

**The Catholic Parish of Holy Eucharist and St Mary's
Malvern East**

Future Directions

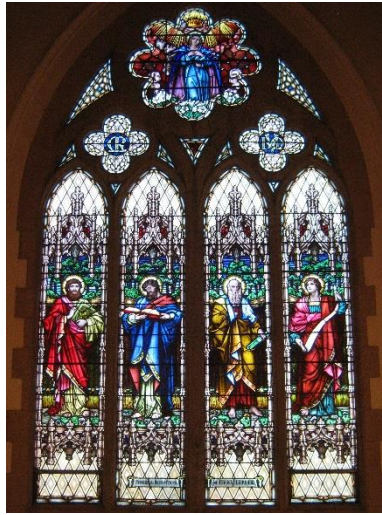


Our Parish Vision and Mission Statement

**Version 1.0
August 2018**

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The Catholic Parish of Holy Eucharist and St Mary's Malvern East



Dear Parishioners, Visitors and Newcomers to our Parish,

Our Holy Eucharist and St Mary's Parishes have had a proud history of accepting God's challenge "**You will be my witnesses**" (Acts 1:8).

It was in this spirit that, in September 2016, the two parish communities accepted the invitation to become one united parish.

As one parish it was then timely to invite parishioners and people of faith to review our current ministry and missionary activities, to rediscover our strengths and to open our hearts in discovering new ways of witnessing to God's grace, in and through his Son, Our Lord Jesus Christ.

In August 2017, I initiated the Parish 'Future Directions' program and invited parishioners to join a Steering Committee to oversee the process. That Committee, and six sub-committees have spent the last 12 months deliberating and consulting widely. Our Parish Vision and Mission Statement is now ready for publication and implementation. It is a living document, for it expresses a desire and a way forward in bringing forth a renewal of faith and a rebirth of life in the Holy Spirit as we proclaim our Catholic faith, celebrate our sacraments, and minister works of charity.

Your parish is committed to tirelessly invite and cheerfully welcome members within our community who desire to follow Christ, or who may have drifted away from the life of the church.

I encourage you to immerse yourself in this living document so that your presence will allow the Holy Spirit to enliven our parish commitment in witnessing to God's overpowering gift of life.

Monsignor Stuart Hall
Parish Priest
August 2018

The Parish of Malvern East acknowledges that we are on the traditional land of the Boonwurrung and Wurundjeri people and offer our respects to the elders past and present. We recognise and respect the cultural heritage of this land.

The Catholic Parish of Malvern East is committed to the safety, wellbeing and dignity of all children and vulnerable adults.

Our Parish Vision and Action Plan

As members of the Catholic Parish Community of Malvern East we:

- Celebrate our **FAITH**
- Show **RESPECT** for all; and
- Are Committed to **ACTION**

Guided by the Holy Spirit, we express our faith in action by caring for one another, being accepting and inclusive of all parishioners and the wider community, and by engaging and participating in our parish ministries. As a parish community we are encouraged to share our gifts and talents in service to others.

Our Parish Mission Objectives for the next 10 years are:

- To support our Parish Priest in the expression and practice of the Catholic Faith.
- To support the Spiritual growth of parish members through proclaiming the Word in the Catholic tradition, building up the community which celebrates the Liturgy with the Eucharist at its heart, and enabling us to be more open to the experience of God's action.
- To acknowledge and learn from past wrongs in providing a safe and caring environment for **all** vulnerable members of our parish community, ensuring that their well-being and safety is at the forefront of all we do and every decision we make.
- To reach out and provide a safe and respectful environment for the young people of our parish community, encouraging them to remain connected to each other and to their faith while engaging in faith-based actions and fostering their spiritual aspirations.
- To promote and support Catholic education and to encourage ongoing faith development opportunities within the parish and the wider community.
- To work for social justice as an essential part of our call as Christians. We will be a welcoming community willing to witness to our faith within society by supporting the disadvantaged, the marginalised and the vulnerable within our parish and the wider community.
- To reinvigorate our current parish social activities and to develop and support the social aspects of all parish events.
- To utilise our buildings, facilities, resources and talents to their fullest; managing the resources of the community in a transparent manner in response to the changing needs of the parish.

