

20 October 2005

Archbishop John Bathersby  
Archbishop of Brisbane  
790 Brunswick Street  
NEW FARM Q 4005

Your Grace,

On behalf of the Central Deanery, I wish to submit this Deanery Pastoral Planning proposal for your consideration. I am sure you can appreciate what a demanding project this has been for all concerned, given the diverse culture of our fifteen parish communities as well as the limitation of an allocation of seven priests available to the area by 2011, from the present number of 11 plus priests.

While all members of the Deanery Planning Forum, (25 in number with representatives from each parish) were aware in the decreasing number of clergy, it was not until we had to allocate these priests across the deanery that we realised the demography and geography, as well as historical and cultural factors, have such a significant influence on parish life. It was a difficult task to move from a parish-based concern to thinking about the deanery as a whole, while trying to respect the uniqueness of each community. All this discussion and consultation took place in a very tight time frame.

Although we attempted to ensure that as much consultation as practical took place at parish level, we were unable to get complete agreement on all aspects of the proposal. Given the uncertainty of numbers of available priests and therefore the availability of certain sacramental opportunities, we have attempted to be as equitable as possible. At all times we understood that this planning proposal was to be only a guide for you and those assisting you in the planning for the whole Archdiocese. To this end we have left some sections less prescriptive to allow for influences that will become clearer over time eg. the time and circumstances of clergy transfers and the impact of fewer masses on finances and administration.

Another strong influence on the proposal was the presence of three order-run parishes in the Central deanery. The priests in these parishes were very cooperative but were unable to guarantee how long their orders were able to provide priests in their parishes, so we have assumed continuity for the next five years at least.

We have not been able to provide for a deanery –based plan supply for priests holidays, retreats, study leave or illness other than to suggest that individual parishes make the necessary arrangements. Although there are a number of retired or special ministry priests living within the deanery, we could not make secure plans regarding their participation in the life of the deanery.

Your Grace, we wish to assure you that we are very aware of the difficult decisions that are ahead for you and for our deanery and we want you to know that you have our continued support in trying to reach the most suitable outcome for our deanery. We are hopeful that we can build even more on the cooperation of the deanery parishes and that time, determination, goodwill and prayer will ensure the continued vibrant and enthusiastic life of the Central Deanery.

Yours sincerely

Fr Peter Dillon  
Dean  
Brisbane Central Deanery



## **Central Deanery Proposal for Pastoral Leadership and Operating Structures to 2011**

This document follows the recommended format for the Deanery Proposal as shown  
at <http://www.bne.catholic.net.au/prp/docs/DeanPlanStimulus.pdf>

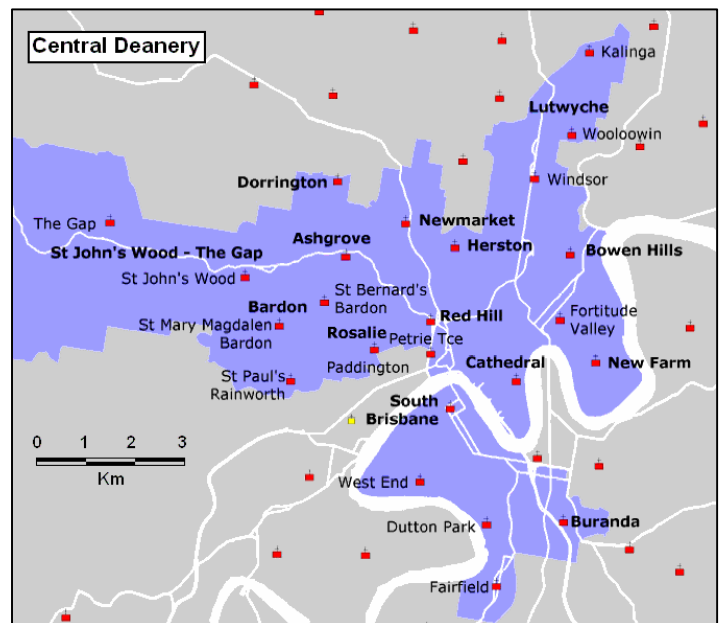
### **A. Introduction**

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**(I) List of parishes in the deanery and the membership of the deanery planning forum.**

Parishes of Central Deanery are:

- Bowen Hills
- Buranda (administered by the Cathedral)
- Cathedral (includes St Patrick's, Fortitude Valley)
- Dorrington
- Dutton Park (includes Fairfield and West End)
- Jubilee Parishes (Ashgrove, Bardon, Herston,  
Newmarket, Red Hill, Rosalie)
- Lutwyche (includes Kalinga, Windsor and  
Woolloowin)
- New Farm
- Petrie Terrace (administered by Rosalie)
- St John's Wood – The Gap
- South Brisbane



