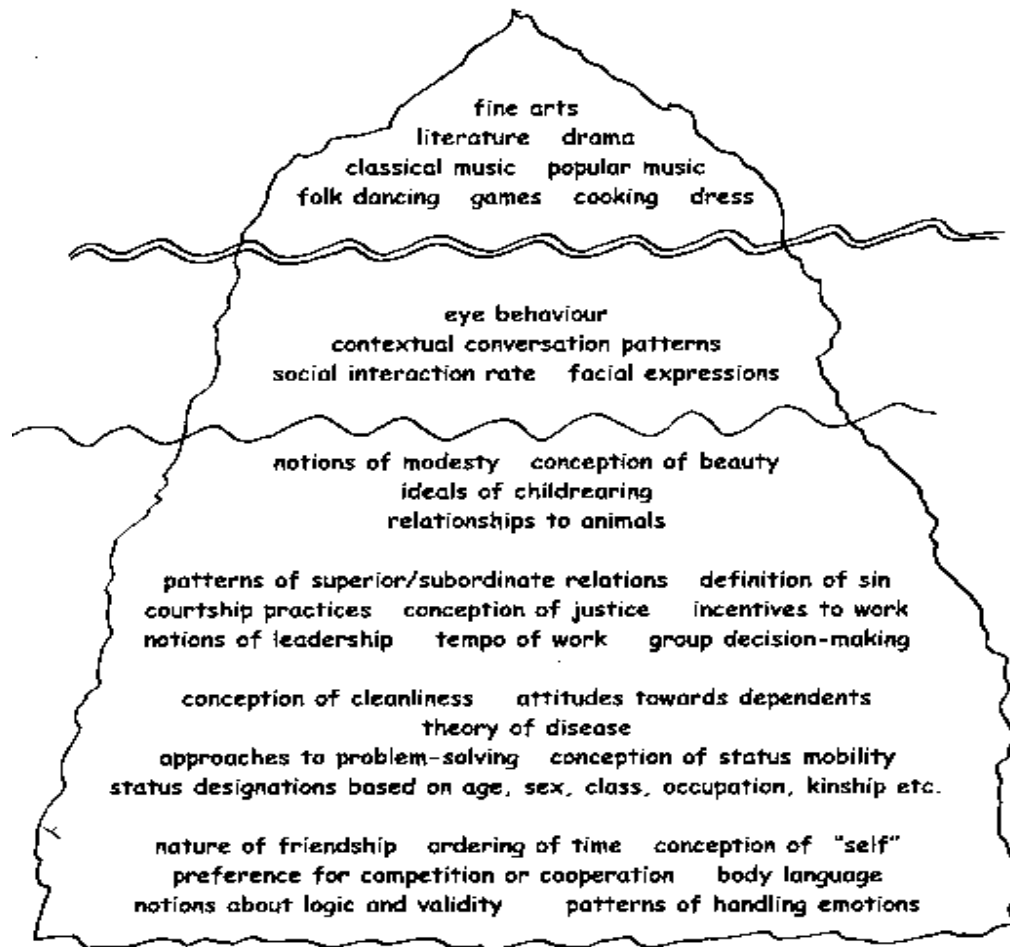
Third, set some goals for yourself to redevelop your feeling of control in your life. These should be small tasks that you can accomplish each day. For example, if you do not feel like leaving your room, plan a short activity each day that will get you out. If you feel that language is your problem, set daily goals to learn more: study fifteen minutes a day; learn five new words a day; learn one new expression each day; watch a TV program in your new language for 30 minutes. Each goal that you achieve will give you more and more self-confidence that you can cope. Fourth, find local friends who are sympathetic and understanding. Talk to them about your feelings and specific situations. They can help you understand ideas from their cultural point of view.

Finally, remember that you became a Salesian missionary to live in another culture and learn about it. Develop the attitude that you CAN live with the differences and still learn and enjoy yourself. You do not need to worry about losing your own cultural values or identity just because you feel comfortable in another culture.

Thanks to Rotary International for help with this material



The Cultural Iceberg



Some of the strongest determinants of culture tend to lie hidden in assumptions and “the way we do things here” that are difficult to explain. Visible practices sometimes have roots in a different value-system that prioritizes some things above others. For example British culture tends to be introvert and under-stated rather than extrovert and outwardly emotional. There is pragmatism about the British culture that values practical thinking above theories and abstract planning. You will find the province plan at the back of this resource but it may well be used in a different way to the plan in your home province. The underlying assumptions of a culture that lie beneath the surface of the iceberg are difficult to deal with because they have not been consciously grasped even by the native people and they may be too deep to ever articulate. To that extent we can embrace another culture but parts of us may never be completely at home for reasons we may never be able to explain.

