

RECORD OF GROUP CONVERSATIONS
Watagan Deanery Gathering held Saturday 19 March 2011

**WATAGAN DEANERY GATHERING CONVERSATIONS –
 (GROUP A)**

| | | | | | | | | | |
|---------------------------------|--|----------------|--|--------------------|--------------|------------------|-------------------|--------------|------------|
| Conversation/ Topics | <ul style="list-style-type: none"> ▪ How Can we Work Together to Recognise the Spirit of God Working in Our Youth? ▪ How do we Ensure our Structures Engage Youth and Create a Positive Future? | | | | | | | | |
| Deanery | WATAGAN Gathering held Saturday 19 March 2011 – Holy Cross Hall, 30 Oakland Street, Glendale | | | | | | | | |
| Convenor(s) | Ian Ross-Gowan | | | | | | | | |
| Scribe | Ian Ross-Gowan | | | | | | | | |
| Other Members | <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Group A</td> <td style="width: 50%;"></td> </tr> <tr> <td>Shirley Ross-Gowan</td> <td>Jennie Nolan</td> </tr> <tr> <td>Jenny Ritterwald</td> <td>Sr Patricia Adams</td> </tr> <tr> <td>Pat Hamilton</td> <td>John Walsh</td> </tr> </table> | Group A | | Shirley Ross-Gowan | Jennie Nolan | Jenny Ritterwald | Sr Patricia Adams | Pat Hamilton | John Walsh |
| Group A | | | | | | | | | |
| Shirley Ross-Gowan | Jennie Nolan | | | | | | | | |
| Jenny Ritterwald | Sr Patricia Adams | | | | | | | | |
| Pat Hamilton | John Walsh | | | | | | | | |

Discussion Notes, Key Understanding, Outstanding Questions, Observations:

- Borders for deaneries should be around the high schools;
- Year 12 – teach SRE classes in primary schools (get a certificate);
- Tap into on-line/virtual communities;
- Paid youth workers;
- Youth musicians/music groups-social Antioch;
- Giving talks at crèches about baptism (lost meaning of baptism);
- Youth help with the Mass (e.g. readings, etc) – combine it with the local school;
- Youth have a global connection;
- Social Justice Group at St Paul's;
- Young Vinnie's;
- Young Aborigines;
- Need an indigenous youth worker;
- State School SRE;
- Catholic students can be a resource for SRE teachers;
- Youth worker at Chisholm;
- Special youth Mass – Sunday evenings (they are involved in whole Mass);
- Ann Maher (25 years) – part-time;
- Couple of parents involved as well;
- Fundraising;
- Mini Vinnie's – structure – moves from Primary to High School
- Need someone to drive lay people;
- Pay a wage;
- More deacons;
- Paid Youth Worker for each Deanery, with help from volunteers (part-time);
- Sell some churches to pay for activities;
- Set a Mass aside for youth and indigenous, migrants;

Action/Strategies:

- Paid youth worker per deanery with a Youth Mass;
- Give Youth Leadership with a structure like “Mini Vinnie’s”;
- Have State and Catholic High Schools being more linked with Parish Youth Services, e.g. Way of the Cross;
- Schools see themselves as part of the Diocese;
- Get parents involved;
- Work though baptismal commitment, e.g. crèche (young parents)

Recommendations:

- Family meditation group;
- Need an identity for a Deanery;
- Youth generation change and volunteer generation change need to be dealt with in the structure – plan for change of people in groups;
- Get youth involved in spiritual issues, e.g. social justice, migrants, environment;
- Year 12 SRE teachers for Primary/Infants Schools;
- Spirituality, prayer, meditation – family, school and post-school.

