



YEAR IN REVIEW 2019

ACKNOWLEDGEMENT
OF COUNTRY
AND TRADITIONAL OWNERS



Students who represented Maitland-Newcastle Diocese at the 2019 NSW Aboriginal Catholic Education Conference



We acknowledge Aboriginal Peoples are Australia's first, and are the traditional owners and custodians of the land in which we live the joy of the Gospel and share it with the world. We are in the country of the Worimi, Gamileroi, Wonarura, Wiradjuri, Darkinjung, Biripi and Awabakal peoples. We respectfully acknowledge their elders, celebrate their continuing culture and the living memory of their ancestors.

VISION

To live the joy of the Gospel and share it with the world.

MISSION

The Diocesan Synod of 1992-93, acting on behalf of the diocesan community, resolved to embrace and promote the Vatican II understanding of the Church's mission contained in the following:

The Church, because it is the People of God and the Body of Christ enlivened by his Spirit, is called to be a sign and instrument of communion with God and of unity among all people (LG1).

The Church exists to promote the Kingdom of God on Earth (LG5). This it does by proclaiming Christ – the Good News of God's love for all people – and by working in the world for justice, peace and reconciliation.

This mission finds its source and summit in the Eucharist (LG11) which, when lived in everyday life and celebrated in the liturgy, is both the living symbol of Christ's life, death and resurrection and celebrates the deepest identity of the Church as a communion of life, love and truth (LG9).

All those who, through Baptism, have been initiated into the community of the Church have the right and duty to participate in its life and mission as a response to the Spirit in their lives (LG3). We are called to live out the commandment of Jesus: 'Love one another as I have loved you' (Jn 15:12).

THEOLOGICAL PRINCIPLES

- Seek First the Kingdom of God (Mt 6:33)
- The Equality of All Believers
- Faith Development is a Life-Long Process
- The Dignity of the Human Person
- Diversity of Gifts
- Diversity of Ministries, Unity of Purpose
- Servant Leadership
- Decision-Making by Discernment
- Read the Signs of the Times
- Concern for Ecumenism

CONTENTS



Acknowledgement of Country and Traditional Owners	2
Vision & Mission	4
Contents	5
Bishop Bill Wright	8
Father Andrew Doohan	10
Father Matthew Muller	12
Sean Scanlon	14
Sean Tynan	16
Gary Christensen	20
Gerard Mowbray	22
Graham Heath	24
Teresa Brierley	26
2019 Snapshot	28
The Five Foundations	30
Aboriginal Catholic Education Conference Aims to Close the Gap	32
Synod Question Makes Strong Statement	34
New Flexible Learning Centre the First of Many in The Hunter	36
Partnership Puts Belief in Leadership	38
From Strength to Strength	40
Development and Relief Agency	42
Financials	44

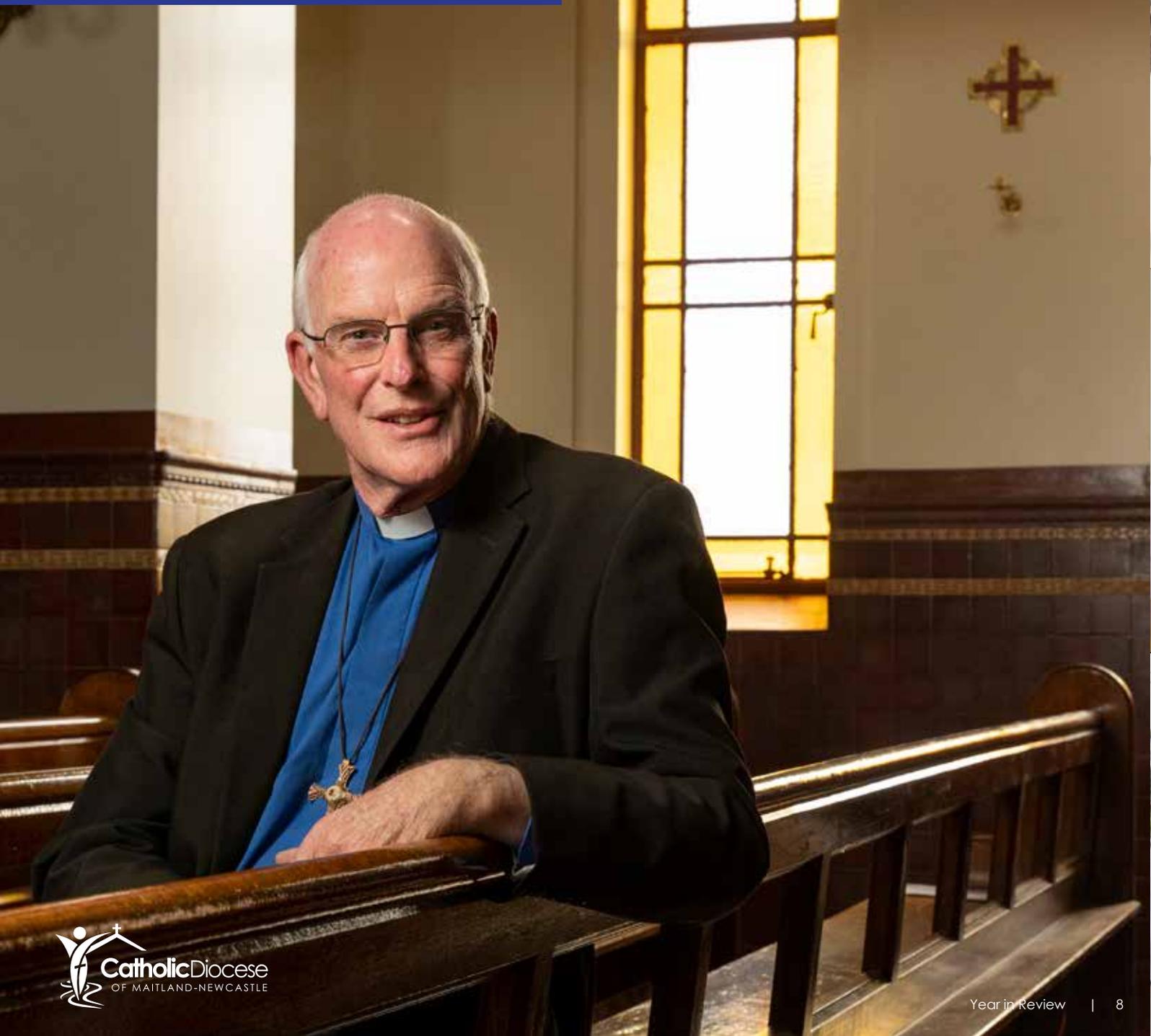


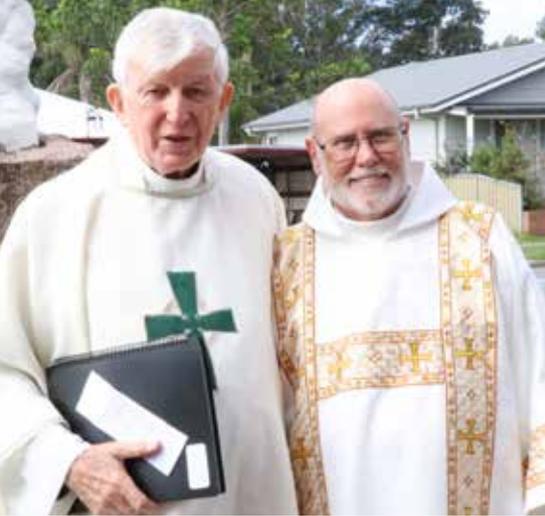
YEAR IN PHOTOS 2019





BISHOP BILL WRIGHT
BISHOP OF THE DIOCESE OF MAITLAND-NEWCASTLE





If the Synod allows the power of Christ
to shine through our weakness,
then we will be blessed indeed.