There needs to be some of the gentleness of St Francis de Sales in the process of growing into a new culture. There will be many times when native SDBs and new arrivals will misread a situation. There may be times when tiredness causes bewilderment. The common culture that we all have in the preventive system is the bond that will always bring us back to the deeper belonging we have as sons of Don Bosco at the service of the young.

Some British Custom and Language

Greetings

- People shake hands when introduced for the first time, or at formal occasions. Handshakes are not aggressive and either the left or right hand can be used.
- British people tend not to greet with a kiss or hug except with relatives or close friends.
- British people tend to call young people and friends by their first names, otherwise 'Mr' or 'Mrs' (or other title such as 'Dr') followed by the person's family name (until you are told to use the first name). To address a University professor, listen to how they introduce themselves and then call them by this (for example some professors use their titles, some use their first names).

Visiting

- A genuine invitation to someone's home will include mention of a specific date and time.
- British people tend to telephone or send a text message or email before visiting each other at home, in respect of people's privacy and personal space.

What do they really mean?

- The British often have difficulty saying what they really mean, for example saying 'no' or making a critical comment, for fear of causing offence or upset.
- If you are usually open and direct in your opinions you may not understand what British people really mean.
- If you are in any doubt, ask.
- The **British sense of humour** can be ironic and confusing. As you get to know someone better and spend more time with British people, you will begin to understand what people really mean. If you are in any doubt, ask!

Arrive on time

- In the workplace and in academic life time-keeping is important.
- You should always be on time for lectures, classes and meetings with staff.
- If you are going to be late for an appointment with someone, let them know.

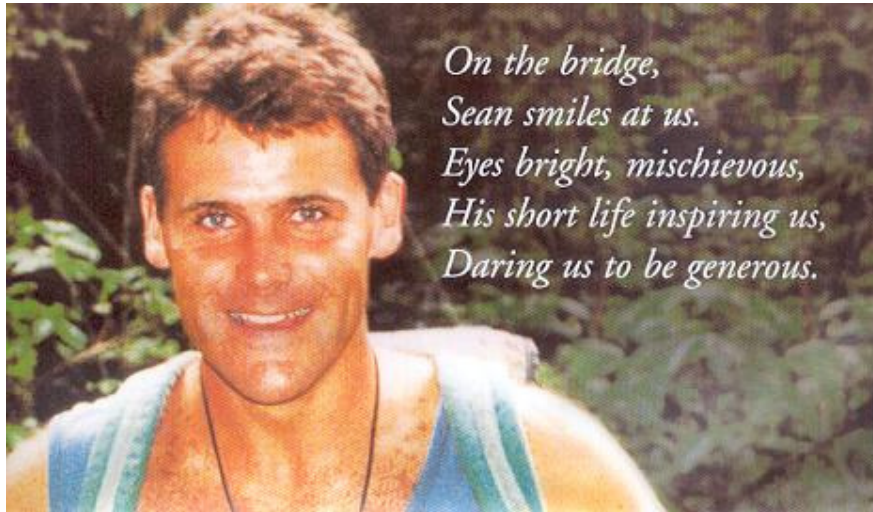
In public

- Stand in the queue, queue jumping is considered bad manners.
- Words you will hear very often are 'excuse me', 'please', 'thank you' and 'sorry'.
- Hold the door open for others if you go through first.
- Privacy is very important for British people. It is considered impolite to stare at others in public or ask personal or intimate questions, for example how old they are or how much money they earn, are they married, do they go to church etc.

Men and women

- Men and women in the UK are entitled to equal respect and status in all areas of life.
- Relationships between men and women may be more formal or less formal than you are used to, and there may be differences in social relationships between people of the same gender.

One of the province's heroes



Sean Devereux Salesian Volunteer and martyr from GBR

1964 -1993

On 2nd January 1993, Sean Devereux was shot dead - assassinated by a hired gunman whilst working for UNICEF in Kismayo, Somalia. Sean died coming to the aid of children.

Sean gave his life for a new ethos to the world, one that responds to the international community's responsibility for innocent civilians, particularly children and mothers, who are trapped and traumatized by terror and conflict.