SUMMARY:-Youth/Positive Future:-

Driven by:-

- Paid Youth Worker in each Deanery;
- Proper planning, youth to lead;
- Reflect school boundaries;
- School involvement:-
 - Year 12 – SRE – Primary;
 - Groups in High Schools;

WATAGAN DEANERY GATHERING CONVERSATIONS (GROUP B)

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|---|--|---|----------------------------|-----------------------|-----------------------|------------------------|-------------------------|--------------------|------------------------|-----------------------------------|-----------------------|
| Conversation/ Topics | <ul style="list-style-type: none"> ▪ How to Develop Lay Leadership to Support Local Communities Sharing Priests, Resources, Empowered! ▪ How Do We Get Effective Lay Participation in the Decision Making Process? | | | | | | | | | | |
| Deanery | WATAGAN Gathering held Saturday 19 March 2011 – Holy Cross Hall, 30 Oakland Street, Glendale | | | | | | | | | | |
| Convenor(s) | | | | | | | | | | | |
| Scribe | Danielle Reed | | | | | | | | | | |
| Other Members | <p>Group B</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Fr Geoff Mulhearn (Lay Leadership Team)</td> <td style="width: 50%;">Louise Nicholson (Toronto)</td> </tr> <tr> <td>Uta France (Morisset)</td> <td>John Casey (Wallsend)</td> </tr> <tr> <td>Frances Beta (Toronto)</td> <td>Gisella Maude (Toronto)</td> </tr> <tr> <td>Liz Jay (Morisset)</td> <td>John France (Morisset)</td> </tr> <tr> <td>Fr Tom Brennan (Toronto/Morisset)</td> <td>Kevin Dodd (Wallsend)</td> </tr> </table> | Fr Geoff Mulhearn (Lay Leadership Team) | Louise Nicholson (Toronto) | Uta France (Morisset) | John Casey (Wallsend) | Frances Beta (Toronto) | Gisella Maude (Toronto) | Liz Jay (Morisset) | John France (Morisset) | Fr Tom Brennan (Toronto/Morisset) | Kevin Dodd (Wallsend) |
| Fr Geoff Mulhearn (Lay Leadership Team) | Louise Nicholson (Toronto) | | | | | | | | | | |
| Uta France (Morisset) | John Casey (Wallsend) | | | | | | | | | | |
| Frances Beta (Toronto) | Gisella Maude (Toronto) | | | | | | | | | | |
| Liz Jay (Morisset) | John France (Morisset) | | | | | | | | | | |
| Fr Tom Brennan (Toronto/Morisset) | Kevin Dodd (Wallsend) | | | | | | | | | | |
| Discussion Notes, Key Understanding, Outstanding Questions, Observations: | | | | | | | | | | | |
| <ul style="list-style-type: none"> ▪ Lay people often have the opinion that “Fr will do it”. This is unfair, especially as priests are ageing; ▪ Lay people need the appropriate education to lead – is it up to the priest to nominate? ▪ Parish leadership team is a necessity but people need to be educated to be empowered; ▪ Fragmentation occurring from parish to parish – differing processes involved in Parish Councils, etc; ▪ Are people allowed to do what they feel they have been called to do? Who do we have capable enough of running liturgies?; ▪ Can we have the freedom to propose our own liturgies? New Missal coming – Council of Priests don’t appear fully supportive; ▪ Need to keep familiar, set liturgy structure but there is need for a type of liturgy to service those who are looking for something new. Are we remiss in not starting the process of faith journey in an alternative form? ▪ Some parishes have Parish Managers who can lead a parish team. Where would they get their training? ▪ People fear making mistakes/being involved as they don’t understand the processes in the parish; ▪ Mentoring new people who wish to take on leadership roles; ▪ Courses through Universities – cost???? ▪ There are people such as Fr Michael Falon who are skilled in assisting people/parishes in developing and implementing parish plans. Fr Falon has not been acknowledged in his submission to the Diocese; ▪ We need structures where people can join in, where they are comfortable and take on more as they become confident; ▪ Should be specific to the needs of parishes – university courses can be off-putting. Perhaps tap into their resources without it being more formal. Mentoring could help with this; ▪ Pastoral Associates are left with a lot of the work in encouraging people to take on a role | | | | | | | | | | | |

as well as training them in it;