Welcome to this latest edition of the *Year in Review* of the Maitland-Newcastle Diocese. You will notice some changes in format and production that will, we trust, make the wealth of information more digestible, perhaps especially to those accessing it online.

Developments in the ministries of the various works and agencies of the Diocese will be found in the pages that follow. In my remarks at this point last year, I noticed optimistically the prospects of better meeting our needs in the way of ordained ministry. Since then, we have indeed ordained Fr John Lovell, Fr Anthony Coloma, and Deacon Kevin Gadd. Deacon Graham Fullick should be ordained a priest early in 2020, and the Vocationist Fathers Collins, Christogonus and Christian are, after an extended familiarisation and induction period, about to commence regular ministry. So far, so good. All the same, with illnesses, retirements and legitimate leave, it has been a struggle in 2019 to provide for the needs of all parishes all the time. Many of the priests, serving and retired, have been very generous in taking on extra work to fill gaps as best we could. May I encourage all readers to continue to pray for vocations to the ministry and to encourage promising

young people to consider this form of a life of service.

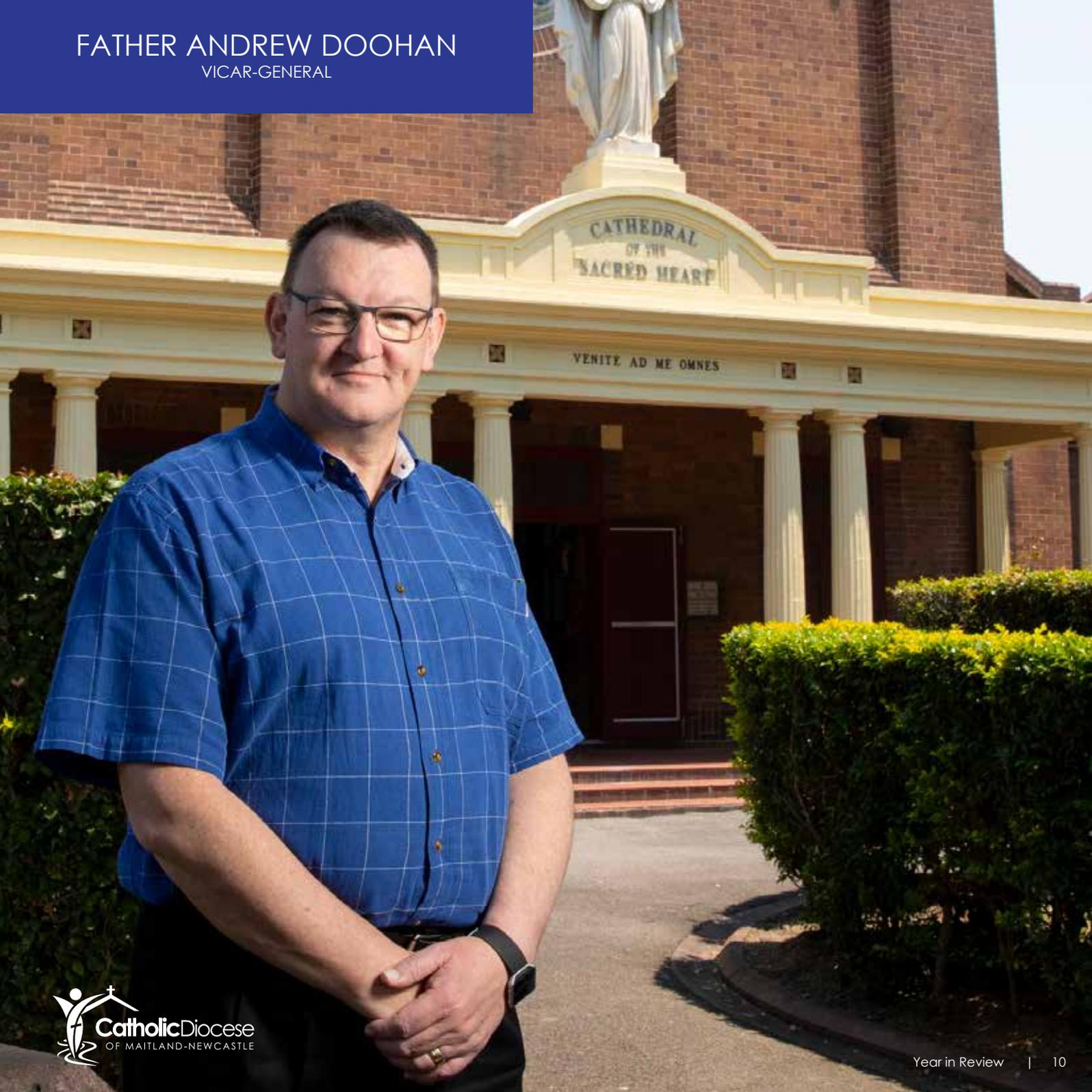
After thinking and talking about it for many years, we have taken the step as a Diocese of commencing a Synod that will run in stages through 2020 and 2021, somewhat in sync with the National Plenary Council. This is in some respects a brave undertaking. It is no secret there is disillusionment among many people in the Diocese, and a sort of exhaustion after the many years of revelations about past abuse of children here, culminating in the royal commission and Cunneen inquiry. It is a risk that a Synod will prove to be too challenging at this point in our history. I think, though, of St Paul's "when I am weak, then I am strong". If the Synod at this time allows the power of Christ to shine through our weakness, then we will be blessed indeed.

Now, about new schools, new welfare programs, new initiatives in training for leadership and so on, I commend to you the "meat" of this Review.

Most Reverend William Wright
Bishop of Maitland-Newcastle

FATHER ANDREW DOOHAN

VICAR-GENERAL





“
It is human beings who constitute the church,
gathered together by the Holy Spirit, and
empowered to go out into the world. And at
the very heart of all of that, of everything that
we are and do, is the person of Jesus Christ.
”

One of the blessings I have experienced since my appointment as Vicar-General has been the opportunity to visit many parts of the Diocese, some of which I had not had the opportunity to visit before. Time and time again during those visits, I was humbled to see the manifold ways that so many good people of faith undertake to do so many things in support of the mission of the Church. In this edition of the *Year in Review*, you will find a plethora of information about many aspects of those activities, particularly those undertaken at a diocesan level. These activities are a significant part of the public face of the Church in Maitland-Newcastle, and it is good that we compile all that information in one easily accessible format.

While it is good to read about all the things the Church does, particularly the larger public activities, it's also important to remember the “why” of those activities.

The reason behind all those activities is a simple one: the Church, as the living embodiment of Jesus, cannot do anything else but undertake these activities. We, the Church, do them because we are Catholic, and that is

what Catholics do. It is as simple — and as complex — as that.

We should also remember that the activities reported in this *Year in Review* presentation are by no means the only activities the Church undertakes. Many of the activities of the Church take place at parish and individual levels; some such activities we will never know. While this document does not capture those activities, it is important to remember that they do take place.

The Church in Maitland-Newcastle is not just the total of the activities herein; there is much, much more done in the name of the Church than can ever be captured in a document such as this.

And the Church in Maitland-Newcastle is not just constituted by those things we do as Church. It is human beings who constitute the Church, gathered together by the Holy Spirit, and empowered to go out into the world. And at the very heart of all of that, of everything that we are and do, is the person of Jesus Christ.

A handwritten signature in black ink that reads "Andrew Doohan".

Father Andrew Doohan

Vicar General of Maitland-Newcastle

FATHER MATTHEW MULLER
CHANCELLOR





In the past year the staff of the Bishop's Office led some major change initiatives.

In addition to supporting the ministry of the Bishop, in the past year the staff of the Bishop's Office led some major change initiatives.

The Bishop's Office consists of the Bishop, the Vicar General, the Chancellor, the Bishop's Executive Assistant, and the Support Officer.