"In adverse, and often dangerous circumstances Sean showed complete dedication to his work. His colleagues admired his energy, his courage, and his compassion. Sean was an exemplary staff member and gave his life serving others, in the true spirit of the United Nations. Sean was a real soldier of Peace."

UN Secretary General, Dr. Boutros Boutros-

Some British slang, mini glossary

Be careful when you use slang as in some situations it can be inappropriate. Slang is very informal and colloquial. For example, it is generally used amongst people who know each other well, and can vary amongst different age groups.

Slang	What it means
All right?	"Hello, how are you"? You would say this to someone you knew (not to a complete stranger)
Bad hair day	A problematic and difficult day e.g. 'I am having a bad hair day'.
Bite your arm off	Means that someone is over excited to get something e.g. 'he would bite your arm off to get that job'.
Brolly	Umbrella
Bruv	A term of address, usually for a friend (<i>brother</i>)
Cheers	Thanks
Chill-out	To relax
Give us a bell	Call me
Grab a bite	Have some food
Grand	<i>Adj.</i> Excellent, lovely. {Informal} <i>Noun</i> A thousand pounds sterling
Grub	<i>Noun</i> Food
Gutted	<i>Adj.</i> Really upset
Hiya	Hi there a friendly way of saying hello.
I'm easy	I don't care or it's all the same to me.
Jab	<i>Noun</i> a vaccination
Knackered	<i>Adj.</i> Tired, worn out, exhausted (! not to be used in formally!)
Mate	<i>Noun</i> friend
Not my cup of tea	means something is not to my liking
On about	What are you on about? means what are you talking about?
Out of order	<i>Adj.</i> Of a person or their behaviour: unfair, unacceptable, or wrong. Of something: not working, faulty
Piece of cake	Something that can be done or achieved easily with very little effort
Pretty	<i>Adj.</i> Quite - "pretty good" would mean quite good.
Quid	One pound (money)
Ring me	Call me
See you later	<i>Goodbye</i> {Informal}. Said even if you will not see them later
Ta!	Thank you! {Informal}
Take it easy /	1. Goodbye, a parting salutation.
Take care	2. Relax, don't get stressed
Uni	University
Waffle	To talk on and on about nothing
Way-out	<i>Adj.</i> Unusual, unconventional
Wicked	Excellent
Zapper	<i>Noun</i> A TV remote control unit
24/7	<i>Noun</i> All the time. 24 hours a day, 7 days a week.

Salesian Ministry in GBR Province

Young people

Young people in Great Britain are among some of the most secularized young people in the world (see <http://www.search-institute.org/csd/major-projects/with-their-own-voices>). Catholics make up about 10% of the population of the country. Mass attendance is estimated at about 6% among catholic teenagers. There are more people attending Mosque than attend catholic churches each weekend. In Great Britain spirituality is seen as personal issue, not usually talked about and almost a life-style choice that has little impact on real life. The general assumption is that faith is largely irrelevant except where it becomes fanatical or fundamentalist- in which case it is viewed with great suspicion.

Young people who do attend church need a lot of support and encouragement because their attendance will indicate a real desire to belong and one that will not be supported by many of their peer group. They need all the skills of basic Salesian work: the friendly approach, the liberal use of praise, the time to get to know you and the opportunity to share tasks with you. They will not respond well to questions about the religious practice of themselves or other members of their family. The main concern of Salesians in this province is to build a strong sense of belonging to church through a friendly approach, common work for others and appropriate celebrations of liturgy. Many of the expectations of other cultures in terms of practices of piety, relationship to priests and church leadership cannot be met in this secularised culture.

Young catholic people who do not attend church will almost certainly be from families that have ceased to practice. Their main sense of being catholic will come from their relationship with the school. Even in practicing families the parents will have given their teenage children a choice whether to attend on Sunday or not. Many families will attend mass once or twice a month only. In schools there will also be a percentage ranging from 2% to 20% who are not catholic. They have committed themselves to being part of a catholic community and to the prayer and liturgical life of the school specifically. About half of the staff in Salesian secondary schools will be catholic and perhaps 5-10% will be practicing at any time.

