

RECORD OF CONVERSATIONS

Newcastle Deanery Gathering held Saturday 26 March 2011
St James School Hall, Vista Parade, Kotara South

NEWCASTLE DEANERY GATHERING CONVERSATIONS (GROUP A)

Conversation/ Topics	<ul style="list-style-type: none"> ▪ The Role of Women in the “New” Church 		
Deanery	NEWCASTLE Gathering held Saturday 26 March 2011 – St James’ School Hall, Vista Parade, Kotara South		
Convenor(s)	Helene O’Neill		
Scribe	Not Recorded		
Other Members	<p>Group A</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Maggie/Terry/Dorothea/ Des/Joseph/Sr Norah/ Pauline/Therese</td> <td style="width: 50%;">Sheila/Ray/Margaret Fay/Ann/Anne/ Arthur/Pauline</td> </tr> </table>	Maggie/Terry/Dorothea/ Des/Joseph/Sr Norah/ Pauline/Therese	Sheila/Ray/Margaret Fay/Ann/Anne/ Arthur/Pauline
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Discussion Notes, Key Understanding, Outstanding Questions, Observations:			
<ul style="list-style-type: none"> ▪ Married to a deacon – assist with roles – contact with Church – recognise role of spouse in universal manner; ▪ Priests need to acknowledge talents of women; ▪ Women need to be prepared to take on a ministry; ▪ Women are empathic/caring; ▪ Women as leaders of liturgy; ▪ Women not involved in decision making in the structure of the Church beyond parish level (deaconess in past); ▪ Cultural boundaries – Australia allows women; ▪ Jesus appeared to two women before men; ▪ Institution Church – not “lectors”; ▪ Boys club; ▪ Women sell themselves short – aim for “priest” – get “deacon”; ▪ Nuns – ability to become women; ▪ Young women get involved and bring new ideas with them; ▪ Lip service from Church; ▪ Why are the likes of George Pell/Phillip Wilson “untouchable”? ▪ Priests’ attitudes need to change to accommodate “learned women”; ▪ Acceptance as a woman – what you have to offer (by hierarchy); ▪ Threat to clergy? ▪ What do we do when we are empowered? ▪ Priest spiritual leader – why administrative leader? 			
Action/Strategies:			
<ul style="list-style-type: none"> ▪ True equality – Women’s Lobby Group; ▪ Appoint women to positions within the “structure of the Church”; 			

- Conversation with Bishop Michael re women and roles in Diocese;
- Education;
- Inform women on what formal recognised ministries are available;
- Statement from hierarchy on where women do stand.

Recommendations:

- Inform women on what recognised ministries are available in Diocese;
- Courses to educate women – where to from here?
- Survey women in church – lead to a more extensive role in “new” Church;
- M-N to lead role in universal Church to push Vatican on acceptance of women in ministries;
- Seminar for M-N women to decide action;
- Shared roles based on talents/family constraints/time.

SUMMARY:-

- Inform what roles are available;
- How do we empower?
- Survey – time/talents, etc;
- Lead role in Universal Church, start at the bottom;
- Women’s Seminar in Diocese;
- Shared roles/ministries.

NEWCASTLE DEANERY GATHERING CONVERSATIONS (GROUP B)

Conversation/ Topics	<ul style="list-style-type: none"> ▪ Visualise Yourself in the Year 2020 – What do You See?
Deanery	<p>NEWCASTLE Gathering held Saturday 26 March 2011 – St James' School Hall, Vista Parade, Kotara South</p>
Convenor(s)	Steve Jarmain
Scribe	Steve Jarmain
Other Members	<p>Group B Susan McLeod Janice Pat</p>
<p>Discussion Notes, Key Understanding, Outstanding Questions, Observations:</p> <p><u>Support 2020</u></p> <ul style="list-style-type: none"> ▪ Fewer priests; ▪ European priests; ▪ Married priests and ex-priests; ▪ The Church. <p><u>Technology</u></p> <ul style="list-style-type: none"> ▪ Internet <p><u>Gatherings</u></p> <ul style="list-style-type: none"> ▪ More of (in and out of Church) <p><u>Liturgy</u></p> <ul style="list-style-type: none"> ▪ Different types <p><u>Evangelisation</u></p> <ul style="list-style-type: none"> ▪ Community based/school <p><u>Structure 2020</u></p> <ul style="list-style-type: none"> ▪ Meeting as a community in a church; ▪ See more married priests (allowance of); ▪ Equality of the sexes. <p><u>Young People</u></p> <ul style="list-style-type: none"> ▪ Part of the Church; ▪ Smaller churches – dynamic; ▪ Music support in church. 	