All parishioners are invited to support our parish ministries in implementing our Parish Mission.

Future Directions - What will our Parish look like in 2028?

In 2028, we are a community that lives our Christian faith in accordance with the words of Jesus from the Gospel of St Matthew (22:34-40):

'Love the Lord your God with all your heart and with all your soul and with all your mind.'
This is the first and greatest commandment.
And the second is like it: 'Love your neighbour as yourself.'

We strive constantly to build an ever-stronger Catholic parish family where: The Word of God is proclaimed, studied and integrated into daily living; Our worship in word and sacrament, honours the presence of God in our midst; We witness the Gospel through our actions of care and concern for the needs of those around us.

In practical terms, thanks to the successful implementation of our 10-year plan, we have achieved the following:

Our Faith in 2028

- The health of our parish is measured by a growth of 33% in weekly Mass attendances due to the energy and commitment of our community to growing God's Word, and to the vibrancy of our participation in the liturgy and our liturgical music ministry.
- The effectiveness of our parish sacramental programs, and the commitment of those who run them with our Parish Priest, have achieved a significant ongoing increase in the number of young families who attend weekly Mass, pray as a family at home, and participate in parish ministries.
- We have achieved a 40% increase in participation in parish liturgical and pastoral ministries through education, effective communication, and face-to-face recruitment, and by utilising project-specific teams rather than standing committees to organise and implement parish activities.
- While we continue to worship in two churches, we are one church community.
- Our ongoing spiritual and liturgical education program includes regular meetings focusing on an aspect of Catholic spirituality. These meetings are followed by a celebration of the Eucharist and social time. They are organised in conjunction with external organisations which provide engaging, knowledgeable Catholic presenters.

Our People in 2028

- We have built a closer and more productive relationship between our church and school communities – the school community is now more strongly represented in parish liturgical and pastoral activities.
- We have joined with neighbouring parishes to measurably increase the involvement of the younger, inter-generational age group in youth-orientated spiritual, liturgical and social activities and in general parish ministries. This activity has been supported by the employment of a youth worker.
- We communicate with our parish family and the wider community using face-to-face contact, phone calls, email, social media, posters, visible representation at public events and in public media and letterbox drops - we are a more connected community.
- We care for each other. We are a genuinely inclusive and welcoming community, enthusiastically greeting and engaging parishioners, visitors and newcomers attending our weekly Masses.
- Our resident Parish Priest is supported by a Pastoral Associate and other parish staff in providing spiritual and material leadership to our community.
- We take time to discern the talents and needs of our parish and to develop lay leadership to support our Parish Priest.
- We have increased the number of contributors to our Parish Thanksgiving Program by 25% by clearly spelling out the need for their financial support for our ongoing liturgical and pastoral objectives, and by demonstrating a track record of transparent and responsible financial and resource management.
- We enjoy a strong, ongoing program of parish social events which support our liturgical and pastoral ministries, and which provide the opportunity for meaningful engagement between parishioners. Because of the effectiveness of this program, we have no problem recruiting parishioners to help stage these events.