- We need Pastoral Teams. These have their strengths and their drawbacks currently – a very defined group of people who come forward in stewardship programs;
- Some guidance needed as to where volunteers, though stewardship programs, are best fitted. A way needed of discerning, then gently leading them to what they are suited to;
- Workshops for lay participation in all areas of stewardship as this is often the starting point for leadership;
- Council should propose to Parish Assembly so that decisions are made jointly;
- Education and mentoring will encourage confidence in taking on roles;
- Mentors need to have some expertise to avoid running their own agenda;
- Not many parishes in this Diocese are following a Pastoral Plan;
- Priests are not necessarily good leaders – with team model there may be a deacon or group in charge who would become leaders – priests would moderate;
- A single person in charge would probably need to be paid;
- Groups appointed with a range of skills would be preferable, due to co-responsibility;
- Team would have all duties of a parish priests.

Strategies/Recommendations:

- Parish groups, as per the plan in our folders, has not yet been truly tried. This needs to be given an opportunity – allow parishes to form leadership teams and learn through both mentoring and experience;
- Model 4, based on Canon 517.2, could be a pilot scheme – would it need to be taken to an Assembly/Bishop/Rome?
- Parish Priest would have to be a part of a team that has good communication among themselves and with the Bishop and parishioners;
- In a parish leadership team one person at least should be in contact with the Bishop along with the Parish Priest;
- Leadership team should be facilitators and empowerers of Parish Councils and be able to make decisions if necessary;
- Training needs to be provided so that leadership team is aware of accountability and the need to gain consistent feedback from their parishes.

SUMMARY:-

Lay Leadership sharing priest/resources

How to:-

- Support structures in parish;
- Model 4 (Canon 517.2) the best model;
- Need to form lay leadership/training/collaboration/responsibility for decisions/contact with next level up;
- Teams need training;
- Leadership not part of parish team.

WATAGAN DEANERY GATHERING CONVERSATIONS (GROUP C)

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|---|--|
| Conversation/ Topics | <ul style="list-style-type: none"> ▪ True, deep communication; ▪ Practicality must be our first consideration; ▪ Why have regions failed? ▪ Deanery structure – the how? Resources for this model – where will they come from? |
| Deanery | WATAGAN Gathering held Saturday 19 March 2011 – Holy Cross Hall, 30 Oakland Street, Glendale |
| Convenor(s) | Not Recorded |
| Scribe | Not Recorded |
| Other Members | Group C (Not Recorded) |
| <p>Discussion Notes, Key Understanding, Outstanding Questions, Observations:</p> <p><u>Regions</u></p> <p>(1)</p> <ul style="list-style-type: none"> ▪ Different in various areas; ▪ We have tried regional reconciliations, now back to shared priests; ▪ We (Morisset) are different because we have a permanent retired priest; ▪ We are stuck in the past mindset; ▪ We resist change and the question is “are we stuck in our geographical location”; <p>(2)</p> <ul style="list-style-type: none"> ▪ If regions are failing, does this mean parish groups are working? <p>(3)</p> <ul style="list-style-type: none"> ▪ 10 parishes – Bishop was eloquent; ▪ New models – how financed; ▪ One way – import persists – that is different to our present model; <p><u>Practicality</u></p> <p>(1)</p> <ul style="list-style-type: none"> ▪ Insurance costs – can we cope with letting go of our previous resources – close some churches; ▪ As we lose priests we lose collection money; ▪ We should join together in 10 (?) years; ▪ Chisholm is one parish (Council) but some say it is not working. <p>(2)</p> <ul style="list-style-type: none"> ▪ Much angst! ▪ Church is bricks and mortar – is this a mind fix for a majority of RC's? ▪ People want change to their Mass times; ▪ People need to be challenged in their church habits; ▪ We have to offer a faith community offering a relationship with Jesus. | |

Practicality (Cont'd..)