At the Deanery meeting on 11<sup>th</sup> November, 2004, Fr Peter Dillon invited one representative from each parish to be nominated as a member of the **Deanery Planning Forum**. Membership of this group has varied from meeting to meeting. The following people have attended some or all of the six meetings in 2005:

**Bowen Hills:** Fr Stanislaw Wrona, Fr Andrzej Kolaczowski, Anne-Maree Althaus, Barbara Ciapala

**Cathedral (includes St Patrick's, Fortitude Valley) & Buranda:** Fr Peter Dillon (Dean)

**Dorrington:** Fr Pat Doran, Bernie Lewis, John Sexton, Ron Shambrook

**Dutton Park (includes Fairfield and West End):** Fr Peter Grice, David Dekker

**Jubilee Parishes (Ashgrove, Bardon, Herston, Newmarket, Red Hill, Rosalie):** Greg Gilmore, Elaine Hynes, Cate Mapstone, Fr Anthony Mellor, Fr Francis Nguyen, Liam Walsh, Sr Chris Zammit

**Lutwyche (includes Kalinga, Windsor and Woolloowin):** Peter Dawson, Des Hegerty, Bernice Heron, Charles Knight, Denis Lloyd, Fr Richard Pascoe, Maureen Russo, Anna Shiraze

**New Farm:** Beryl Watson, Anne-Marie McLain

**St John's Wood – The Gap:** Fr Tony Kennedy, Lisa Forbes, Fr Robert Hollow

**South Brisbane:** Roger Dewar

**Archdiocesan Pastoral Council:** Veronica Corkeron

**Secretariat for Pastoral Councils:** Noela Donovan

**Commission for Evangelisation and Pastoral Planning:** Chris Ehler

**Deanery Planning Project Officer:** Alan Forbes

The following have been members of the **Deanery Executive** at various times through this process:

Fr Peter Dillon, Fr Tony Kennedy, Alan Forbes, Greg Gilmore, Lisa Forbes, Fr Pat Doran, Fr Anthony Mellor and Cate Mapstone.

This Deanery executive has met at least monthly since March 2005.

## **(2) Summary of the stages of the development of the proposal including the consultation process across the deanery.**

- In this process there have been six Deanery Planning Forum meetings (24/2, 7/4, 19/5, 11/8, 15/9, 20/10) A first rough draft proposal was sent out to parish priests and pastoral councils after the April Planning Forum meeting with a request for responses.
- Following a suggestion made at the April 7 meeting, Alan Forbes was employed as the part-time Deanery Planning Project Officer in early May. Alan has since interviewed:
  - 14 priests working in the deanery
  - 12 Parish Pastoral Council Chairpersons
  - 8 Parish Secretaries
  - 6 Pastoral Associates
  - 2 Parish Managers

These 42 interviews and subsequent meetings were a significant part of the consultation process, and have given key personnel a good chance to be heard, to have queries answered and make suggestions as to how the Deanery Plan might best accommodate the needs of each parish.

- The majority of parishes submitted a written response. These responses to the first draft proposal, and the issues raised in the conversations with Alan Forbes (the Deanery Planning Project Officer), were considered by the Executive and used to develop the draft plan which was presented to the Deanery Assembly on July 23.
- The Deanery Assembly drew 100 participants and was a key part of the consultation process. Every parish was represented at this Assembly.
- Following the Deanery Assembly, responses to the draft plan were sought from each parish. These were submitted to the Dean by August 30 and considered at the September 15 Planning Forum meeting. The plan was redrafted by the Executive in the light of these responses and once again the revised plan was sent to parishes for their consideration.
- Final amendments were submitted by October 3 and the final plan presented to a combined meeting of the Central deanery and the Deanery Planning Forum on October 20.