Our Service to Others in 2028

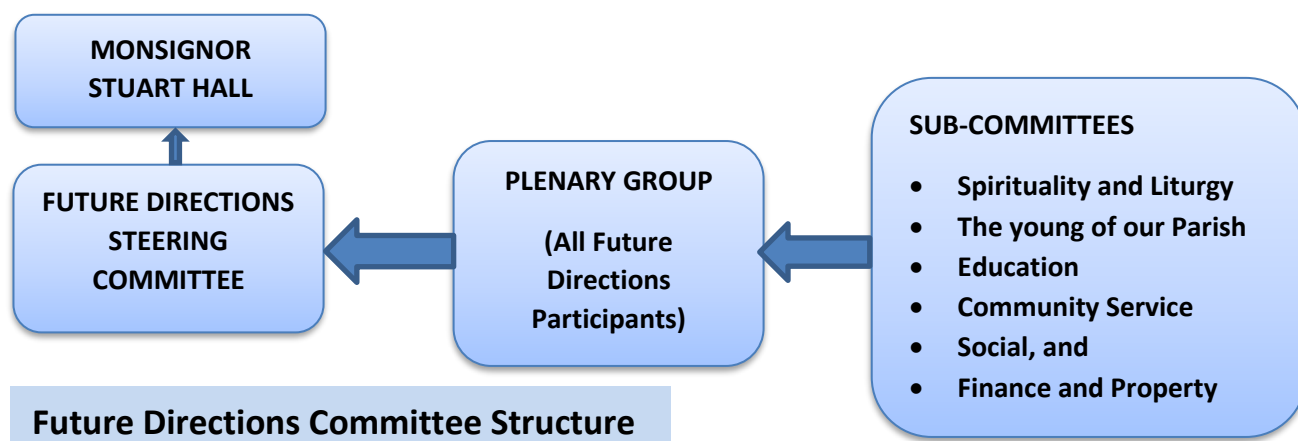
- We work with neighbouring parishes, the archdiocese and the broader community on a range of spiritual and social justice initiatives.
- Our increased membership in the St Vincent de Paul Society and St Mary's Care, and our enthusiastic participation in new community service initiatives attest to our commitment to inclusiveness and to addressing social injustice and disadvantage.
- We respect, welcome and include people from all cultures as demonstrated by the increased participation of people from different cultural backgrounds in parish ministries and leadership roles.

Our Mission is ongoing. The full Future Directions report details our Mission Objectives and Aspirational Initiatives. It is a dynamic document that will be updated periodically and will remain fluid as parish needs and aspirations change.

1. Introduction

In August 2017, following the amalgamation of the Holy Eucharist and St Mary's parishes and the decision to close the Holy Eucharist school, our new Parish Priest, Monsignor Stuart Hall wrote to all parishioners announcing the formation of a Steering Committee to develop a Parish Vision Masterplan that would look out to 2028 - a ten-year vision; an opportunity to 'renew' and 'reinvigorate' the mission of the Parish of Malvern East.

Following an Expression of Interest process, a Steering Committee and six sub-committees were formed to look at the challenges facing our parish and the options for meeting those challenges. Over the past 12 months, the various committees have worked intensively with the guidance of the Holy Spirit to develop this Vision and the 10-year Masterplan.



Communication and Consultation

Progress reports were provided to parishioners in December 2017, and in April and June 2018.

During April and May this year, the proposed Vision and associated Mission Statements were displayed in both churches and parishioners were asked for their comments and ideas about the challenges facing our parish and how we might grow our Faith and our Community over the next 10 years.

Many parishioners read and discussed the display material and provided more than 22 pages of comments and suggestions via hand-written submissions, email responses and verbal feedback from two Town Hall meetings. In addition, 46 Youth Survey forms were returned. The response was extremely encouraging and augers well for the future of our parish.

Just on 75% of the submissions focused on three areas: Spiritual & Liturgy (44%); Youth (17%); and Community Service (14%). These focus areas helped set the priorities for our short- and long-term future.

Commentary on the process and the work undertaken by the sub-committees was overwhelmingly positive, but parishioners also made many new comments and suggestions. These were reviewed and considered by the sub-committees for inclusion in the Mission Statements and Action Plans.

This report consolidates the work undertaken by the Future Directions team and the contributions from parishioners. It presents our Parish Vision and Mission for the next 10 years and the factors considered in their development. It would not have been possible without the help and commitment of many parishioners.

The Future Directions team is pleased to provide this report to Monsignor Stuart Hall for his consideration. It is proposed that responsibility for the implementation and ongoing monitoring of the Mission Objectives and Aspirational Initiatives be assigned to the Parish Pastoral Council (PPC) and the Parish Finance Committee.