Schools

The GBR province has a strong presence in schools at secondary and primary level. It is a place where the Salesian charism is made most available to a secular culture. Salesian schools are generally part of the state system of education and have a largely lay staff, many of whom regard themselves as Salesian teachers. However, the structure and authority pattern of the school follows the standard state pattern. This means that the leadership is placed in the hands of a head teacher who is not always an SDB. They are responsible to a governing body many of whose members are appointed by the provincial. The local Rector is therefore not in charge of the school or of the head teacher but works through influence or through the membership of the governing body. This has great advantages in clarity but it can mean that the planning of the school (which is very detailed) can take place separately from the SDB community planning.

New arrivals coming into Salesian schools for the first time will therefore need to notice these differences:

1. The Rector is not in charge instead there is a head teacher who is usually a layman or lay woman.
2. The decision-making about school mission, personnel, timetable is made in the school not the SDB community
3. There is a chaplain in the school who is responsible under the head teacher for the spiritual life of the school. They can be SDB or laypeople.
4. The use of liturgy and sacraments is encouraged by the Rector but decided with the head teacher and the chaplain.
5. Many lay staff will be happy to pray with young people and talk about their faith but there will be some who are not confident in talking about faith

Parishes

The GBR province has many different parish settings. There are parishes that are closely connected to the Salesian Community such as at Bootle where St James' church is physically connected to the community. There are other parish settings where the church is at varying distances from the SDB community house. There are also some Salesian parishes, such as Newent and Cowley that stand alone and are a longer distance from their community base.

Parish life is also varied in its development across the GBR province. Some parishes are set in places that are increasing in the numbers of Catholics and others are set in areas where demolition and population movement means that the amount of energy in the parish community is in decline. In response to this change and to the falling numbers of diocesan clergy, local dioceses are implementing plans to re-shape the parish structures and establish pastoral areas that meet the needs of a number of parishes with one or two clergy serving perhaps four or five parishes. This restructuring is a painful process for many parishioners and is making increasing demands on lay collaboration and participation in church life.

The development of lay ministries has been in progress for years in parishes but now, as the average age of parishioners rises in some areas, they are being asked to work more collaboratively alongside parish priests to ensure a new shape for the future. Some clergy are happy to work collaboratively, some are too tired. Some laity are natural collaborators in a common mission, others are not skilled at planning, leading or coordinating. This means that there is a level of uncertainty about the shape of the diocesan structure and an uncertainty about roles and decision making. The shape of parish ministry for the future seems to lie in team work and an increase in collaborative skills- something that the Salesian work in Easterhouse in Glasgow has been promoting for many years.

New arrivals engaging in parish life might need to remember that:

1. The people who attend often do so out of deep conviction rather than simply out of duty
2. The age profile of a Sunday mass will often exclude teenagers and be comprised in some parishes of the very young and the very old.
3. In some parishes the age structure demands that the clergy focus on funerals for an increasingly ageing population.
4. There is a need for home visiting in most parishes.
5. Catechetical programmes are in place for most parishes and in some cases they are shared with the local school and most will involve parents. Pastorally these are rare opportunities to work with wider family groups.
6. The relationship between parish and primary school is usually much closer so that sacraments and parish events can be shared. The link between parish and secondary school is much more difficult to sustain.



The Chapel at Thornleigh Provincial House

The Provincial Directory

Community Life and Poverty

From (at least) 1910 until the Special General Chapter, the Provincial Customary, deliberations of Provincial Chapters and Rectors' Meetings provided detailed rules and regulations about such matters as the daily timetable, meals, dress, use of cycles, radios, reading matter, relations between Rectors and Parish Priests...

The following General Principle was given: "As a general rule the traditional usage of the House of Battersea, the Provincial House and Mother House of the Province, should be followed wherever local conditions permit. Divergences of a permanent nature must be referred to the Provincial."

Provincial Norms

1. According to the principle enunciated in C124, each community, bearing in mind our traditions, shall draw up its own programme in conformity with the Holy Rule. (esp R69-76, C186, R184.3) [Passed unanimously]
2. Conscious of, and faithful to, the spirit enshrined in our Holy Rule (esp C73, C75-76, R5557, R63) a confrere may use and transfer to another house adequate clothing and personal books and, in agreement with the rector, those other items which he needs. [Passed unanimously]
3. Each confrere may, in the course of a year, take holidays at times agreed with the Rector, bearing in mind community life and apostolic commitments and also our witness to the local people. Holidays outside the British Isles and Journeys that involve travel outside Europe require the consent of the Provincial. Such requests should only be made after consultation with the Rector. As in all matters of poverty, the fact that others are prepared to pay is irrelevant. [Passed unanimously]
4. In the light of the report on the financial state of the Province to the Provincial Chapter, the Chapter delegates the drawing up of norms for the practical exercise of solidarity to the Provincial and his Council. (cf R190) [Passed unanimously]