Action/Strategies:

Support 2020

- Fewer priests
- Train up lay people – using former priests;
- European priests to be brought to Australia;
- Married priests;
- Ex-priests;
- To be formalised and sent to Australian Bishops/Rome;
- Sell Uses – some sold!

Technology

- Multimedia

Gatherings

- Like minded people;
- More involvement.

Liturgy

- Expansion – more smaller types have evolved

Evangelisation

- Community and schools expansion of lay people

Structure

- Community church
- Still have parish priests;
- Married priests;
- Equality;
- More lay people
- Strategy to be formalised and sent to Australian Bishops/Rome

Young People

- Social justice and equality;
- Groups;
- More diverse – from the schools, etc. – mediator to take this on;
- Be more open?

Recommendations:

Support 2020

- Australian Bishops to formulate a program;
- European priests to be supported;
- Married priests/ex-priests;
- Local decision on buildings;
- Group formalisation – experts;

Technology

- Notification of church activities/in and out of churches

Gatherings

- Ecumenical events;

Liturgy

- More bible study – train up lay people;
- Program to be formulated by Australian Bishops' Council for Communion Services – expansion of;

Evangelisation

- From local community to formalise (group based);

Structure

- Community church to remain the same;
- From Rome to accept;
- More married priests;
- Equality;
- Women deacons and priests.

Young People

- Example, invitation, involvement;
- Smaller churches – dynamic;
- Music support in churches;
- Less regimentation – more openness;
- More ecumenical involvement – less restrictions on music.

SUMMARY:-

- Fewer priests, more lay involvement, communion services;
- Evangelisation – small groups/schools. Less discrimination;
- More women/lay/priestly roles.

NEWCASTLE DEANERY GATHERING CONVERSATIONS (GROUP C)

Conversation/ Topics	<ul style="list-style-type: none"> ▪ How Do We Support Clergy – Current and Future?
Deanery	<p>NEWCASTLE Gathering held Saturday 26 March 2011 – St James’ School Hall, Vista Parade, Kotara South</p>
Convenor(s)	Clare Gregory
Scribe	Clare Gregory
Other Members	<p>Group C Albert/Elaine/Paul/John/Allan</p>
<p>Discussion Notes, Key Understanding, Outstanding Questions, Observations:</p> <ul style="list-style-type: none"> ▪ Find leaders to lead with priests; ▪ Recognition of priests’ personal gifts and desires – recognise his ultimate authority as leader; ▪ Practical assistance; ▪ Emotional support – need an outlet, somewhere to go to be themselves; ▪ Laity offering service; ▪ Liturgical support. Laity assisting with priests’ tasks; ▪ Priests’ “PA”; ▪ Teams within parishes (who are gifted) do jobs, e.g. funerals; ▪ Use priests as teachers – knowledge and experience; ▪ Change in Church institutional culture; ▪ Mindset of priests and laity is the same; ▪ Priests “letting go” and trusting others to take over; ▪ Priests being honest with task expectations and matching tasks to volunteers’ skills. 	
<p>Action/Strategies:</p> <ul style="list-style-type: none"> ▪ Stewardship program – keep up supply of assistance/volunteers; ▪ Priests to give the volunteers their blessing and authority; ▪ Commissioning liturgy/service for volunteers; ▪ Recognition and honouring; ▪ Encourage voluntary caring – paying someone loses something; ▪ Personal approach; ▪ Priests formation; ▪ Priests educating community to do tasks/mentoring; ▪ Share laity services/gifts between deaneries/parishes – cooperation. 	
<p>Recommendations:</p> <ul style="list-style-type: none"> ▪ Stewardship program – keep up supply of volunteers to assist priests; ▪ Give priests a (paid) personal assistant; ▪ Formally acknowledge volunteers, liturgy/service to formally pass on priests authority to act. This gives the volunteers confidence to act; ▪ Personally approach people to do specific tasks; 	

- Encourage voluntary caring because when someone is paid to do something, the caring loses something;
- Priest mentors laity, shares his knowledge and experience to carry out tasks such as funerals;
- Freedom between boundaries (deanery/parish) to share skills;
- Give volunteers out-of-pocket expenses;
- Formal assessment by priest of his responsibilities on appointment. What responsibilities does he want to retain and what to delegate?