2. Our Catholic Family of Malvern East

The 2016 Commonwealth Census data indicated that there were 4,815 Catholics in Malvern East representing 22.2% of the population. Of these, there were 450 children attending Catholic primary schools and 452 attending Catholic secondary schools.

Assuming that the Catholic population would generally mirror the demographic breakdown of the general population, then we can say that of the 4,815 Catholics in Malvern East, there would be:

- 1,200 Catholic families (2,400 adults with or without children at home)
- 240 pre-school children
- 902 children attending Catholic schools.
- 740 young adults (working, or attending tertiary or technical institutions)
- 130 single parent families
- 400 single (or lone) Catholic households.

While just on 20% of the population of Malvern East is currently in the 60+ age group, it can be seen from the number of aged care facilities recently completed or under development in the area that this demographic is rapidly increasing and will require additional support in the future.

A number of statistics relating specifically to our Parish of Malvern East are relevant to the development of our 10-year plan, namely:

- Around 1550 households are registered with the Parish of Malvern East
- The average number of people attending weekend Masses each week is 484 (source: Mass counts - May 2018)
- 270 households contribute to the formal Parish Thanksgiving Program
- 263 children attend St Mary's school

3. The Challenges We Face

As a first step in developing a 10-year Vision Masterplan for our parish, the Future Directions team considered the current health of our parish and the challenges that we as Catholics face not only in Malvern East, but in the wider world. As our research progressed, it became clear that Catholics throughout Australia and in every country face similar challenges.

How do we maintain and practice our core Catholic beliefs in a secular society? This is not a new challenge, but a challenge that needs to be addressed in a postmodern age where access to technology and international travel has rendered our world a global village. The search for a meaningful life, that goes beyond immediate gratification continues through every generation and culture. While established paradigms would appear to be irrelevant, new paradigms would suggest that even in a secular society people still have a desire for, and interest in spiritual matters.

Whatever is the new emerging paradigm the search for what is truth remains a constant factor in the life of individuals and societies as they seek to make sense of the realities of life. While there may be a litany of voices active in this space, the underpinning reality is that human beings are social beings who require social interaction through relationships. The Church is called to be an active voice in the cultural and intergenerational paradigms of the day. Consequently, our parish must be purposeful in the way we evangelise, minister, worship and engage individuals within a secular society.

These universal challenges translate into quite specific issues at our parish level:

- We have **less than 20% of notional Catholics** living in our area (ABS, 2016) fully engaged in the parish community and **even less who financially support the parish**. What can we do to engage more of the Malvern East Catholic community?

- **While the biggest group of Malvern East residents is in the age between 20-29yrs (ABS, 2016), church attendance in this age group has reduced dramatically. Mass attendances are dominated by older people,** rather than a broad spread of age groups. There are various reasons for this circumstance, but one of the major reasons is lack of relevance to the lives of young people. This means the traditional way of delivering faith is neither relevant nor helpful. What can be done to engage more of the cross-section of Malvern East Catholic families and youth?
- How do we establish and maintain an open dialogue with the youth of our community within a safe and caring environment on life issues such as spirituality, faith, relationships, the transition to tertiary studies, and entering the workforce?
- **How do we get more parishioners, particularly younger people, involved in our parish ministries?**
- How do we complete the unification of two previously separate parishes into one faith community committed to serving God, each other, and the wider community?
- What new initiatives can we implement to grow the faith of all parishioners, young and old, and to promote the Kingdom of God in Malvern East?
- What can we do better to address the needs and aspirations of the disadvantaged, the vulnerable and the marginalised within our parish and in the wider community?
- How do we support an ageing population and with it more people that suffer from diminishing opportunities to participate in society, declining health and increasing loneliness, issues that are often compounded by the bereavement of friends and separation from extended family?
- How do we ensure that our parish assets and facilities, such as our two churches, St Mary's school, and the former Holy Eucharist school, are managed and maintained to best support our pastoral priorities?
- **How do we provide opportunities for people to interact, develop skills, achieve self-fulfilment, and foster the development of social bonds and further learning within the parish?**

4. Our Parish Vision

To meet the challenges that we face as the Catholic community of Malvern East, it is important that we share a common vision for the parish. Following much discussion and consultation, we have agreed on a new Vision Statement. It will be incorporated into all future parish communication.