Review of Poverty

5. In conformity with R65, the practical directive of GC21 (59a) and the proposal of the Provincial Chapter of 1982, the Review of Poverty should take place in each community during Lent, and a copy of the Report should be sent to the Provincial before Easter. The Review of Poverty for the Province should take place at each Provincial Chapter. [Passed unanimously]

The Retreat

In his preface to the first Constitutions and Regulations, Don Bosco wrote, “The fundamental practice of piety which in some way embraces them all consists in making the Spiritual Retreat each year, and the Exercise for a Happy Death every month”. In earlier times, the detailed horarium of the retreat was prescribed together with other specific provisions (cf “Practices of Piety for Use in Salesian Houses” 1948, p78f)

Provincial Norms

7. Faithful to our traditions and to R72, every year each confrere will make a retreat of six days, unless, in agreement with the Provincial, he is excused by ill-health or some other just cause. In normal circumstances, this retreat will be one of those arranged for the members of the Province. If he so wishes, and in agreement with the Provincial, a confrere can make a different retreat occasionally. [Passed unanimously]

8. The programme of the Retreat will be decided by the Preacher and the Director of the Retreat in consultation with the retreatants. [Passed unanimously] Regulation 74

Marian Devotion

In the light of R74, wherever possible, on the twenty-fourth of each month the community Mass will be that of Mary, Help of Christians. The Blessing of Mary Help of Christians will be given in common on the same day. [Passed unanimously] Code of Practice

Care of our sick confreres

In the Provincial Chapter of 1977 three Resolutions were passed (cf Acts of that Chapter Numbers 7.1 - 7.3) and these have been observed since then. At the Chapter of May 1986 the practice set out in N7.2 of the 1977 Acts was changed. This was done because of certain changes in the relevant circumstances, namely:

1. The increasing number of older confreres in most communities and the subsidies which have to be paid for their upkeep by the Provincial Office make a nonsense of charging these communities to support the Medical Fund.
2. When older Religious now have to be taken into a Nursing Home for nursing care, the financial cost is provided by the State National Health Scheme, thus drastically reducing the financial burden to us.

Administration

In accordance with Norm 6 of the Provincial Directory above, the Provincial and his Council drew up the following Code of Practice which was approved by the Provincial Chapter.

The following shall be kept at the Provincial Office:

- a) Official documents regarding the Society, the Province and individual members (eg Birth Certificates, Degrees, and other qualifications).
- b) Register of Members
- c) Files of Obligations
- d) The Wills of members, with a second copy retained by the member
- e) Covenants made by members in favour of the Society.
- f) Property Registration: A Register of Properties (Schedule of Deeds) shall be maintained in the Provincial Office.
- g) Safe Custody of Articles of Value: Each House is responsible for safeguarding all Articles of Value in accordance with the instructions of our Insurance Brokers, and to ensure that they are adequately insured. An inventory of such items is to be kept in the files of the one responsible, Rector, Bursar or Parish Priest.
- h) Important Documents: Our Trust Deeds, all Deeds of Property, Leases, Property Agreements, etc, are to be kept by our Solicitors. (For England and Wales: Addleshaw Sons and Latham of Manchester. For Scotland: Guild and Guild of Edinburgh.)
- i) All legacies will be administered by the Provincial Office in accordance with the wishes of the donor. In certain cases this administration may be delegated by the Provincial and his Council.
- j) In accordance with R30 each of our parishes shall have a Salesian Account distinct from the Parish Account. An inventory of all items provided by the Provincial Office shall be kept by the Parish Priest as well as a record of other Salesian items. This is distinct from and without prejudice to the inventory of goods both movable and immovable which is required by Canon 1283 §2.