Some of these initiatives include:

- conversations connected to the use by Catholic schools of parish or diocesan-owned land and compliance with regulations concerning related party transactions
- the development and review of a range of processes associated with parish leadership, both lay and ordained
- the development of a formation and training process for those wishing to be parish leaders
- the development of an ongoing professional development process for parish leaders
- the development of a professional review and appointment process
- managing the visa requirements for our overseas clergy and requirements of clergy visiting the diocese
- this year a community of Vocationist fathers established a religious house in the Diocese. The oversight of their induction and introduction to the Diocese was significant.

Rev Matthew Muller
Chancellor and Canonical Advisor



Achievements are the result of the hard work and dedication of our staff working in collaboration with our community.

Protected in my air-conditioned office when I began writing this review, I could see the sky outside filled with smoke and a blood red sun. The previous few weeks had been confronting as horrendous bushfires devastated the Manning region in the north of the Diocese. It challenged us to focus on the meaningful and substantial things. These difficult times resulted in responses from our parishes and diocesan services that demonstrated the significance of what we do as a church in the Diocese of Maitland-Newcastle.

Our people in CatholicCare immediately went into action, offering free counselling and support services. Our schools focused on ensuring students and staff remained with their families and could defend their properties from fire. Phone calls were made to check on our colleagues. Parishioners offered their homes to those with no place left to go.

These are examples of the way the church operates in the Diocese of Maitland-Newcastle, not just during crisis, but every day. At the end of the year that is 2019, it is good to reflect on that daily mission.

The Many Parts. One Body. One Mission initiative continued throughout the past year, consolidating work commenced in 2018 and making some further changes to improve efficiencies and promote greater collaboration between agencies.

As Gary Christensen reports, CatholicCare has made a real difference in our local communities with services to young people through permanency support and young adult services, as well as the wider community through the delivery of mental health support in the form of counselling and clinical services. CatholicCare continues to deliver services in larger regional centres including Newcastle and Maitland, but has also increased its service delivery in more isolated locations such as Gloucester and Muswellbrook.

DARA has also been an important part of ensuring social justice for marginalised people

who rely on the community kitchens and van for outreach and support services. Its refugee programs continue to expand, offering support for newcomers to our country. A real highlight was the "Welcome to the Beach" program, offered in conjunction with Cooks Hill Surf Saving Club. More than 200 people attended the two-day event aimed at introducing migrants to Newcastle's beach culture and providing them with essential safety advice. Catholic schools are a beacon of ongoing relevance to our communities. As Gerard Mowbray reports, more families are opting for Catholic education and the positive outcomes that result. The opening of the St Laurence Flexible Learning Centre was a particular highlight, with students going on to achieve great outcomes throughout the year, in partnership with their educators. As you will see in the Review, existing schools including St Mary's Catholic College, Gateshead and St Joseph's College, Lochinvar continue to extend their offerings and have supported their first cohort of students to complete the HSC (or in the case of St Joseph's, the first time in 20 years). Across all our schools the learning environment is rich with engaging opportunities for students and staff. The development of the gifted and talented program is stretching students, with some having their projects published in mainstream media, being offered the opportunity to present interstate or even going on to win national awards. A particular focus has been indigenous education with the Diocese undertaking a review in this area, as well as hosting the 2019 NSW Aboriginal Catholic Education Conference that inspired the 500 delegates in attendance. Guest speaker Kurt Fearnley talked about dignity through expectation, a message

that resonated with the attendees as we work diligently towards closing the learning gap between indigenous and non-indigenous students. St Nicholas Early Education expanded its services again in 2019. We will shortly see the opening of the seventh and eighth early education centres and there are now 12 before and after-school (OOSH) services operating across the Diocese with further transitions planned for 2020. However, it is not simply about numbers. These services are focused on quality care for children, and the response from the community is overwhelmingly positive. We have also seen the development of the exciting St Nicholas Pathways program, which is working closely with high school students to prepare them for a fulfilling career in the early education sector. This has been a tremendous example of collaboration, with real employment outcomes expected for students. In the Catholic Development Fund report, fund manager Graham Heath tells us about ongoing support of the Diocese's expansion of St Nicholas Early Education with the development of the new centres. The fund also assisted the development of the Diocese's new office facilities in Newcastle West and assisted with delivery of the important work associated with the Many Parts. One Body. One Mission. The fund remains integral to ensuring school building can occur, as well as improving facilities to maximise the contributions of parents to the Diocesan School Building Fund. While it may be easier to avoid the discussion, a detailed examination of the Review spells out the response to people affected by abuse perpetrated in the Diocese. This challenge is not receding. To date more than 170 people have received financial assistance, apologies and counselling. There is no doubt this has been

an emotional process, but it must continue in a genuine manner. To ensure that children and vulnerable people are safe in our services, the Diocese has officially launched the Office of Safeguarding, which builds on the work of Zimmerman Services. Sean Tynan's report details the extensive work that has occurred during the year but perhaps the most poignant moment for many was the dedication of the memorial for those abused at Marist Brothers' High School, Hamilton. The first step has now been taken on the journey of a Diocesan Synod. This will roll out over the next two years, culminating in 2021. This important time for the Diocese will be a rare opportunity to consider the future of the church in the Hunter and Manning regions. The important stages of listening have been highlighted in Teresa Brierley's report on Pastoral Ministries. As her report highlights, we all have something to learn from each other and that will be the opportunity for the coming year. All the diocesan agencies' achievements are the result of the hard work and dedication of our staff working in collaboration with our community. Attending staff inductions during the year it was apparent our people do more than a job. It was a sound reminder of the sense of mission and community that the Diocese provides in its daily work.



Sean Scanlon
CEO of Maitland-Newcastle

SEAN TYNAN
DIRECTOR OF SAFEGUARDING



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The Diocese remains committed to the development of a collective memorial for all those affected by child sexual abuse.

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The past year has been momentous for those who work in the field of child protection in the Diocese of Maitland-Newcastle.

In mid-January 2019, the Healing and Support section of Zimmerman Services was relocated to a self-contained cottage in Newcastle West, providing a safe space wholly dedicated to survivors and their families to access and use as part of their individual healing journeys. As part of this transition, the Marist Brothers' healing and support worker was collocated and provides collegiate support from its diocesan compatriot's cottage. The cottage is used for individual appointments, group work and has been offered as a meeting space and resource for community survivor groups. On advice from survivors, the Diocese did not announce the establishment of Zimmerman Cottage other than through the word-of-mouth survivor networks.

On 27 May 2019, Bishop Bill Wright established, by canonical decree, the office of Director of Safeguarding. The Director of Safeguarding has a "whole of Diocese" mandate and is empowered to:

- ensure that safeguarding of children and vulnerable adults is an integral part of the Diocese
- ensure that the Diocese adopts best-practice safeguarding policies and provides expert advice to diocesan leaders
- oversight and support the Diocese's parishes, directorates and services in their compliance with:
 - statutory obligations to safeguard children and vulnerable adults
 - safeguarding standards, principles or guidelines promulgated by the Australian Catholic Bishops Conference
 - the Diocese's codes of conduct, policies, procedures and protocols relevant to safeguarding children and vulnerable adults.