(3)

- People are time poor;
- Best if people are part of a communicating group, rather than being dumped into a large group;
- Are we planning for a time in 10 years (?) – say we will/may be gone;
- Managing resources is a key;
- A community of communities will be more important than bricks and mortar.

Communication

(1)

- No information recorded.

(2)

- How do we know what people really want?
- Our schools are full, but churches don't attract young people;
- Some don't feel the urge to attend church;
- Warners Bay manage to bring in young people.

(3)

- People relate and communicate best in small groups;
- Local leadership is a key to promoting church;
- Take Diocese to the doctor – diagnose problem – or Diocese will get sicker and sicker;
- Diocese haemorrhaging gathering data;
- Structures – people understand Diocese and Parish;
- How do we get our baptised to evangelise?
- People want to be with like-minded;
- We have very good collaboration between priests and laity;
- We are a leaven having an influence on others;
- We should prize our smallness.

Deaneries/Resources

(1) and (2)

- No information recorded;

(3)

- We must maintain the important resources;
- Educating in the faith – are Catholic schools essential?
- We sell off;
- No insurance;
- We can stay small;
- Bishop restricted by Canon Law;
- We have to be realistic – our numbers are small and will become smaller.

Action/Strategies:

- None recorded.

Recommendations:

- None recorded.

SUMMARY:-

- Communication essential;
- Practicality;
- Why shared priest model?
- Region failed but parishes thrived;
- Church is more traditional “bottoms on seats”;
- Time poor communities;
- Youth will be clutching, someone needs to holds threads with resources;
- Overseas priests;
- Too intangible!
- Structures need to exist for ongoing support.

WATAGAN DEANERY GATHERING CONVERSATIONS (GROUP D)

| | | | | | | | | | |
|---|---|-------------|----------|-------------|------------|---------------|---------------|------------|-----------------------|
| Conversation/ Topics | <ul style="list-style-type: none"> ▪ How do we encourage and welcome our Aboriginal and Torres Strait Islander Catholic people into our Church? ▪ How do we feed back to ethnic groups, e.g. Pacific Islanders what is going on in our Diocese? ▪ How do we ensure our local church remains global (“Catholic”)? | | | | | | | | |
| Deanery | <p>WATAGAN Gathering held Saturday 19 March 2011 – Holy Cross Hall, 30 Oakland Street, Glendale</p> | | | | | | | | |
| Convenor(s) | Fr Peter Rees | | | | | | | | |
| Scribe | Janette Curan | | | | | | | | |
| Other Members | <p>Group D</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Cathy White</td> <td style="width: 50%;">Joy Cork</td> </tr> <tr> <td>Terry Price</td> <td>Sr Lucy Le</td> </tr> <tr> <td>Carol Laupama</td> <td>Sr Lucy Trang</td> </tr> <tr> <td>Liam Price</td> <td>Louise Campbell-Price</td> </tr> </table> | Cathy White | Joy Cork | Terry Price | Sr Lucy Le | Carol Laupama | Sr Lucy Trang | Liam Price | Louise Campbell-Price |
| Cathy White | Joy Cork | | | | | | | | |
| Terry Price | Sr Lucy Le | | | | | | | | |
| Carol Laupama | Sr Lucy Trang | | | | | | | | |
| Liam Price | Louise Campbell-Price | | | | | | | | |
| <p>Discussion Notes, Key Understanding, Outstanding Questions, Observations:</p> <ul style="list-style-type: none"> ▪ God is saying to us be global reach out and help our Third World countries where the faith is so vibrant; ▪ Our Diocese will reach out and welcome all ethnic groups; ▪ Our Diocese needs to reach out and welcome Catholic Aboriginal and Torres Strait Island people. There is an Aboriginal Catholic Ministry. Do we need a deacon to minister to encourage the community into Church? ▪ Bring Aboriginal community together with Bishop to make Diocesan Reconciliation standard and to make up a plan to attach to the Diocesan Pastoral Plan; ▪ How does the Church communicate with the Aboriginal, ethnic and youth? ▪ Someone at Diocese level who can communicate with all these groups and come together – statement to youth. We need someone at the top to organise and represent these groups; ▪ Youth need a cultural group – paid Diocesan person/deacon to take this on; ▪ Youth Coordinator to work with these groups – regional Masses, multi-cultural concert, etc; ▪ Ethnic Liaison Officer within the Diocese paid for by Government? ▪ Person and place (part-time, paid) at Diocesan level who can represent and coordinate Aboriginal/youth/ethnic communities. There is a great richness which our Diocese needs to experience; ▪ A person a Diocese level who links into the groups would become responsible for reaching out through Aurora and organise different cultural converts so they can see richness that is alive in our Church. This person should be able to link into a lot of Government funding that is available and coordinate activities; ▪ Place – meeting place or church they can identify, where they belong and can come together like is used to be with Fr Stace – still part of parish, but celebrate; | | | | | | | | | |