## **(3) Current overview of plant, personnel and structures of parishes (see over).**

Archdiocese of Brisbane

**CENTRAL DEANERY PROFILE**

<b>Parish Profile / Activity Indicators</b>	<b>BARDON</b>	<b>RED HILL</b>	<b>ROSALIE</b>	<b>HERSTON</b>	<b>ASHGROVE</b>	<b>NEWMARKET</b>	<b>DORRINGTON</b>	<b>ST JOHN'S WOOD / THE GAP</b>
Catholic Population 2001	2696	1301	2628	1190	1906	1854	1782	6946
Churches / Mass Centres	3	1	1	1	1	1	1	2
Priest's Residence	1	1	1	1	1	-	1	1
Parish Centre (office)	1	1	1	1 (HAN)			1	1
Schools (Catholic)	1	-	2	-	2	1	-	2
Community Centre / Parish Hall	2	1	1	-	1	1	1	1
Number of Priests	2						1	1
Number of paid staff	5 pt (total 1.5)	3pt (total 2)	2 ft, 1pt (total 2.1)	1 ft, 4 pt			1 pt	2ft, 2pt
Number of weekend Masses: Saturday vigil / Sunday	3	2	2	1	3	2	3	4
Times of weekend Masses	Vigil 6pm, 7am, 9am	7.30am, 5.30pm	Vigil 6pm, 7.30am	8.00am	Vigil 6pm, 8am, 5.30pm	Vigil 6pm, 9.15am	Vigil 6pm, 8am, 5.30pm	Vigil 6pm, 8am, 9.30am, 5pm
Total mass attendance for weekend masses	265	170 av	180	~70	~540	~250	328	987
Baptisms per month	2.2	3	3	0.75	5	3	2	6.25
Weddings per month	1.3	2.5	2.5	0.4pa	1	1pa	0.5	0.9
Funerals per month	1	1	1	0.5	1	1	1	1.25
Local community outreach	1 aged care 3 State sch.	1 Nursing home 1 State sch.	1 Nursing home 1 State sch.	RBH, 1 Nursing home 1 State sch.	SVdP, Food barn, Ecumenical links	1 Nursing home		1 Nursing home 4 State sch.
Parish Pastoral Council /s	1	1	1	1	1	1	1	1
Finance Committee /s	1	1	1	1	1	1	1	1
Ministry Groups	30	3	9	~4	17	10	16	21
Income per year	\$119,330	\$48,000 av	\$98,450 av	\$42,889	\$121,619	\$68,967	\$52,000	\$310,000
Outgoings per year	\$128,007	\$113,000 av	\$150,000 av	\$34,574	\$88,561	\$61,918	\$38,650	\$310,000
Assets (land and buildings)	\$3.5 million	\$16.8 million	Est \$8 m	\$2 million	\$6 million	\$ 2 million	\$1,322,000 Est \$2 m land	\$6.7 million
Liabilities (loans)	\$5,000	Nil	Nil	unknown	unknown	\$38,000	unknown	\$134,000
Investments	\$82,000	\$1.6 million	\$924,357	\$401,000	\$67,731	Nil	~\$20,000	\$50,000+

Parish Profile / Activity Indicators	BOWEN HILLS	BURAND A	CATHEDRAL	NEW FARM	DUTTON PARK	SOUTH BNE	LUTWYCHE	TOTAL FOR ALL 15 PARISHES
Catholic Population 2001	375	697	3599	2732	3949		4707	<b>36,635</b>
Churches / Mass Centres	1	1	3	1	3	1	3	<b>24</b>
Priest's Residence	1	1	2	1	2	-	1	<b>15</b>
Parish Centre (office)	1	-	1	1	1	1	1	<b>12</b>
Schools (Catholic)	-	-	3	1	1	-	2	<b>15</b>
Community Centre / Parish Hall	1	1	1	2	2	-	3	<b>18</b>
Number of Priests	1*	2		1	1	1	1	<b>11</b>
Number of paid staff	-	-	2 f/t, 8 p/t	3 pt (0.8 total)	1pt	2 pt	-	<b>36</b> (7f/t, 29p/t)
Number of weekend Masses: Saturday vigil / Sunday	3	2	7	4	3	3	5	<b>47</b>
Times of weekend Masses	Vigil 6pm (Polish), 8am, 10am (Polish)	8am, 9.15am (Latin)	Vigil 6pm, 8am, 9am, 10am, 12pm (x2), 7.30pm	Vigil 6pm, 7am, 9.30am, 8.15am (Italian)	Vigil 6pm, 7am, 9am	Vigil 6.30pm, 9am, 5pm	Vigil 6pm, 8am, 8am (Italian), 9.30am, 5pm	
Total mass attendance for weekend masses	50 +300 (Polish)	60+	2200	240 + 75 (Italian)	320	630	720 + 300 (Italian)	<b>7686</b>
Baptisms per month	1	0.25	10	6.17	2	8	6	<b>59</b>
Weddings per month	5	0.25	16	3.5	1	6	3	<b>44</b>
Funerals per month	2.5	0.4	3	2	1	<1	6	<b>23</b>
Local community outreach	1 Nursing home			4 Nursing homes Ecumenical links	3 State sch. SVdP	5 groups	3 Nursing homes 1 Hostel 6 Convents 4 Religious orders 2 State sch.	Nursing Home/Aged – 14 State Sch. – 15 Other – 21 <b>TOTAL – 50</b>
Parish Pastoral Council /s	1	1		1	1	1	1	<b>14</b>
Finance Committee /s	1		1	1	1	1	1	<b>14</b>
Ministry Groups	2			22	5	10	15	<b>164</b>
Income per year	\$120,000	\$50,000	\$800,000	\$78,000	\$60,000	\$130,000	\$146,133	<b>~ \$2.246million</b>
Outgoings per year	\$110,000	\$40,500	\$1,000,000	\$89,000	\$55,000	\$130,000	\$124,782	<b>~ \$2.301 million</b>
Assets (land and buildings)	\$3 million	\$2.5 million	\$83 million	\$5,733,000	\$9 million	\$6,441,000	\$5,115,785	<b>~ \$163 million</b>
Liabilities (loans)	unknown	unknown	Nil	-	-	-	\$39,304	<b>~ \$12.217 million</b>
Investments			Nil	\$31,000	\$1,350,000	\$2,500		<b>~ \$4.561 million</b>