The Director of Safeguarding was made a senior leader of the Diocese who reports to the Vicar-General and was appointed to the Diocesan Leadership Group, which is chaired by the Chief Executive Officer and includes the Bishop, Vicar-General, Chancellor, Chief Operating Officer and the directors of Catholic Schools Office, CatholicCare and Pastoral Ministries. Over the following months Zimmerman Services was transformed into the Office of Safeguarding. As part of the Diocese's promotion and participation in National Child Protection Week, the Office of Safeguarding was officially launched on 2 September 2019. The Office was afforded a significant enhancement to the resources that were present in Zimmerman Services, with an additional investigator, healing and support caseworker and administrative worker, as well as the establishment of two new positions, executive co-ordinator, and alternative dispute resolution co-ordinator. The additional resources allowed the establishment of an internal leadership structure to meet the expanded mandate of the Director. A central part of the Office of Safeguarding's launch was the establishment of its own website, which features an extended statement of commitment from Bishop Wright to safeguard children and vulnerable adults in the Diocese

www.officeofsafeguarding.org.au

In mid-September, Volume 4 of the Cunneen Special Commission of Inquiry was released. The report highlighted a systemic weakness in the way Zimmerman House managed information back in 2012 and that "commendable" remedial action was undertaken to address the weakness when it had become apparent. The Royal Commission into Institutional Responses to Child Sexual Abuse Case Study 43 report remains unpublished; the Diocese is hoping the invaluable information in the report will soon be made available.

In late-October, two members of the Office of Safeguarding gave a very well-received keynote presentation at the Australasian Association of Workplace Investigators Conference in Sydney on the Diocese's response "post royal commission". In early November, the Office of Safeguarding participated in the OCG's review of CatholicCare's Permanency Support Program accreditation process. The Office of Safeguarding is in the process of establishing an alternative dispute resolution service to further promote the quality of care and service offered to children and their families, with a graduated launch at a select series of school sites commencing in 2020. There were a number of major statutory and church-based developments in the area of safeguarding during 2019. In May, the Australian Catholic Bishops Conference, and Catholic Religious Australia, endorsed the National Catholic Safeguarding Standards (NCSS), establishing the first national safeguarding compliance and audit regime for a major faith in Australia. The Office of Safeguarding is charged with leading the Diocese to implement the NCSS as part of the Diocese's preparation for its external audit by Catholic Professional Standards Ltd (CPSL). As part of its preparations the Office of Safeguarding engaged CPSL to present a series of training workshops for operational leaders on implementing the NCSS, the first two sessions were held on 19 and 20 September, with more than 80 of the diocesan operational leadership attending, including the Bishop and other members of the Diocesan Leadership Group. A further two sessions are scheduled for early 2020.



Sean Tynan

Director Office of Safeguarding

STATUTORY SAFEGUARDING





The Children's Guardian Bill 2019 will be enacted on 1 March 2020 and will establish the Office of the Children's Guardian (OCG) as the paramount safeguarding statutory authority in NSW. The bill will modify and transfer the "reportable conduct scheme" from the NSW Ombudsman's Office and establish a statutory safeguarding standards regime for NSW.

Between 1 January and 15 November 2019, Zimmerman Services/Office of Safeguarding undertook the following safeguarding activities:

Intake: 1120

Investigations: total of 56 active investigations of which 48 were commenced in 2019

Risk assessments: nine individuals assessed as potentially posing an elevated risk (separate from investigation-based risk assessments)

Audits of schools: 12 audits of schools conducted including six COSI child-protection audits

Training: 22 training sessions delivered to about 1100 personnel (excluding the CPSL training mentioned earlier and the various induction sessions held across the Diocese for new staff, which include a safeguarding information component). The Diocese continues to work with survivors who seek some financial redress for the harm caused them as victims of historic child sexual abuse. To avoid unnecessary litigation, over the past decade the Diocese has developed a voluntary protocol to facilitate a mediated settlement of such claims. Details of options available to survivors can be reviewed on the Office of Safeguarding website:

www.officeofsafeguarding.org.au/redress

Between 1 January and 15 November 2019, the Diocese:

- finalised settlements with nine survivors who chose to bring claims for personal injury
- submitted 19 RFIs (requests for information) in relation to applications made to the National Redress Scheme.

During 2018, submissions were received from survivors seeking some form of acknowledgement of the abuse that occurred at Marist Brothers' High School, Hamilton. After extensive liaison with survivor representatives from CAN (the Clergy Abused Network, a Hunter-based survivor advocacy group) a diocesan working party co-ordinated the design and building of a significant memorial, jointly with Marist Brothers Australia, on the grounds of the school. An agnostic service was developed in consultation with CAN representatives and on the evening of 28 March 2019 about 120 people attended a dedication ceremony to the memorial.

In the wake of Lina's Project: The Atonement, staged at Newcastle Town Hall to about 500 people on the evening of 15 September 2017 (www.linasproject.com.au), Bishop Wright set that date as a Perpetual Day of Remembrance within the Diocese.

Between January and November 2019, Healing and Support (Zimmerman Services):

- maintained an average of 55 client contacts per month
- supported 13 clients through court proceedings
- staged an all-day workshop in conjunction with the Marist Brothers for male survivors and their partners or support people
- held eight group-work sessions for emotional and/or spiritual support
- provided four consultations to other religious entities.

GARY CHRISTENSEN
DIRECTOR CATHOLIC CARE



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Our vision is to build inclusive, just, and strong communities where all people feel safe, heard and validated.

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As the official social services agency of the Diocese of Maitland-Newcastle our vision is to build inclusive, just, and strong communities where all people feel safe, heard and validated. The mission of Jesus is at the core of everything we do as we work with our local communities to build a stronger, fairer and kinder society in collaboration with the other agencies within the Diocese under the Bishop's Many parts. One body. One mission. initiative.

As I reflect on 2019, I am encouraged, proud and buoyed by the hard work and dedication of our incredible team of staff, volunteers and carers. This year they have continued to implement the objectives outlined in the 2017–2020 strategic plan. Our service offerings included permanency support (foster care), young adult services, targeted early intervention children protection, mental health support programs, counselling and clinical services, youth services (targeted early intervention and our Beyond the Gates program), family preservation, and social justice programs. In addition, following a competitive EOI process, we received new funding from the Department of Communities and Justice to operate the Gloucester Youth Service and we launched our Multicultural Family Support program working in partnership with DARA to support refugee and asylum-seeker families.

Importantly, our social justice programs have continued to grow with the Taree Community Kitchen reaching a milestone of serving more than 23,000 meals since opening. We have also opened two new community kitchens, one at The Junction in partnership with the local Catholic parish and the other at Hamilton in partnership with the Hamilton Baptist Church.

At CatholicCare we believe the provision of quality support services to vulnerable people takes a whole-of-community approach. To this end, partnerships and collaboration are key elements of the way we deliver services. This year we have been proud to partner with a number of agencies including Ungooroo Aboriginal Corporation, DARA's Refugee Hub, the University of Newcastle, the Institute of Open Adoptions at the University of Sydney, Access Programs Newcastle Hunter Manning, St Clare's High School Taree, St Mary's College Gateshead and Mercy Services. Additionally, Club Taree entered into a partnership agreement with CatholicCare providing financial, in-kind and volunteering support for the Taree Community Kitchen. We also supported the establishment of a new Aboriginal agency, Connecting Culture, which provides mentoring and cultural planning and supports to indigenous children and young people in care.

While there are many rewards and positives, the vocation of those in the social services sector can often be difficult and at times heartbreaking. It would be remiss of me not to recognise this and say thank you to all members of our team and indeed, to their friends and family for the ongoing support they provide. The work that we do each day would not be possible without the continued support of our Bishop and the CatholicCare Advisory Board and I thank them for their support, guidance and direction throughout the year.

Gary Christensen
Director, CatholicCare Social Services

GERARD MOWBRAY
ACTING DIRECTOR OF SCHOOLS



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At the heart of
all we do is
Jesus Christ.

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The Catholic school system in the Diocese of Maitland-Newcastle remains one of the most robust in NSW. Enrolments continue to grow, the provision of quality, contemporary facilities continues to expand, we await with great anticipation the commencement of our educational precinct at Medowie in 2021, and we continue to sharpen our focus on the quality of daily learning of each young person enrolled in our schools.