SUMMARY:-

- Take responsibility;
- Priests aren't good at everything;
- Formal process of responsibilities in parish for priests – what else does he need:
- We want to share skills between regions/deaneries.

NEWCASTLE DEANERY GATHERING CONVERSATIONS (GROUP D)

Conversation/ Topics	<ul style="list-style-type: none"> ▪ Regions, not Deaneries! 								
Deanery	<p>NEWCASTLE Gathering held Saturday 26 March 2011 – St James’ School Hall, Vista Parade, Kotara South</p>								
Convenor(s)	Fr Greg Arnold								
Scribe	Paula O’Neill								
Other Members	<p>Group D</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Carmel Noonan</td> <td style="width: 50%;">Annette Morrow</td> </tr> <tr> <td>Catherine Johnson</td> <td>Ray Green</td> </tr> <tr> <td>Les Walters</td> <td>Pat Campbell</td> </tr> <tr> <td>Jennifer Edstein-Royes</td> <td>Norah Creigh</td> </tr> </table>	Carmel Noonan	Annette Morrow	Catherine Johnson	Ray Green	Les Walters	Pat Campbell	Jennifer Edstein-Royes	Norah Creigh
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<p>Discussion Notes, Key Understanding, Outstanding Questions, Observations:</p> <ul style="list-style-type: none"> ▪ Deaneries are optional in Canon 374.2 – “several neighbouring parishes <u>can be</u> joined into a special group <u>such as</u> vicariates forane (deaneries)” could just as well be “regions”. Indeed, why have we been in regions if they are allegedly non-canonical? ▪ If regions are dysfunctional, how much more so huge geographically extended deaneries in parishes that do not have a lot in common (e.g. Nelson Bay –v- Blackbutt?) Regions would be functional if they focused on the common aim of becoming a “super parish”; ▪ The moderator model can work just as well in regions as in deaneries:- ▪ <i>Why regions?</i> – size and common identity; geographical factors much more manageable; easier to move to a super parish in future; ▪ <i>Why not deaneries?</i> – too big; parishes do not have as much in common; deaneries will struggle with moving to super parishes; ▪ Laity are easier to engage in smaller, regional areas which have more in common; ▪ Catholic Schools Office needs to model its regions on our regions, e.g. Cardiff is attached to Booragul; ▪ Deaneries rarely come together for meetings – this would have to change; ▪ Priests do not always agree on everything but they can get on together. Priests need to cooperate; ▪ Blackbutt Region works – 2 Parish Councils meet to become a Regional Pastoral Council. It has one Youth Group; ▪ Blackbutt Region has many lay people as leaders – the parishes have empowered the laity – this is part of the reason why it has worked; ▪ Regions that are working have lay people taking on meaningful roles (paid positions) and priests truly delegate roles and share the leadership/responsibility. 									
<p>Action/Strategies:</p> <ul style="list-style-type: none"> ▪ None recorded. 									

Recommendations:

- None recorded.

SUMMARY:-

- Why are regions being used if this is non-canonical?
- Regions/deaneries – why/why not?
- Common areas relate more easily;
- Catholic Schools Office to model their regions on parish regions.

NEWCASTLE DEANERY GATHERING CONVERSATIONS (GROUP E)