As members of the Catholic Parish of Malvern East we:

- Celebrate our **FAITH**
- Show **RESPECT** for all; and
- Are Committed to **ACTION**

To support the Vision, the six sub-committees working on our Future Directions program have developed individual Mission Statements and Action Plans to reflect their purpose and proposed key priorities. These are summarised in the next section.

5. Our Mission Objectives

Our Mission Objectives for the next 10 years are:

- To support our Parish Priest in the expression and practice of the Catholic Faith.
- To support the Spiritual growth of parish members through proclaiming the Word in the Catholic tradition, building up the community which celebrates the Liturgy with the Eucharist at its heart, and enabling us to be more open to the experience of God's action.
- To acknowledge and learn from past wrongs in providing a safe and caring environment for **all** vulnerable members of our parish community, ensuring that their well-being and safety is at the forefront of all we do and every decision we make.

- To reach out and provide a safe and respectful environment for the young people of our parish community, encouraging them to remain connected to each other and to their faith while engaging in faith-based actions and fostering their spiritual aspirations.
- To promote and support Catholic education and to encourage ongoing faith development opportunities within the parish and the wider community.
- To work for social justice as an essential part of our call as Christians. We will be a welcoming community willing to witness to our faith within society by supporting the disadvantaged, the marginalised and the vulnerable within our parish and the wider community.
- To reinvigorate our current parish social activities and to develop and support the social aspects of all parish events.
- To utilise our buildings, facilities, resources and talents to their fullest; managing the resources of the community in a transparent manner in response to the changing needs of the parish.

While the Vision and Mission Statements will guide the future direction of our parish, they are empty without the actions necessary to develop and support a vibrant, growing and committed faith community.

6. Our Action Plan

The Future Directions sub-committees have developed a range of Aspirational Initiatives to support the implementation of our Vision. These plans will acknowledge and build on the excellent work already being done by our various parish groups and volunteers. In addition, we will seek ways of extending our mission, encouraging more parishioners to be involved in parish life, and reaching out to the many people in Malvern East who identify as Catholics but who have no connection with our parish.

Not all of the proposed ideas may turn out to be practical or able to be implemented. In assessing the feasibility of each initiative, the following questions may be useful:

- **BENEFICIAL:** How will the parish or community benefit?
- **PRACTICAL:** Can it be achieved with the resources available to the parish?
- **AFFORDABLE:** Can we meet the cost from existing cash resources or do we have the ability to service a loan to fund the project?
- **PRIORITY:** How does it rank compared to other pastoral or support initiatives?

The Parish Pastoral Council and the Parish Finance Committee will be responsible for developing and overseeing an ongoing implementation plan for our Aspirational Initiatives. ***But implementation won't be possible without the support and participation of all parishioners.***

In many cases, the initiatives will require an individual or a small group as champion or sponsor to develop, support and promote the activities.

Reflective Question: Over the coming months and years, much work will be required to achieve our Mission Objectives and deliver our Aspirational Initiatives. We need your help in making this a reality. What can you contribute to bring these ideas to life?

The following table summarises the initial Aspirational Initiatives developed by the Future Directions sub-committees to support our Mission. The preliminary responsibilities and timeframes shown will be refined by the parish leadership groups as they develop the implementation plan. New initiatives will be added as the need arises.