- WYD was such a remarkable experience of a global Church, it would be sad if our Aboriginal/youth cannot be represented at WYD in Spain;
- Global Church – the Church in Third World countries is flourishing, with so many vocations they don't know what to do with them! We need to be conscious of this.

Action/Strategies:

- Mix cultural gifts/youth to enrich each other;
- Music for youth;
- Music that is uplifting – need the musicians;
- Place where ethnic, Aboriginal and youth can celebrate Mass their way;
- A priest to pick up where Fr Stace left;
- WYD taught that faith is vibrant and strong overseas – old and young attracted to this;
- Cultural Mass and voices at Cathedral – maybe charge donation towards funding for WYD representative.

Recommendations:

- Reconciliation statement acknowledging the Aboriginal community;
- Someone at Diocese level (paid) who can communicate with ethnic, Aboriginal and Torres Strait Islanders and youth. All come together to liaise/organise regional Masses, concerts, etc. in their way. This person could organise articles in Aurora about Cultural Youth Coordinate who is YOUTH;
- Need Aboriginal minister (priest or deacon) to minister;
- Person and place to coordinate Aboriginal/ethnic/youth. Look at Government funding for Ethnic Liaison Officer;
- Bring some priests from Third World countries now to work with the priests we have – reach out! We are a sacramental Church – need sacraments;
- Special Diocesan Mass where all ethnic/Aboriginal groups partake and celebrate at their cultural level;
- Fund Aboriginal representative at WYD in Madrid.

SUMMARY:-

- Aboriginal/Torres Strait Islanders/ethnic groups;
- Communication;
- Global;

Youth:-

- Paid person at Diocesan level;
- Representative for culture/concerts/Masses/Government funding;
- Meeting place needed
- Diocesan Reconciliation Statement

WATAGAN DEANERY GATHERING CONVERSATIONS (GROUP E)