Conversation/ Topics	<ul style="list-style-type: none"> ▪ How do we get schools motivated to be part of this model? ▪ Engage high schoolers ▪ How can baby boomers (and older) communicate with Gen Y? ▪ How to get young families more involved
Deanery	NEWCASTLE Gathering held Saturday 26 March 2011 – St James’ School Hall, Vista Parade, Kotara South
Convenor(s)	Louise Russell
Scribe	Margaret Rabbitt
Other Members	Group E Not Recorded
<p>Discussion Notes, Key Understanding, Outstanding Questions, Observations:</p> <ul style="list-style-type: none"> ▪ Convenor invited group members to consider the impact of traditional values on young families and the way that those values can be incorporated and families included; ▪ Should be targeting parents of children in sacramental programs in parishes – updating their faith knowledge; ▪ Families need to be included in a faith based sense of community; ▪ To access the youth community, consider selves as “immigrants” into the culture of youth (Planet Youth Mentoring Program); ▪ Lack of knowledge of the Bible; ▪ Should the question be asked about ‘why’ families and children don’t come to Mass? ▪ Should we be developing children’s awareness of spirituality and a need for that aspect of their lives; ▪ Are many teachers in schools informed in faith themselves and therefore adequate in evangelising? ▪ Give involved families a voice in our church communities; ▪ Concern that the “word of God” was not learned from a Catholic community, but a Presbyterian culture; ▪ We should be employing people who are passionate about their faith, who can evangelise our young people; ▪ Young people are moved by social justice issues – should we be focusing on this aspect of Church’s mission to engage our youth? ▪ Engage children through technology – DVDs and video stories; ▪ Young families should not be underestimated – caring for each other when they have a common cause; ▪ Use school facilities at weekends for families – social and spiritual; ▪ Sunday Mass – has extended activities/children’s liturgy/Mass; ▪ Live Church – invite professionals (doctors/psychologists) to offer their services; ▪ Spiritual and physical needs – need to be in partnership – look at other Church examples. 	
<p>Action/Strategies:</p> <ul style="list-style-type: none"> ▪ Have a more ecumenical approach; ▪ Invite other denominations in; 	

- Family network – where families can congregate “under the umbrella of Church” as a formal, united group to help determine a future;
- Adult education for parents of primary school students;
- Using the “Word of God” as our basic resource;
- Churches need to be using “media” at Mass rather than overheads that can’t be seen;
- Use church/school facilities at weekends. Invite professional (e.g. doctors and psychologists) to meet the spiritual and physical needs of young people;
- Focus on the families who are in our Church and determine their needs. Use this group to reach out and lead the younger members of our community;

Recommendations:

- That the Diocese develops a “Family Council” – a formal group used by the practising families in our Church communities.
- Spiritual camps (at least once per year) focusing on educating adults in their faith including (but not limited to) confession, discussion, hymn, Bible study, meditation, followed by a Teens Spiritual Camp.
- That teachers keep parents informed of what their children are learning in school in R.E.
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SUMMARY:-

- Ecumenical approach;
- Family network;
- Adult education;
- Media at Mass (good quality);
- Use of school buildings at weekends;
- Family Council;
- Spiritual camps;
- RE topics to be passed to parents;
- Youth mentoring program;
- Employ passionate people;
- Social justice issues focus.

NEWCASTLE DEANERY GATHERING CONVERSATIONS (GROUP F)

Conversation/ Topics	<ul style="list-style-type: none"> ▪ Employing Lay Pastoral Workers (what roles/how do we support them/where will we recruit them?) ▪ Why not set up a few pilot lay led small faith communities now? 												
Deanery	NEWCASTLE Gathering held Saturday 26 March 2011 – St James' School Hall, Vista Parade, Kotara South												
Convenor(s)	Lawrie Hallinan												
Scribe	Frank McDonald												
Other Members	<p>Group F</p> <table style="width: 100%; border: none;"> <tr> <td>Anne Cushelly</td> <td>Sr Carmel Moore</td> </tr> <tr> <td>Louise Savage</td> <td>John Woodward</td> </tr> <tr> <td>Liddy Waanders</td> <td>Gai Ryan</td> </tr> <tr> <td>Fr Geoff Mulhearn</td> <td>John L Hayes</td> </tr> <tr> <td>John Bourke</td> <td>Patricia McCarthy</td> </tr> <tr> <td>Rosalie Todd</td> <td></td> </tr> </table>	Anne Cushelly	Sr Carmel Moore	Louise Savage	John Woodward	Liddy Waanders	Gai Ryan	Fr Geoff Mulhearn	John L Hayes	John Bourke	Patricia McCarthy	Rosalie Todd	
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Fr Geoff Mulhearn	John L Hayes												
John Bourke	Patricia McCarthy												
Rosalie Todd													
<p>Discussion Notes, Key Understanding, Outstanding Questions, Observations:</p> <ul style="list-style-type: none"> ▪ Part time; ▪ Full time; ▪ Volunteers – volunteers need support more than money. They are no less important than paid workers; ▪ Retired/ex-priests with expertise could be recruited; ▪ Some cannot afford to be volunteers – consider allowance for expenses; ▪ Parish needs to know what small groups are doing and their needs, to help support them; ▪ Two issues:- <ul style="list-style-type: none"> ➢ Priest sacramental –v- non sacramental staff (money/tasks) ➢ Lay people – will priests devolve power, except for what priests can do? <p>517.2</p> <ul style="list-style-type: none"> ▪ Lay team leader co-workers; ▪ All lay people priests by virtue of baptism; ▪ Community calls those to minster leadership; ▪ Theological basis of who can minister Eucharist; ▪ (How do groups see themselves? We have to see ourselves as ministers) ▪ Small community/parish resourced with lay person pastoral leader to support them enthusiastically; ▪ Easier to be forgiven than ask permission; ▪ Parishes/regions are at different levels of cultural development; ▪ Can priests' authority be passed to group? ▪ In the past we had many priests – got used to this – to Catholic schools. 200 years of cultural background; ▪ Now by necessity all this has changed – few priests, few parishioners. So, whatever model used we need to have effort to educate and to give time to move to the new culture of priests as well as lay; ▪ Use expertise to expedite it; 													