ASPIRATIONAL INITIATIVES	RESPONSIBILITY	TIMEFRAME
1. Achieve higher parishioner participation in parish community life by making all parishioners feel welcomed, wanted, valued and integral to the liturgies and activities of the parish	New Spirituality & Liturgy Group required	Ongoing
2. Work with our Parish Music Director and Choir to re-energise and expand our liturgical music ministry	New Spirituality & Liturgy Group	By Dec 2018
3. Organise annual parish retreats, including themes, guest facilitators, timing and duration	Parish Pastoral Council (PPC)	By Nov 2018
4. Re-introduce regular Scripture discussion group meetings	Sponsor required	By Nov 2018
5. Arrange regular training for all ministries undertaken during the Liturgy by Lay people - Readers, Extraordinary Ministers of the Eucharist, Altar Servers, Sacristans, Mass Co-ordinators, Welcomers	PPC and Ministry reps	By Feb 2019
6. Hold an information and recruitment exhibition for all parish ministries over one weekend each year – quickly respond to all expressions of interest.	PPC and Ministry reps	Mar 2019
7. Embrace and contribute to the objectives of the national Plenary Council 2020 in shaping the future of the Catholic Church in Australia	PPC	Through to Oct 2020
8. Develop and resource a Parish Youth Leadership Group	Youth Subcommittee	31 Aug 2018
9. Work with the Archdiocesan Youth Ministry to organise a major one-off event in October 2018 to kick start our youth strategy (consider a well-known guest speaker)	New Parish Youth Leadership Group	October 2018
10. Seek funding and employ a paid, part-time youth worker to engage with youth and co-ordinate activities overseen by the Parish Youth Leadership Group	New Parish Youth Leadership Group	Early 2019
11. Establish a regular Youth Mass with a theme and music, possibly in conjunction with adjoining parishes	New Parish Youth Leadership Group	March 2019
12. Develop a youth group including current grade 6 class at St Mary's utilising teachers, and a core group of the students' parents, possibly in collaboration with youth ministries in nearby parishes	New Parish Youth Leadership Group and Youth Worker	Early 2019
13. Utilise St Mary's hall for youth events such as movie nights, indoor games, in line with feedback received from the Youth Surveys	New Parish Youth Leadership Group	By Jun 2019
14. Ensure ongoing compliance with all directives and guidelines issued in response to the Royal Commission into Institutional Responses to Child Sexual Abuse	PPC	Ongoing
15. Establish an Adult Education Series – 'Experience Christianity' - a regular meeting focusing on an aspect of Catholic spirituality or a contemporary issue such as end-of-life choices consistent with Catholic teaching, possibly in conjunction with external organisations which can provide engaging, knowledgeable Catholic presenters. To be followed by a celebration of the Eucharist and social time	Sponsor required	

ASPIRATIONAL INITIATIVES	RESPONSIBILITY	TIMEFRAME
16. Enrich our current sacramental preparation program using the time and talents of parishioners or others in the Archdiocese/community	Sponsor required	
17. Establish 'Learning from our Neighbours' workshops utilising the knowledge and talents of our parishioners to help other parishioners and members of our wider community (particularly those less fortunate) in areas such as understanding day-to-day technology, domestic budgeting, dealing with bureaucracy, cooking, etc.	Sponsor required	
18. Establish a 'Morning Coffee Café' in the St Mary's Narthex to promote social bonding and an open church community with local residents, and to provide learning and work experience opportunities for youth and tertiary students from the surrounding area	Sponsor required	
19. Conduct regular recruitment programs to encourage more parishioners to join our local St Vincent de Paul conference	PPC and St Vincent de Paul	Mar 2019
20. Send letters to families of children baptised in the last 12 months with an invitation to attend a special Mass followed by a social gathering	Sponsor required	
21. Initiate a GodStart program in the parish – starting with sending birthday cards to all children between the ages of one and five who were baptised in the parish	Sponsor required	
22. Organise pizza and wine nights after Mass on the fourth (or other appropriate) Saturday of each month alternating between the 5.00pm Mass at Holy Eucharist and the 6.15pm Mass at St Mary's	Social Committee	Sept 2018
23. Resolve the ongoing use of the Holy Eucharist school	Finance Committee	Sept 2018
24. Implement a 5-year maintenance plan for all parish properties including any necessary restoration and refurbishment works on both churches in time for upcoming significant anniversaries	Finance Committee	Dec 2018
25. Share facilities with neighbouring parishes and groups to share costs and gain additional income	Finance Committee	Ongoing
26. Upgrade the audio/visual systems in both churches as necessary	Finance Committee	Dec 2018
27. Launch a Thanksgiving Renewal Programme in early 2019, with renewed focus on expanding the number of new contributors	Finance Committee	Feb 2019
28. Develop and implement a parish communications strategy to better communicate with our parishioners and the wider community.	PPC	April 2019