Our direction and focus will ensure quality staff committed to Catholic education operate in excellent facilities with a clear focus on our three pillars: Formation in Faith, Quality Learning, and Wellbeing. In short, our diocesan team is charged with providing an environment that enables our system of schools to flourish and our students to thrive. The Catholic education provided within the Maitland-Newcastle Diocese presents a compelling choice for families and students.

While the key focus of our daily business is the incremental development of each and every student in our schools within a safe, caring, nurturing Catholic community, there were some developments in 2019 worthy of particular mention.

- The completion of formation programs for staff and students on the purpose and nature of living a Christ-centred life.
- The maturation of the Continuum of School Improvement (COSI).
- Schools and system commitment to quality planning.
- The alignment of COSI, planning, professional learning and development, and daily practice.
- The ongoing roll-out of Gifted Education Lead schools and the work of the Virtual Academy.
- The ongoing expansion of the Successful Foundations Action Research Project.

- Enhanced staffing models and the implementation of key roles of pedagogical mentors and leaders of learning.
- The sustained commitment to principal wellbeing.
- The successful embedding of our principal and middle leader coach.
- The sustained commitment to the refurbishment and development of current and new school facilities.
- Our capacity to prioritise not only government-funded capital projects, but also system-driven projects.
- The focus on writing development.
- The first HSC classes at Gateshead and Lochinvar.
- The implementation of the Diocese's first Flexible Learning Centre.
- The review of our provision of Aboriginal education.

At the heart of all we do is Jesus Christ. At the centre of all our endeavours are the young people in our care. As we move into our new strategic phase (2020-22) it is important to note the focus of this plan is to:

- ensure every student is known as a person and learner and demonstrates growth in their learning every day
- build the capacity of every teacher, every leader and every school through collaborative professionalism and relevant, contemporary professional learning.

We have much to celebrate in Catholic schools, much to look forward to, yet so much to achieve as we form and develop young lives.

Gerard Mowbray
Acting Director of Schools

GRAHAM HEATH
CDF FUND MANAGER





Stay tuned for our new fund branding and products in early 2020.

The Catholic Development Fund (CDF or fund) continued its solid performance during the financial year. Harnessing the financial resources of the Catholic community enabled the fund to further the pastoral mission of the Catholic Church in the Diocese of Maitland-Newcastle and provide cost-effective financial arrangements for capital works and other essential programs.

The fund supported the Diocese's continued expansion into early education through its agency St Nicholas Early Education with new centres to open early in 2020. It also supported the Diocese's development of its Shared Services facilities in Newcastle West, assisting with the delivery of the important work associated with Many parts. One body. One mission. One project. During the financial year the fund also supported the work of the Catholic Schools Office and Diocesan School Building Fund through the funding of various school development projects that included St Aloysius Primary School at Chisholm, St Mary's High School. At Gateshead and San Clemente High School at Mayfield.

The Diocese announced the future

development of Catherine McAuley College and St Nicholas Early Education Centre at Medowie. When complete, the high school will accommodate 1200 students from Years 7 to 12. The funding of these projects will be significantly assisted by the CDF with CDF investors directly impacting these exciting new developments.

The CDF operating surplus assisted the Diocese to provide services such as youth ministries, chaplaincy, parish services and refugee projects as well as supporting the important work of CatholicCare. During the year the fund continued its focus on meeting its regulatory requirements, building the capital base and strengthening its risk-management framework.

The CDF aims to provide competitive interest rates on its financial products and welcomes investors to contact its friendly staff to discuss their involvement in our Catholic community.

Stay tuned for our new fund branding and products in early 2020.

A handwritten signature in black ink, appearing to read 'Graham Heath'.

Graham Heath
Chief Operating Officer

TERESA BRIERLEY
DIRECTOR PASTORAL MINISTRIES

“
In our journeying
together in 2019,
we have been
attempting to
listen humbly and
respectfully and to
speak boldly and
courageously.
”



"Synodality" and "discernment" are two words that have been used a great deal in church circles this year, and particularly in Australia as we continue our journey towards the Plenary Council of 2020 and 2021, and our own Diocesan Synod of 2019-20-21.

Pope Francis's vision for the synodal church reflects the language of discernment:

A synodal church is a church of listening. It is mutual listening in which everyone has something to learn: the faithful, the College of Bishops, the Bishop of Rome; each listening to the others; and all listening to the Holy Spirit, the "Spirit of truth" (John 14:17) to know what he "says to the Churches" (Revelation 2:7).

A synodal church is a discerning church, in which everyone listens to each other, in order to listen to the Holy Spirit. In our journeying together in 2019, we have been attempting to listen humbly and respectfully and to speak boldly and courageously. This listening and speaking has taken shape in both the Listening and Dialogue and the Listening and Discernment processes for the Plenary Council and our own diocesan Synod. We are asking the question: as disciples of Christ, what needs to happen in our hearts and in our minds and in our community for us to be a Christ-centred church that is:

- missionary and evangelising
- inclusive, participative and synodal
- prayerful and eucharistic
- humble, healing and merciful
- a joyful, hope-filled and servant community
- open to conversion, renewal and reform?

In Pastoral Ministries and in our parishes, we are attempting to create spaces for these themes by ministering with others across the five foundations of pastoral life:

- identity and community
- worship and prayer
- formation and education
- mission and outreach
- leadership and structure.

We have wise and generous people on our diocesan councils who engage not

only with those in church but also with the wider community to bring about God's kingdom. The following councils have met regularly seeking to respond to the needs of the church and the community:

- The Council for Mission
- The Adult Faith Formation Council
- The Diocesan Council of Ministry with Young People
- The Ecumenical and Interfaith Council
- The Liturgy Council
- The Social Justice Council.

Family Ministry co-ordinators have connected with families in our schools and parishes, while couples have engaged with those who work in marriage and relationship education. We have deepened our connection with the Aboriginal and Torres Strait Islander peoples and supported the diocesan contact group for the Council for Australian Catholic Women.

We continue to outreach to those in prison, the port, at the university, in hospitals and aged-care facilities. We value our relationships with Caritas, Catholic Mission, Calvary Mater, Calvary Aged Care, Catholic Health Care Services, Mercy Services and St Vincent de Paul.

Our civil society would be the poorer without our ongoing commitment to making a difference in the lives of people in our local, national and global communities. Those who minister in the pastoral area of diocesan life acknowledge that we are formed in Christ, and animated for discipleship, community and mission. It is through our gathering in worship and prayer that we go forth on mission; from communion comes mission.

Our Diocesan Synod, with its theme "Building the Kingdom of God together" provides us with a wonderful sense of the local church listening and discerning for the Spirit of truth.

Teresa Brierley

Teresa Brierley
Director Pastoral Ministries



 mnnews.today

 Catholic Schools Office

 St Nicholas Early Education

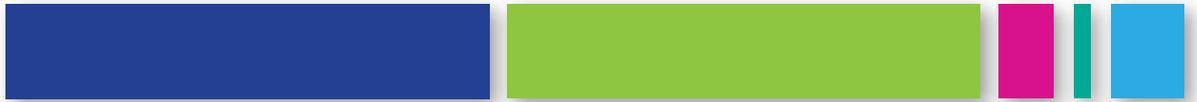
 St Nicholas OOSH

 CatholicCare Social Services

 DARA



400,254 UNIQUE WEBSITE VISITORS



14,053 FACEBOOK PAGE LIKES



6,201 INSTAGRAM FOLLOWERS



1,208 TWITTER FOLLOWERS



220,544 YOUTUBE VIEWS



445,500 AURORA COPIES DISTRIBUTED



THE FIVE FOUNDATIONS

(ACTS 2:42 – 47)

The five foundations inform the ways the people of God in our diocese are disciples. The stories and images on the following pages are representative of people working across parishes, schools, social services, religious congregations and chancery ministries. We acknowledge the myriad ways in which the Catholic Church provides vital outreach within our communities. At the centre of each story is Jesus.