## **B. Proposal for the future pastoral leadership and operating structure of Central Deanery parishes to 2011.**

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### **I. Preferred option for pastoral leadership and ministry in 2011 and beyond.**

#### **I (a) the recommended placement of designated parish pastoral leaders (clergy and/or parish pastoral directors) for the year 2011.**

The aim of the following proposal is to provide existing parishes with effective pastoral leadership and viable sacramental life. For 2011, there have been 7 priests allocated by the CEPP to Central Deanery. By 2011 this necessitates Lay Pastoral leadership in at least two parishes in the Deanery. It is expected that three parishes in the Central Deanery will be staffed by religious order priests as currently exists according to their contracts with the archdiocese. Therefore the placement of these priests is already determined but it is an assumption of this plan that they will also celebrate masses elsewhere in the deanery.

The following placement is suggested for 2011:

St John's Wood – The Gap	1 Marist priest.
Dorrington	1 Spiritan priest
Jubilee Parishes	1 Diocesan priest, assisted by Spiritan (Dorrington)
Cathedral (includes St Patrick's)	1 Diocesan priest, assisted by Society of Christ priest or 7 <sup>th</sup> priest (see below)
Bowen Hills	1 Society of Christ priest* (to assist in other parishes)
Lutwyche	1 Diocesan priest

This allocates 6 priests to the above parishes leaving one more priest to be allocated.

We suggest that a lay pastoral director be appointed to New Farm with sacramental supply provided by the Society of Christ priest.

We suggest that a priest be appointed to Dutton Park and the current situation at South Brisbane be maintained.

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\* There will be two Society of Christ priests living at Bowen Hills, but one only is allocated to Central Deanery.

Alternatively, if this is not acceptable, we suggest a priest be appointed to Dutton Park and we suggest that a lay pastoral director be appointed to South Brisbane, with sacramental supply by the Dutton Park priest or by other arrangement.

## **RATIONALE**

The Parishes of **St John's Wood – The Gap** and **Lutwyche** are both large enough to justify the continued allocation of one priest. It is not expected that the priests of these parishes will minister outside their parish boundaries.

There will be two Society of Christ priests living at **Bowen Hills**, but one is assigned to masses in Polish throughout the Archdiocese. The second priest has indicated he will be available for two or three weekend masses in English within the Central Deanery outside Bowen Hills parish.

It is believed the Spiritans intend to staff **Dorrington** for the foreseeable future. **Dorrington** (see Appendix) declined to participate in the proposal for staffing supported by the other parishes. This plan proposed that the Spiritan priest at **Dorrington** would assist the priest assigned to the **Jubilee** parishes, both for provision of sacraments and pastoral care across the seven parishes. This plan envisaged that by 2011 the seven parishes of **Dorrington** and **Jubilee** would co-operate fully for pastoral and sacramental purposes.

The plan proposes that the priest with the role of **Cathedral** Administrator would receive assistance with provision of sacraments from a bishop or special ministry priest.

The plan proposes that **New Farm** and **St Patrick's** would receive sacramental supply from the Society of Christ priest at **Bowen Hills**.

The priest at **Dutton Park** may provide sacramental supply for one mass at **South Brisbane** unless alternative arrangements are made.