| | | | | | | | |
|---|--|---------------|--------------|------------|---------------|-----------------|-------------|
| Conversation/ Topics | <ul style="list-style-type: none"> ▪ Sharing the Gifts- time, treasure and talent healing the sick ▪ We Are Not Alone – How are other organisations attempting to cope – other experiences? | | | | | | |
| Deanery | <p>WATAGAN Gathering held Saturday 19 March 2011 – Holy Cross Hall, 30 Oakland Street, Glendale</p> | | | | | | |
| Convenor(s) | Catherine Blackford | | | | | | |
| Scribe | Catherine Blackford | | | | | | |
| Other Members | <p>Group E</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Fr Tony Brady</td> <td style="width: 50%;">Laurie Crowe</td> </tr> <tr> <td>Joyce Frew</td> <td>Christine Gay</td> </tr> <tr> <td>Daphne Peterson</td> <td>Jean Melvin</td> </tr> </table> | Fr Tony Brady | Laurie Crowe | Joyce Frew | Christine Gay | Daphne Peterson | Jean Melvin |
| Fr Tony Brady | Laurie Crowe | | | | | | |
| Joyce Frew | Christine Gay | | | | | | |
| Daphne Peterson | Jean Melvin | | | | | | |
| Discussion Notes, Key Understanding, Outstanding Questions, Observations: | | | | | | | |
| <ul style="list-style-type: none"> ▪ Sharing Mass Times around individual churches – i.e. 1 Saturday Mass and 1 Sunday Mass, but retaining individual parish identities through groups (St Vincent de Paul, Bereavement Groups, special ministries, etc.); ▪ Using buses/transport support to move people around Mass centres; ▪ Increasing the feeling of community by moving parishioners to other Mass centres and getting to know others in the Diocese, to see that there are many still practicing their faith rather than watching pews empty. There are also opportunities to increase community whilst people travel to and from in buses; ▪ Talked about Communion services – some felt it would be sad if this was the only choice, as Mass is preferred. Therefore, consider other options such as sharing Masses within the deaneries; ▪ Spoke about mentoring youth and other interested people in various ministries – older, experienced people sharing gifts with the young | | | | | | | |
| Action/Strategies: | | | | | | | |
| <ul style="list-style-type: none"> ▪ Set up a structure to examine how to evangelise youth and the wider community; ▪ Set up a welcoming team with a real focus on managing the integration of people from different parishes at Mass centres; ▪ Set up a mentoring program within deaneries that includes experienced trainers for various ministries; ▪ Use buses to transport people from individual parishes to Mass centres. | | | | | | | |
| Recommendations: | | | | | | | |
| <ul style="list-style-type: none"> ▪ To commence a conversation at Parish and Deanery level and drive change from the communities upwards. Change should not be driven from the top down; ▪ Draw from the Diocese to identify suitable mentors/instructors/facilitators to encourage and develop people to be welcomers/readers/special ministers/musicians, etc. | | | | | | | |

Welcomers also need to be specifically trained for Mass centres;

- Sale/lease of churches to fund buses;
- Movement of people around Mass centres will ease the need to provide for all in the community, i.e. youth Masses/quieter services for the elderly/young family Masses that provide children's liturgy.

SUMMARY:-

- Other organisations' experiences;
- Sharing gifts;
- Mission – know the community, maintain at a local level;
- Church centres – do we need to have smaller centres?
- Move people to new comfort zone;
- Bus transport for Masses;
- How do you use the resources from other areas:
- Driven from the bottom upwards.

Recommendations from the Watagan Deanery Gathering

19th March 2011

Held at Glendale

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

- A. (i) We recommend that the Diocesan Structure move towards a pilot scheme to introduce the No. 4 model of parish leadership based on Canon 517.2 – Priest Moderator working with a Team (not priests). This model will require ongoing formation/mentoring.
(ii) Adopt proposal from “Proposal for Parish Leadership – Moderator Model of Leadership”.
- B. Borders to match High Schools.
- C. (i) Base diocesan divisions on Resources not on Geography
(ii) Mission within First – Deaneries to share mass times/centres so the community get to know each other and draw on strengths to then mission outside.
- D. Plan to close down and sell 3 parishes in our deanery and invest resulting funds for funding resources and personnel.
- E. (i) Properly trained youth worker in every high school
(ii) Youth worker in each deanery – paid and properly resourced.
- F. Support programs for family/youth from Baptism to post-school based on issues and spirituality.
- G. To appoint one person to:
 - a) Be an Aboriginal and Torres Strait Islander Co-ordinator or Liaison Officer for their youth
 - b) Be an Ethnic Co-ordinator or Liaison Officer for their youth(ii) Appoint a priest to minister to the Liaison Officers to cater for these special expressions of Catholic Faith
- H. Mentoring people in new ministries.

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

WATAGAN DEANERY RECOMMENDATIONS – 19 MARCH 2011