IDENTITY & COMMUNITY

FOSTERS COMMUNITY, HOSPITALITY, WELCOME AND RESPECT ... AN IDENTITY GROUNDED IN COMMUNION.

“Jesus fell in love with our smallness and it is for this reason he chose us. He chooses the smallest – not the greatest, the smallest – and reveals himself to the little ones. We have been chosen because of love and this is our identity. If you want to understand something of the mystery of Jesus, lower yourself.”
Feast of the Sacred Heart 2017



WORSHIP & PRAYER

GATHERS PEOPLE FOR PRAYER, SACRAMENT AND LITURGICAL CELEBRATION ... IS EUCHARISTIC IN LIFE AND WORSHIP.

“Often, in the face of a burden of life or a situation that pains us, we try to talk about it with someone who listens to us, with a friend, an expert ... It is a great good to do this, but let us not forget Jesus! Let us not forget to open ourselves to Him and to tell Him about our life, to entrust people and situations to Him.”
Angelus 9 July 2017



FORMATION & EDUCATION

**FACILITATES SPIRITUAL GROWTH
AND PROMOTES EMPOWERMENT
THROUGH EDUCATION AND
FORMATION.**

"I invite all Christians, everywhere, at this very moment, to a renewed personal encounter with Jesus Christ, or at least an openness to letting him encounter them; I ask all of you do this unflinchingly each day."

Evangelii Gaudium n3.



MISSION & OUTREACH

**ENGAGES PEOPLE IN THE
TRANSFORMATION OF SOCIETY –
OUTREACH THROUGH MERCY AND
JUSTICE – TO BUILD THE KINGDOM
OF GOD.**

"I prefer a church which is bruised, hurting and dirty because it has been out on the streets, rather than a church which is unhealthy from being confined and from clinging to its own security. I do not want a church concerned with being at the centre and then ends by being caught up in a web of obsession and procedures."

Evangelii Gaudium n49.



LEADERSHIP & STRUCTURE

**FOSTERS EFFECTIVE CHRISTIAN
LEADERSHIP, COMMUNICATION,
ORGANISATIONAL AND
MAINTENANCE STRUCTURES.**

"Pastoral ministry in a missionary key seeks to abandon the complacent attitude that says: 'We have always done it this way'. I invite everyone to be bold and creative in this task of rethinking the goals, structures, style and methods of evangelisation in their respective communities."

Evangelii Gaudium n33.

ABORIGINAL CATHOLIC EDUCATION CONFERENCE AIMS TO CLOSE THE GAP



“The learning gap is still evident and confronts us to unlock solutions that will be relentlessly pursued.”



The Diocese of Maitland-Newcastle with Catholic Schools NSW hosted the 2019 NSW Aboriginal Catholic Education Conference at the Crowne Plaza, Hunter Valley in September, with more than 500 delegates in attendance.

The theme "Punaal, Ponte-Boone, Biamie, – Spirit of Sun, Moon and Creator" was inspired by the stories of our beautiful region, which is rich in culture, ritual, ceremony, language and connection to country. Punaal the sun spirit symbolises life, energy, force, strength, power, and rebirth just as the yellow on our Aboriginal flag represents the sun – the giver of life. Ponte-Boone the moon spirit symbolises intuitive thinking as well as emotions – the moon is a soul mate to water. The moon is a divine matron of all sea creatures and nocturnal animals and also the queen of the night. Biamie our Creator Spirit "conveys stories of the creation of the landscape" (James Wilson-Miller). The Wonnarua believe that Biamie also created the spirit Kawal (eagle), who is thought to keep watch over them today. James Wilson-Miller (Wonnarua Elder) describes Biamie Cave as "the most significant of all for our Wonnarua descendants. It represents the very beginning of all creation and spirituality, the very essence of our existence. Biamie lives in all of us."

For Catholics this echoes the words of Saint Paul, "You must know that your body is a temple of the Holy Spirit who is within – the Spirit you have received from God" (Corinthians 6:19).

Catholic Schools NSW is having a powerful impact on the educational

outcomes of our Aboriginal and Torres Strait Islander students as our numbers increase every year. The 2019 conference provided the ideal forum to celebrate these achievements, share innovation, and opportunities to further the background and understandings for this area. It also explored how to best support our students.

Acting director of schools Gerard Mowbray set the agenda for the conference with his opening remarks about providing the best learning outcomes for indigenous students in Catholic schools.

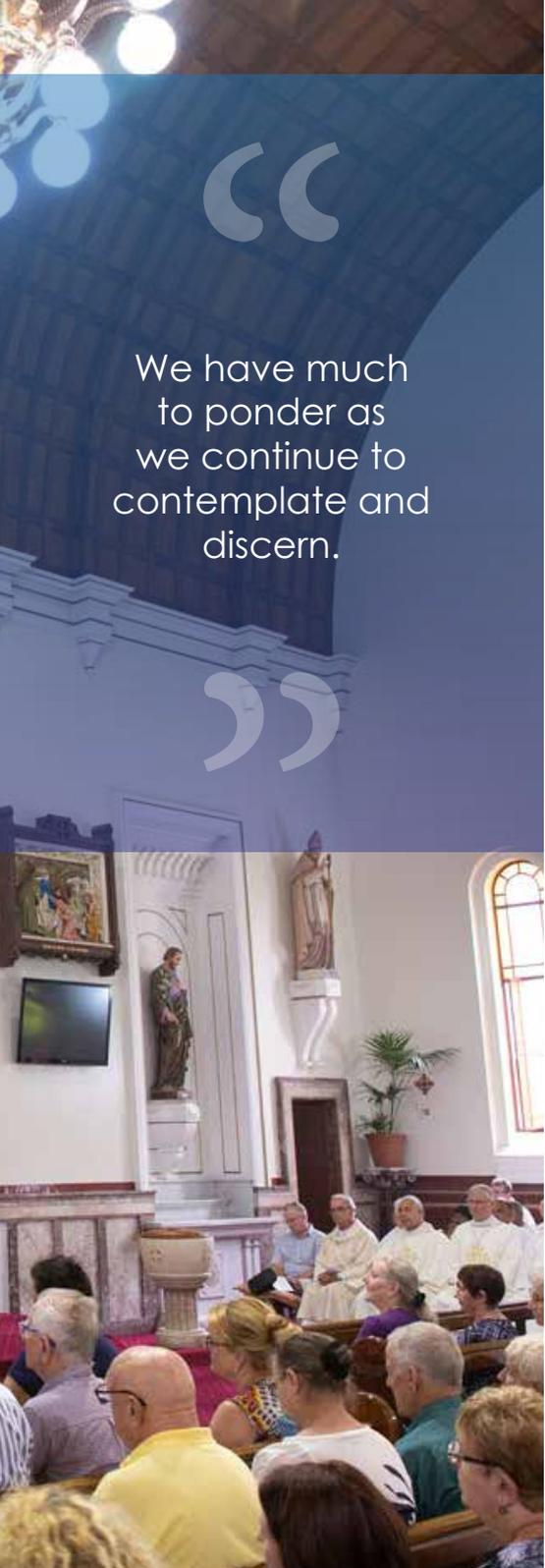
"We must create a culture of high expectations and learning growth for Aboriginal and Torres Strait Islander students. The learning gap is still readily evident and confronts us to unlock solutions that will be relentlessly pursued," he said. "We are committed to building whole school awareness of closing-the-gap initiatives. We continue to champion reconciliation."

The Diocese of Maitland-Newcastle now has 59 schools with 19,600 students, including 1301 Aboriginal and Torres Strait Islander students. While the state average indigenous population is 3.3 per cent, in our Diocese the average population in our schools is 6.2 per cent. Schools' employees include more than 50 identified Aboriginal personnel, as well as 95 staff members specifically working in the area of Aboriginal education.