- 2000 years ago the Church culture was different to what it is now;
- Spiritual pastoral care = security;
- Need to respect different perspective to effect change;
- Children not engaged –how to effect this?
- Older priests not engaging with young;
- Young lay have a chance;
- Culture is what gives you your sense of security
- Role of parish priest = security (for him);
- Mission to those who have left – Easter/Christmas Catholics;
- Church is missionary - not even to get people into Church – mission is to go out to find out what as a community we can do;
- Eucharist should energise us to mission – does it?
- Gather to talk about how to mission to the world – people who want to do this are out there.

Action/Strategies:

- None recorded.

Recommendations:

- Before deanery/regional structures, examine/explore theology of ministry/mission;
- Explore past and present culture that has shaped us, before setting up pastoral roles;
- Lay pastoral leaders are key to future structure and roles need to be clearly defined;
- Be consistent with cornerstone established by Synod and Canon 517.2;
- Team ministry, rather than single.

SUMMARY:-

- Theology of mission;
- Explore cultures;
- Define lay role;
- Parish priest's role is his security;
- Mission to outreach,
- Church should energise;
- Consistent with Cornerstones

NEWCASTLE DEANERY GATHERING CONVERSATIONS (GROUP G)

Conversation/ Topics	<ul style="list-style-type: none"> ▪ How Does This Fit Into the Universal Church?
Deanery	<p>NEWCASTLE Gathering held Saturday 26 March 2011 – St James' School Hall, Vista Parade, Kotara South</p>
Convenor(s)	J M Duggan
Scribe	John Duggan
Other Members	<p>Group G Fr Jim Saunders Helen Webber</p>
<p>Discussion Notes, Key Understanding, Outstanding Questions, Observations:</p> <ul style="list-style-type: none"> ▪ Leadership - loss of credibility of Church; ▪ Role of <i>Humanae Vitae</i> in attitudes of young; ▪ Nuns in Church – greater role; ▪ A more open Church; ▪ Women cardinals – no theological bar. 	
<p>Action/Strategies:</p> <ul style="list-style-type: none"> ▪ None recorded. 	
<p>Recommendations:</p> <ul style="list-style-type: none"> ▪ None recorded. 	
<p>SUMMARY:-</p> <ul style="list-style-type: none"> ▪ Humanae Vitae is block to women; ▪ Role of nuns to be increased; ▪ More open Church – issues to be discussed; ▪ Elect a woman Cardinal 	

NEWCASTLE DEANERY GATHERING CONVERSATIONS (GROUP H)