The Provincial Plan of GBR Province

Community Life					
Vision Statements	Proposals	Action	By Whom	From/By When	Notes
The vision is of the province having a smaller number of viable communities which are characterized by hospitality, openness and willingness to share life with young people.	Evaluate our presences using revised criteria. □	Revise criteria	PC	Autumn 2010	
	In reviewing our presences, ensure the quality of community life so that it can deliver hospitality, openness and a willingness to share with young people.	Develop evaluation process Systematic review	PC Depends on process	Mar 2011 2011 /13	
	Communities will be asked to fix certain times and dates in the year when young people will be invited in to share hospitality and the life of the whole community.	Discuss what this will mean at Rectors' Mtg Action it in local communities	MC and Rectors Rectors and communities	Nov 2010 2010/2011 - ongoing	



Vocations					
Vision Statements	Proposals	Action	By Whom	From/By When	Notes
<p>The vision of the province is that:</p> <p>We will find a new confidence and enthusiasm in promoting SDB life to young adults.</p> <p>The province is resourced to develop new vocations initiatives.</p>	Develop a new SDB vocations initiative with the necessary resources, personnel, technology and enthusiasm (as a matter of urgency).		MC	Autumn 2010/ Mar 2011	
	Consult with other successful vocations teams in the UK.	Contact Vocations Teams and Compass	MC	Oct 2010 – Mar 2011	
	Implement the vocation team draft remit with age-appropriate resources.	Set up new team and meet	MC	Oct 2010 ongoing	



Formation					
Vision Statements	Proposals	Action	By Whom	From/By When	Notes
The vision of the province is that: We have a UK based centre of study and formation.	Continue to develop a UK based international community for initial formation and further studies, eg international novitiate and postgraduate study centre.				Rosary Pilgrimage Trust Funding
	Prepare personnel for an international community in Battersea.	ID formation course and personnel	MC	2011/12	Rector Appointment in 2013
	A team will explore the community developments in Battersea.		MC		New House 2013?
Every SDB engages with ongoing formation.	Name a person in each community who holds the resources for Salesian formation.	Rector or nominate	MC and Rectors	Nov 2010	
	The formation team will be asked to produce an online digest of articles of current interest.	Produce an online digest of articles of current interest	FT	Summer 2011	
	Organise formation experiences based in Jerusalem, Turin, places of Salesian interest.		FT	2011/ 13/ 15 (FT 'Journey to 2015)	



Youth Ministry					
Vision Statements	Proposals	Action	By Whom	From/By When	Notes
The vision of the province is of an even more dynamic and energetic youth ministry team with SDB leadership/membership: which develops a real partnership with co workers which has a greater impact on the local and national scene	Further develop the role of the youth ministry team, especially in direct engagement with the schools and parishes of the province.				
	Ensure the energetic and dynamic continuity of leadership.	Transition to new appointee	MC, PC, BG	Jan – August 2011	
	Formulate an action plan based on the points in the youth ministry report.	Formulate an action plan based on the points in the youth ministry report	BG and YMT	2010/2011 ongoing	
	Employ youth workers to carry forward the work of the youth ministry team.	2 / 3 parishes asked to bid	PP/Teams and YMT	Feb 2011 for Easter or Summer start	Local or national job/field? Potential joint funding with FMA/Diocese



Youth Ministry					
Vision Statements	Proposals	Action	By Whom	From/By When	Notes
<p>which provides further developed formation programmes, so that everyone who engages with us also experiences Salesian formation at some level.</p>	<p>The youth ministry team will be asked to work in collaboration with the formation team on youth ministry formation programmes.</p>	<p>Joint mtg / sub group mtg</p>	<p>FT and YMT</p>	<p>2011/2012</p>	
	<p>Offer all those who work with us a genuine experience of well resourced, specifically Salesian formation.</p>	<p>Support the Cymfed Youth Ministry Course - 3 candidates per year - Offer SDB tutors and a supplement Salesian module</p>	<p>YMT- identify candidates</p>		
	<p>Talk to FAMILIAS to help the development of ministry with families.</p>	<p>Make contact and meet. Explore joint training/project.</p>	<p>YMT or PP</p>	<p>By Feb 2011 2011/2012 ongoing</p>	<p>Possible training providers for PP and parish teams.</p>



Social Communications					
Vision Statements	Proposals	Action	By Whom	From/By When	Notes
The vision of the province is of a first class, inspiring and interactive web site that links all areas of Salesian work and enables the sharing of resources for all aspects of evangelisation, including on-line guidance and discernment.	Create a first class, inspiring and interactive website that links all areas of Salesian work and enables a sharing of resources for all aspects of evangelisation including online guidance and vocational discernment.	Appoint new Social Communications Team Create new website etc.	MC New Social Communications Team	2012 onwards	
	Recruit and employ a professional communications network director (with a support team).	Recruit and employ a professional communications network director (with a support team).	PC	Feb 2012 for summer 2012 start	
	Present the re-launched web site to each community with an explanation of how they can contribute to it and use it.		Social Communications Team	Jan 2013 onwards	
	Offer training to SDBs in the area of technology and social communication.		Social Communications Team and FT	Jan 2013	