Louise Campbell

SYNOD QUESTION MAKES STRONG STATEMENT





We have much
to ponder as
we continue to
contemplate and
discern.

On the 8 August 2019 Bishop Bill Wright convoked a Diocesan Synod for the Diocese of Maitland-Newcastle, something he has never done before. The last Synod was held in our Diocese in 1992-1993.

The word *synodos* means "together on a path".

This Synod is about having deep conversations, listening to the other while listening to the Spirit, "it is not simply an event," Bishop Bill said. "It is a process by which the people of God walk together a journey, trying to respond more fully to God."

"Convoking a synod is a process, a journey for us together over a couple of years," he said.

Bishop Bill put the following question to the 400 people who gathered on Saturday 23 November for the first Diocesan Synod session.

As disciples of Christ, what needs to happen in our hearts and in our minds and in our community for us to be a Christ-centred church that is:

- missionary and evangelising
- inclusive, participative and synodal
- prayerful and eucharistic
- humble, healing and merciful
- joyful, hope-filled and a servant of the community
- open to conversion, renewal and reform?

Fr Richard Lennan travelled from Boston to break open the "missionary and evangelising" theme. He noted being missionary is not so much what a person does, as what a person is. We need to be self-critical and humble so that we are open to the life-giving qualities that enable us to be agents of good news in the world.

Sr Laretta Baker RSJ facilitated the "inclusive, participatory and synodal" workshop and engaged with those who attended in exploring perception of

church and the factors that impact on our perception.

Bishop Greg Homeming OCD, bishop of the Lismore Diocese spoke beautifully of being "prayerful and eucharistic" sharing with those who gathered that only in authentic prayerfulness and gratitude (Eucharist) can the joy of who we are shine out.

Mary Ringstad, director of mission at Calvary Mater Hospital presented the theme of "humble, healing and merciful". She led an exploration of why this emerged as a key theme within the Plenary Council.

Ursula Stephens, chief executive of Catholic Social Services Australia, spoke with passion about the vulnerable and marginalised people who are served by those in our parishes and in Catholic social services. She expressed the need for us to respond to the call of the Holy Spirit to build a "joyful, hope-filled and servant community" of believers.

A creative expressions workshop run by teacher Rose McAllister, provided opportunity for participants to capture all of the themes without using words, using different mediums.

Lana Turvey-Collins has travelled the width and breath of Australia since being invited by the Australian Catholic Bishops to facilitate the Plenary Council of Australia. She spoke courageously, boldly and with zeal about the possibilities of listening to what the Spirit is saying. She encouraged us to be "open to conversion, renewal and reform".

We have much to ponder as we continue to contemplate and discern in our hearts, minds and community what it means to be an authentic Christ-centered church before we meet 21 November 2020 for the next session of Synod.

Teresa Brierley

NEW FLEXIBLE LEARNING
CENTRE THE FIRST
OF MANY IN THE HUNTER

MUND RICE EDUCATION
AUSTRALIA

Catholic
Schools Office
DIOCESE OF MAITLAND-NEWCASTLE

South

St

Flexible

Centre

Centre



“
Rather than having rules, the centres operate with four principles.”

The official opening and blessing of the St Laurence Flexible Learning Centre in Broadmeadow in May was a major milestone in the history of Catholic education in the Diocese of Maitland-Newcastle.

The centre was created in partnership with Edmund Rice Education Australia (EREA) and is the first of several the Diocese is planning to establish in the Hunter-Manning region. Initial enrolment was 38 and the aim is to gradually increase to about 50 young people. Flexible learning centre programs are individually designed and include on-site and off-site work. Rather than having rules, the centres operate with four principles – honesty, respect, participation, and safe and legal – in an environment where staff and young people have similar status, a sense of common ground and shared responsibility.

“We see the Manning and Maitland as areas where, through establishing flexible learning centres, we can best support young people who, for a range of complex reasons, have not stayed in mainstream schooling,” said Maitland-Newcastle Diocese acting director of schools, Gerard Mowbray. “There is the potential to develop other centres within the next 10 years given the need for flexible learning.”

That need for flexible learning options in Australia has been well documented, said EREA executive director Wayne Tinsey.

“The Brotherhood of St Laurence says Australia faces a pressing need for quality flexible-learning programs to cater for the increasing number of young people who are disengaging from schooling at an early age,” Dr Tinsey said.

“In 2014, Australian data showed that about one-fifth of secondary-age students did not attend school and a further one-fifth did not feel connected to their school.

“It is also known that lower educational participation leads to lower income levels, higher unemployment and greater reliance on social services. Keeping ‘at risk’ young people engaged reduces their likelihood by more than 50 per cent of becoming ‘not in employment, education or training’ (NEET) as young adults.

“There have also been a number of studies looking at the economic and social benefits. A 2016 Australian Research Council study, by James Cook University, the Victoria Institute of Victoria University and EREA Youth+ entitled ‘Gauging the Value of Flexible Learning Options for Young People’ found that every dollar spent on flexible learning options generates about \$17 in socio-economic returns.”

EREA, through Youth+, has responded to a number of invitations from churches and communities to open flexible learning centres. The St Laurence O’Toole Centre at Broadmeadow is the 20th such centre in Australia.

“The emphasis is on acceptance, forgiveness and hope when, for many of the young people, their experience has been rejection, condemnation and lack of a hope-filled future,” said Dr Tinsey. As part of his blessing, Bishop Bill Wright said: “May these buildings be a place of learning, community and hope for the young people of our Diocese as they seek to live life to its fullest through an education inspired by the charisma of Blessed Edmund Rice.”

Darrell Croker

PARTNERSHIP PUTS BELIEF IN LEADERSHIP





“
A partnership that enables new patterns
of thinking, of learning, of working,
and of being.
”

In an effort to develop leadership through the prism of theology, the Diocese of Maitland-Newcastle has partnered with Australian Catholic University to offer a Graduate Certificate in Mission and Culture (GCMC) in 2020. The course provides a theological skill set to use when exercising leadership that allows the promotion of a Christian and specifically Catholic culture.

From my perspective as Executive Dean, Faculty of Theology and Philosophy at ACU, the agreement with the Diocese of Maitland-Newcastle on the design and delivery of the GCMC gives full expression to the term “partnership”. The course is a means of advancing mutual interests and achieving shared Mission priorities. More specifically it conveys ACU's clear commitment to support insight and understanding that engages with, and seeks to, transform our cities and our regions.

If a university is to be a part of its local and regional community in some meaningful and strategic way, it must be willing to prioritise its relations with that community. The sharing of knowledge should be of direct and immediate benefit to the community.

This is an exciting development that perfectly illustrates the innovation and excellence agendas that define the work of the faculty. Fostering creative and constructive dialogue on real-world issues, this program takes the interests, needs, and questions of individuals as the starting point for theological learning and reflection. In this way it is directly responsive to demands for creative renewal, considering the various dimensions of church life and practice. This is a partnership that enables learning to be shared and theological understanding to be developed collectively, collaboratively, and progressively. It is also, and perhaps most importantly, a partnership that enables new patterns of thinking, of learning, and of working, and supports the advancement of the Catholic character and ethos of the Diocese and all who serve it.

I am delighted and honoured to be working with the Diocese, its leadership team, and with all who support and participate in the GCMC.

Dermot Nestor

FROM STRENGTH TO STRENGTH



“

Families have welcomed the high-quality learning environments of our centres.

”



St Nicholas Early Education grew to three areas during the year. These were: Early Education centres, which provide care and education to young children in the years before schools; OOSH, which is care for school-aged children before and after school and during vacations; and the third area, St Nicholas Pathways, which is the training of students to work in the early education sector.

St Nicholas Early Education has been incredibly successful since it was first launched. Families have welcomed the high-quality learning environments of our centres. These include wonderful outdoor spaces that engage children in play-based learning, supported by dedicated staff who ensure happy children.