The preparation of this Parish Vision and Mission Statement would not have been possible without the enthusiastic work and thoughtful contemplation of many of the parishioners of the Catholic Parish of Malvern East.

***This is the first step.* We ask all parishioners to join us in implementing the Vision. Please take a little time in prayer and contemplation to consider how you can best contribute and then contact Monsignor Hall or a member of the parish leadership groups. In future, the names and photos of the members of these leadership groups will be displayed at the rear of each church.**

7. Acknowledgement of Future Directions Participants and Contributors

Steering Committee

- Monsignor Stuart Hall
- Ray Moore – Secretariat
- Maurice Fanning
- A Lam Kim
- Peter Pritchard
- Therese Proy
- Paul Rate
- Susanne Tepe

Plenary Group

- Steering Committee Members
- Jane Beard
- Pam Bishop
- Matt Bourne
- Dan Bren-Clarke
- Tony Carney
- Chris Chant
- Marisa Costa
- Liza D’Souza
- Isabelle Emerson
- Ray Gibson
- Bill Martin
- Gerry McKechnie
- Tim McQueen
- Jo Powell
- Glenice Rankin
- Carmel Rosman
- Bridget Yole
- Kevin Ziebell

Other Sub-committee Members and Contributors (in alphabetical order)

- | | |
|---------------------|-------------------|
| • John Barker | • Ray McDonald |
| • Jane Biasuzzo | • Maria Plozza |
| • Donford Bird | • Alison Campbell |
| • Lorna Brown | Rate |
| • Elizabeth Carney | • Bill Rogers |
| • Patricia Clarke | • Norman Saxon- |
| • Mark Colgan | Jones |
| • Victor Eke | • Lola Semmel |
| • Simon Fitzpatrick | • Anthony Sonogo |
| • Lourdes Green | • Margaret Smith |
| • Ben Hall | • Helen Whyte |
| • Valerie Hall | • Stephanie Whyte |
| • Karen Howes | |
| • Joan Kelly | And all those who |
| • Trisha Kelly | attended the Town |
| • Bill Kilpatrick | Hall meetings and |
| • Justin Lawrence | responded to the |
| • Peter Magree | Youth Survey |

Our sincere apology and thanks to any parishioners who may have been omitted inadvertently from this acknowledgement

8. Appendices (not published with the report but collated and filed for future reference as required)

- Individual Sub-committee Reports
- Diocesan Resource: ‘Designing for Mission’ 2012
- Interim reports, newsletters, relevant reference material, including:
 - Letter to the parish from Monsignor Stuart Hall announcing the formation of a Parish Vision Steering Committee – August 2017
 - Expression of Interest (EOI) Invitation for Steering Committee Nominees – September 2017
 - Summary of Comments Received in Response to EOI Invitation – October 2017
 - List of Existing Parish Groups and Activities
 - Future Directions Newsletter – December 2017
 - Future Directions Newsletter – March/April 2018
 - Future Directions Posters and other display material – April 2018
 - Parishioner Feedback Summary - May 2018
 - Future Directions Newsletter – June 2018



***Father, pour out your Spirit
upon the people of this parish,
so that inspired by your Word,
nourished at your altar,
and graced by your
empowering love,
our lives may be devoted
to the service of our brothers
and sisters,
and the building up of your Kingdom.
May our parish community truly be
for this place and time
the Body of Christ your Son,
through whom we make this prayer.
Amen.***