Conversation/ Topics	<ul style="list-style-type: none"> ▪ Deanery Model ▪ Bringing dysfunctional parishes to be part of any new structure
Deanery	NEWCASTLE Gathering held Saturday 26 March 2011 – St James' School Hall, Vista Parade, Kotara South
Convenor(s)	Mons Allan Hart
Scribe	Paul Clarke
Other Members	<p>Group H</p> <p>Mons Allan Hart/Sr Cecilia/Elray Sr Ruth/Gwen/Sheila/Mavis Sally/Catherine/Eileen/Bev/Irene Arthur/Paul/Rosalie/Louise (+ approximately 5 "Butterflies")</p>
<p>Discussion Notes, Key Understanding, Outstanding Questions, Observations:</p> <ul style="list-style-type: none"> ▪ Dysfunctional parishes – people at lower levels have say in operations – problems in assimilating different parish cultures; ▪ Individual parishes need local management to maintain identity – Mass centre of community; ▪ Deanery model must maintain communities; ▪ Problems of distance and age have to be considered; ▪ Management has to be coordinated; ▪ Existing managers working well in Blackbutt and Newcastle, for example; ▪ Roles have to be defined – e-mail has to be embraced – this has to be done how? Has to come from bottom up; ▪ Communities can and must adjust to changed circumstances and respond to fresh ideas; ▪ Laity control has been discussed for at least 20 years. Clinging to old model of community - availability of Masses – travel distance – mission parishes – empower laity; ▪ 	
<p>Action/Strategies:</p> <ul style="list-style-type: none"> ▪ Position descriptions – clerical and laity; ▪ Official appointments to positions; ▪ Ensure that recommendations 	
<p>Recommendations:</p> <ul style="list-style-type: none"> ▪ Do it now! – Define management positions regardless of deaneries/regions; ▪ Introduction of e-mail communication; ▪ Communication; ▪ Communities to appoint manager/laity; ▪ Accept 6 deaneries; ▪ Collaborative, concurrent models of management and pastoral leadership. 	

SUMMARY:-

- Dysfunctional parishes – assimilating parishes;
- Local management – Mass centre of community;
- Distance and age are issues;
- Management coordinated, with roles defined;
- Communities to respond;
- Laity control – more than 20 years of talk;
- Position descriptions;
- Appointments to positions;
- Do it now;
- Introduction of e-mail;
- Improve communication;
- Communities appoint managers;
- 6 deanery model;
- Concurrent parish/pastoral leadership.

NEWCASTLE DEANERY GATHERING CONVERSATIONS (GROUP I)

Conversation/ Topics	<ul style="list-style-type: none"> ▪ Creation of Super Parishes NOW! 						
Deanery	NEWCASTLE Gathering held Saturday 26 March 2011 – St James' School Hall, Vista Parade, Kotara South						
Convenor(s)	Patricia Boland						
Scribe	Patricia Boland						
Other Members	<p>Group I</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Moir/Louise/Kathryn</td> <td style="width: 50%;">Fr Terry</td> </tr> <tr> <td>Patricia Hollingsworth</td> <td>Marie Jones</td> </tr> <tr> <td>Helen Webber</td> <td></td> </tr> </table>	Moir/Louise/Kathryn	Fr Terry	Patricia Hollingsworth	Marie Jones	Helen Webber	
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Patricia Hollingsworth	Marie Jones						
Helen Webber							
<p>Discussion Notes, Key Understanding, Outstanding Questions, Observations:</p> <ul style="list-style-type: none"> ▪ How would it work? ▪ Parish is an administrative area; ▪ What happens to small communities, i.e. the real people where people know each other and care for each other? ▪ Does not necessarily imply one Mass Centre; ▪ How do we keep small groups functioning yet connected? – major concern! ▪ Define super parish – "...a cluster of former parishes and/or Mass Centres...". Each of us tends to identify with their Mass Centre; ▪ Super parish – how do we keep small groups (which already exist) functioning effectively? This is exactly the role of a super parish – not to destroy small communities but to resource and support them; ▪ The super parish (or whatever we call it) works to serve smaller groupings led by laity. Identify and commission the natural leaders; ▪ Why support small community (whether former parish or current Mass Centre) – the loyalty and sense of identity is to this small group; ▪ Sense of community is essential for Mass and Mass is essential for a Catholic; ▪ Smaller communities cannot survive without resources, support that would be provided by "super parish"; ▪ Larger group and small groups to be lay led and so free the priests to live out initial vocation to be pastoral and prayer/sacramental leaders; ▪ Why younger people no longer involved? Not really community minded – should we be worried as Catholics? ▪ No extended families; ▪ Problem – how to find lay leaders 							
<p>Action/Strategies:</p> <ul style="list-style-type: none"> ▪ Remove administrative burden from the priests, especially as they age; ▪ Super parish to have mainly lay administrative staff (that includes the priest, but he is not responsible); ▪ Many "new" priests could emerge from the appointment of lay leaders; ▪ Need for good pastoral coordinators to manage this; ▪ How to structure – how to pay? 							

- Let priests follow initial vocation which was to be pastoral and prayer/sacramental leaders.

Recommendations:

- If we want younger – invite through sponsoring, i.e. each adult in parish responsible to sponsor;
- Pioneering ministries – e.g. RCIA, sacramental program, bereavement, should be especially nurtured by “super parish”.