Parents also appreciate the convenient locations, often adjoining their local Catholic primary schools. This makes for a simple drop-off and pick-up as well as easier transition to "big school".

The professional development of staff remains a key pillar of the St Nicholas difference. The highlight of the year was the training provided by Kirsty Liljegren, a leading consultant in early education, who led more than 100 of our staff through an inspiring day of Reggio Emilia-centred coaching in June.

As the end of 2019 approaches we anticipate the opening of our seventh and eighth early education centres in the Diocese. These are at Branxton and Maitland. Our well-established services have waiting lists and we have responded to this need by expanding Newcastle West and Raymond Terrace. We expect that other services will soon expand along with new services at Muswellbrook and Gillieston Heights in 2020.

St Nicholas OOSH has been a natural extension of the agency. The aim is

to ensure the same consistent quality service provided to parents needing care for their children. A number of new services have commenced in places such as Maitland and Branxton. There have also been a number of services transfer to St Nicholas for varying reasons.

While it is challenging to transition from existing providers to St Nicholas OOSH, this ensures that services can be provided to schools where external providers have walked away or will not provide a service. It ensures there is a strong relationship between the services and Catholic education and that resources are put back into our schools, parishes and charitable works rather than to profit-based or non-Catholic organisations.

A highlight for the year has been the launch of St Nicholas Pathways. Fifteen students have now committed to training in the coming year and will undertake work experience across six St Nicholas centres. These students will be mentored and have on-the-job training supported by face-to-face classes. The excitement of the students and their families has been overwhelming. This has been a wonderful collaboration between schools and St Nicholas and is expected to grow with further opportunities for students to gain experience earlier, making the step from school to working in the early education sector a rewarding career.

The continued growth of the St Nicholas services is a testament to the quality of services that families recognise but it is also a result of the dedication and hard work of outstanding people who make the care of children their mission.

Sean Scanlon

DEVELOPMENT AND RELIEF AGENCY





“
I am confident we have responded to Pope Francis's call to be focused on charity and engaged with our local community.
”

In Pope Francis's apostolic exhortation *Evangelii Gaudium* (*The Joy of the Gospel*) he said: "At the very heart of the Gospel is life in community and engagement with others. The content of the first proclamation has an immediate moral implication centred on charity." As I reflect on the year in review for the Development and Relief Agency, I am confident we have responded to Pope Francis's call to be focused on charity and engaged with our local community in a manner that has had a positive impact for those in need.

This year, DARA focused on two areas of need: one, to feed the homeless, and the other to support refugee and asylum seekers as they navigate the complexities of establishing a new home in our Diocese while working through the trauma and challenges of fleeing their country of origin.

This year we have seen our homeless food programs continue to grow with new services opening at Woodberry and in partnership with the Toronto Parish, as well as maintaining our services at Maitland, Islington, Nelson Bay and Raymond Terrace. Our collaboration

with Catholic schools across the Diocese has continued, with students and staff volunteering their time at various locations and cooking delicious meals for our participants.

Our Refugee Hub has had one of its busiest years to date with staff and volunteers providing thousands of hours of support through our men's program, conversational English classes, women's support network, and the beach safety program. A special mention of thanks goes out to the staff from St Francis Xavier's College for their tireless and ongoing support teaching the English lessons each week.

Both of these programs rely heavily on the support of our wonderful volunteers and donors. The generosity of spirit of our volunteers and donors cannot be understated. Without them, the good works of DARA would not be possible. On behalf of the Diocese, I thank you for your amazing support and I look forward to your active engagement in the years ahead.

Gary Christensen

CATHOLIC DIOCESE OF MAITLAND-NEWCASTLE Income Statement

For the year ended 30 June 2019

The financial information provided is an extract of Unaudited Special Purpose Accounts and as such cannot be seen as representative of audited financial accounts. From 1 July 2018 St Nicholas Early Education was unconsolidated from the Diocese of Maitland-Newcastle and now operates as a stand-alone agency with a reporting year end of 31 December 2019.

INCOME

	\$000
Rental Income	4,804
Contributions	5,253
Fundraising and bequests	1,276
Other income	13,476
Total Income	24,809

EXPENSES

	\$000
Information Technology	866
Insurance	222
Interest Paid	2,342
Publications	145
Property Expenses	1,695
Professional Fees	641
Employee Benefit Expenses	14,218
Other Expenses	5,752
Total Expenses	25,881

OTHER

	\$000
Revaluation of available for sale assets	1,865

BALANCE SHEET

	\$000
Total Assets	118,613
Total Liabilities	64,560
Total Equity	54,053
Restricted	2,828
Unrestricted	51,225
Total Equity	54,053

CATHOLIC DEVELOPMENT FUND

Income Statement

For the year ended 30 June 2019

The financial information provided is an extract of Audited General Purpose Accounts and as such cannot be seen as representative of audited financial accounts.

2019 Profit & Loss	
	\$000
Interest income	11,486
Interest expense	-4,903
Net Interest income	6,583
Fee & Commission expenses	-53
Salaries & related costs	-426
Other expenses	-811
Profit	5,293
Distribution	-4,500
Profit after distribution	793

FINANCIALS

CATHOLIC SCHOOLS OFFICE

Income Statement

For the year ending 31 December 2018

The financial information provided above is an extract of Audited General Purpose Accounts and as such cannot be seen as representative of audited financial accounts.

INCOME 2018

	\$000
School fees, excursions & trip income	44,373
Other private income	8,235
State Government recurrent grants	57,317
State Government interest subsidy	479
Commonwealth Government recurrent grants	189,669
Sub total Recurrent Income	300,072
Commonwealth Government capital grants	9,322
State Government capital grants	412
Fees/Levies - Private capital income	5,610
Sub Total Capital Income	15,344
Total Income	315,417

EXPENSES

	\$000
Salaries & salary-related costs	223,456
Academic & extra-curricular expenses	11,588
Building & equipment maintenance & replacements	18,530
Interest expenses - capital loans	2,720
Depreciation expenses	9,025
Bad & doubtful debts expenses	1,162
Other operating expenses	28,947
Total Expenses	295,428

BALANCE SHEET

	\$000
Total assets	478,897
Total liabilities	127,392
Total Equity	351,506
Restricted - employee entitlements	43,234
Unrestricted	308,272
Total Equity	351,506

CATHOLICCARE SOCIAL SERVICES HUNTER-MANNING

Income Statement

For the year ended 30 June 2019

CatholicCare is endorsed as a Deductible Gift Recipient under the Income Tax Assessment Act 1997, upon winding up or dissolution of CatholicCare, or if the deductible gift recipient status is evoked, any property or income must be transferred to another deductible gift recipient and is therefore restricted.

The financial information provided is an extract of Audited Special Purpose Accounts and as such cannot be seen as representative of audited financial accounts

CatholicCare funding agencies and donors:

- Department Social Services
- NSW Department of Communities and Justice
- Department Social Services

Member Associations

- Catholic Social Services Australia
- Catholic Social Services NSW/ACT
- Family and Relationships Services Australia
- Community Housing Industry Association

Accreditation and Registration

- NSW Office of the Children's Guardian
- NDIS Quality and Safeguarding Commission
- Association of Children's Welfare Agencies

INCOME

	\$000
Grant Funding \$17.4m (82%)	17,371
Fee For Service \$2.9m (13%)	2,916
Rent Income \$0.3m (2%)	336
Other \$0.6m (3%)	560
Total	21,183

EXPENSES

	\$000
Salaries & Wages \$10m (50%)	10,024
Client Support Costs \$5.7m (28%)	5,653
Management Fees \$1.1m (5%)	1,157
Property Expenses \$1.2m (6%)	1,217
Other \$2.2m (11%)	2,199
Total	20,250



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