Social Communications					
Vision Statements	Proposals	Action	By Whom	From/By When	Notes
The vision is for an even more thriving publications department in the province.	Devise a succession strategy with the possibility of training an SDB in the area of publications.	Consult with Tony B ID training course Make appointment	MC	Summer 2012	
	Review and re-launch Don Bosco Today.	Review and re-launch Don Bosco Today.	New appointee + team	Jan 2013	
	Encourage confreres to support and promote Don Bosco Publications.		MC		



New Frontiers					
Vision Statements	Proposals	Action	By Whom	From/By When	Notes
The vision of the province is: A refocusing of our province mission through, amongst other things, a review of all our presences over the next five years.		Revise criteria Develop evaluation process Systematic review	PC PC/Sectors/Facilitators? Depends on process	Autumn 2010 Feb 2011 2011 /13	
The development of new frontiers already undertake in areas such as university chaplaincy, ethnic chaplaincy.	Further develop new frontiers already undertaken in areas such as university chaplaincy and ethnic chaplaincy linked to our own communities.	Explore additional opportunities			
The establishment of a new Salesian initiative among disadvantaged young people.	Establish a new Salesian initiative among disadvantaged young people (within our established works).	Investigate		Autumn 2011 or spring 2012	



New Frontiers					
Vision Statements	Proposals	Action	By Whom	From/By When	Notes
The further development of our ministry with families.	Further develop our ministry for families through the sharing of good practice in our various contexts.	Focus of Parish Meeting 2011? Use of Familias?	YMT and Familias	Oct 2011 ongoing	
	Respond seriously to GC26's call to family ministry through collaborating with schools, parishes and other agencies.	As above			
	Develop and establish Salesian presences for disadvantaged families.	???			
	Strengthen the relationship between parish and primary school.	Establish patterns / relationships	Parish Teams Visit and review by MC	Ongoing	



International and National Links					
Vision Statements	Proposals	Action	By Whom	From/By When	Notes
The vision of the province is that: We have a high profile role in the national youth scene.	Develop closer links with diocesan youth service directors.	Invite Diocesan Youth Officers to visit each community	Rectors	Annually	
	Continue to develop our contribution to the Catholic Youth Ministry Federation.	Remain on CYMfed Board Support conference	BG YMT + MC	Ongoing Annually	
We are more integrated into the international Salesian network with specific links to other provinces for the mutual benefit of all.	Continue to develop links in the area of formation, youth ministry and further study with other provinces.	One 'out of province' experience per year per sector	YMT schools Parishes Volunteers DBYN Formation Communications	Annually	
	Explore the development of closer links with Ireland and other English speaking provinces.	3 Island Summit Mtg	YMT	Annually	
	Structure exchange visits with English speaking provinces.	Sabbatical experiences	MC	Ongoing	
	The provincial will be asked to appoint a co-ordinator for Project Europe.	Make appointment	MC	Mar 2011/summer 2011	



International and National Links					
Vision Statements	Proposals	Action	By Whom	From/By When	Notes
We explore a new multi-faith youth initiative.	Explore the development of a new multi-faith youth dialogue and initiatives (e.g. summer SOS).	Investigate		Autumn 2010/Spring 2011	
We have stronger links with the FMA.		Contact Sr Pauline and meet Spirituality group	MC DO'M, HP	Autumn 2010 Ongoing	



Some Web sites for schools

Saint John Bosco College (Battersea) <http://www.sjbc.wandsworth.sch.uk/>
 Thornleigh Salesian College (Bolton) <http://www.thornleigh.bolton.sch.uk/>
 Savio Salesian College (Bootle) <http://www.saviosalesiancollege.com/>
 Salesian School Chertsey <http://www.salesian.surrey.sch.uk/>
 Salesian College Farnborough <http://www.salesiancollege.com/>

(a full listing is available in province directory available in your community)

The Salesian Family Calendar

www.thesalesianfamily.org.uk/calendar/public/About.aspx

For all Salesian dates please refer to the provincial Salesian online calendar. The address is given above. Dates can be added through reference to the secretaries of the three main branches of the Salesian Family. Their contact details are listed in this Directory. Please try to avoid arranging dates that clash with other events in the Salesian network.