SUMMARY:-

- Inevitable;
- How to keep centres functioning?
- Role is to resource and support community;
- Community is source of identity;
- Lay leadership;
- Free priests to be pastoral and spiritual leaders;
- How to find and fund lay leaders?

NEWCASTLE DEANERY GATHERING CONVERSATIONS (GROUP J)

Conversation/ Topics	<ul style="list-style-type: none"> ▪ What can we learn from the failed Regional process to help in the future? 								
Deanery	<p>NEWCASTLE Gathering held Saturday 26 March 2011 – St James' School Hall, Vista Parade, Kotara South</p>								
Convenor(s)	Not Recorded								
Scribe	John Smith								
Other Members	<p>Group J</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Leslie Dunn</td> <td style="width: 50%;">Michael Lavercombe</td> </tr> <tr> <td>Kathy Gracz</td> <td>James Elliott</td> </tr> <tr> <td>John Smith</td> <td>Maureen O'Hearn</td> </tr> <tr> <td>Kathryn Fox</td> <td>(+ "Butterflies")</td> </tr> </table>	Leslie Dunn	Michael Lavercombe	Kathy Gracz	James Elliott	John Smith	Maureen O'Hearn	Kathryn Fox	(+ "Butterflies")
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John Smith	Maureen O'Hearn								
Kathryn Fox	(+ "Butterflies")								
<p>Discussion Notes, Key Understanding, Outstanding Questions, Observations:</p> <p>Why Did It Fail?</p> <ul style="list-style-type: none"> ▪ Too clergy dependent and a lack of development of co-responsibility; ▪ Change management processes needed to be better, e.g. Regional Pastoral Councils were never really successful; ▪ Did the regular Church attendees ever understand what it was all about? 									
<p>Action/Strategies:</p> <ul style="list-style-type: none"> ▪ To explore the meaning and implications of co-responsibilities at all levels. 									
<p>Recommendations:</p> <ul style="list-style-type: none"> ▪ In any model we need to address the deficit of supporting structures, protocols, roles and responsibilities etc. in the current model; ▪ Use of paid personnel – job descriptions/accountability clearly set out; ▪ Clearly define terminology and what are the links from one to another, e.g. Deanery/Region/Chancery 									
<p>SUMMARY:-</p> <ul style="list-style-type: none"> ▪ Learning from previous Gatherings; ▪ Too clergy dependent; ▪ No co-responsibility; ▪ Do Regional Pastoral Councils work well? ▪ Do Church attendees understand the structure? ▪ Need support structures/roles/responsibilities; ▪ Paid personnel; ▪ Accurate job descriptions; ▪ Define terminology ▪ Explore co-responsibility at all levels. 									

Recommendations from the Newcastle Deanery Gathering

26 March 2011

Held at Kotara

After feedback from the ten Open Conversations the following recommendations were put forward at this Deanery Gathering.

- A. That the Diocese immediately collect information on position descriptions and issue generic models for individual Mass Centres and communities.
- B. Develop and Support a lay professional spiritual palliative care unit in each deanery.
- C. Use existing buildings for free social welfare, financial, medical and child care.
- D. That we put in place a Family Council to oversee the setting up of “Family Networks” to support families in our Diocese.
- E. Moderator Model with lay leadership will serve the church in the diocese to include all in ministry.
- F. That we ask the Australian Bishops to push for a female Cardinal.
- G. Youth mentoring program – Social Justice engagement.
- H. Define and outline management structures for both financial and pastoral care. Fill these roles consistently across the diocese.
- I. Facilities of schools/church buildings be available at weekends for professional services – doctors, psychologists, marriage counsellors.
- J. Extend E-News to as many as possible but institute E-News in all parishes/Mass Centres/Communities to increase awareness of what goes on among us – we can join in prayer for each other.
- K. Set up Regions as “super parishes” with lay led management teams and which exist to serve the smaller Mass communities. This would of course include women and their skills.
- L. I recommend adult faith development/education across all parishes/regions and includes high school and primary school teachers. This would incorporate scripture, spirituality and mission.

Those gathered were then ask to weight each of these recommendations using the scale 12, 11, 10, 9, 8, 7, 6, 5, 4, 3, 2, and 1. These weightings were then collated to ascertain the most favoured recommendations from this Gathering.

NEWCASTLE DEANERY RECOMMENDATIONS – 26 MARCH 2011