**Buranda** is currently administered by the Cathedral, but relies on a retired Augustinian priest for Sunday mass. It is expected that Buranda will be absorbed into a neighbouring parish once this priest is no longer available.

Please see section 1(c) for suggested mass times etc

### **Other Pastoral Ministry Positions**

**1 (b) the recommended placement of other ministry positions (pastoral associates, deacons, pastoral ministry coordinators) necessary for the life and mission of the Church within the deanery**

The placement of pastoral associates is currently as follows:

**Dutton Park:** One part-time pastoral associate (two days per week)

**Jubilee Parishes:** three pastoral associates (total 108 hours per week)

**St John's Wood – The Gap:** one part-time pastoral associate (20 hours per week)

**Lutwyche:** one part-time Sacramental Program Co-ordinator

It is recommended that it would be necessary to employ a pastoral associate for the **Cathedral**. The **Jubilee** parishes are currently reviewing pastoral and administrative structures. There is currently a person in Diaconal formation in the **Jubilee** parishes.



## Mass Times

**I (c) the anticipated provision of sacraments, especially the number of and accessibility to Masses, in a way that respects the capacity of the allocated number of sacramental ministers and the needs of each community.**

NB. The following addresses the issue of “Masses of Obligation” (Saturday vigil and Sunday masses) only.

The criteria used to develop the following proposal were as follows:

- Canon 905 states that a priest is permitted to say up to three masses of obligation over a weekend.
- We will have 7 priests allocated to Central Deanery in 2011. While parishes may receive assistance from time to time from retired priests, or those in special ministry, we have not counted these priests in our Deanery Plan (with the exception of the Cathedral).
- Generally the principle of one mass for 200-300 attending parishioners has been used.
- This plan does not make provision of priests for annual leave. The possibility exists that this may eventually require further reductions in the number of masses.
- **Mass times in the table below are suggestions only.** It is up to priests and parishes, in consultation, to decide when and where the masses will be celebrated. However the following factors should be considered:
  - The Deanery needs to reduce from 42 masses (in English) in 2005 to around 21 masses in 2011.
  - There needs to be at least 1½ hours between consecutive mass times to allow the priest to travel from A to B.
  - Where a parish has a parish school, they might prefer a Sunday morning mass.
  - Mass times of neighbouring parishes should be considered, so that mass times are spread out over a geographical area, ie best to avoid Saturday vigils in “next-door” parishes.
  - Consideration should be given to retaining the most well-attended masses.
  - Given that the number of masses will be reduced, those masses that are retained should keep close to current mass times where possible.

The two tables that follow are an attempt to show **one possible arrangement** of when and where masses **could** be in 2011.

**Table I**

<b>Parish</b>	<b>Church capacity</b>	<b>Current mass times *</b>	<b>Current Attendance</b>	<b>Proposed mass times for 2011</b>
Ashgrove	550	6pm, 8am, 5.30pm	~540	8am, 5.30pm
Bardon	440	6pm, 7am, 9am	265	9am
Dorrington	350	6pm, 8am, 5.30pm	330	6pm vigil <sup>^</sup>
Herston	250	8am	~70	8am
Newmarket	400	6pm, 9.15am	~250	9.30am
Red Hill	400	7.30am, 5.30pm	~170	7.30am
Rosalie	300	6pm, 7.30am	180	6pm Vigil
St John's Wood – The Gap	350-400	6pm (200), 8am (310), 9.30am (265), 5pm (210)	1000	8am, 9.30am, 5pm (& 6pm Vigil)
Lutwyche	150-800	6pm, 8am, 9.30am, 5pm	720	3 masses (+1)

\* The Jubilee parishes are currently reviewing mass times and expect to make some changes by Advent 2005.

<sup>^</sup> Dorrington wishes the masses as at July 2005 to remain unchanged.

Possible roster:

Priest A - 6pm Vigil Rosalie, 8am Ashgrove, 9.30am Newmarket, 5.30pm Ashgrove

Priest B (Spiritan) – 6pm vigil Dorrington, 7.30am Red Hill, 9am Bardon

Priest C (Marist) – St John's Wood – The Gap (3-4 masses)

Priest D – Lutwyche (3-4 masses)

Hospital Chaplain – to assist in Jubilee

There are 13 masses listed for the 4 allocated priests. This means that the Jubilee priest may have to do 4 masses, or share the 4<sup>th</sup> mass with the hospital chaplain or Spiritan.

**Table 2**

Parish	Church capacity	Current mass times	Current Attendance	Proposed mass times for 2011
Bowen Hills*	300	8am (English)	~50	8am
Buranda	250	8am	60	8am (only if retired Augustinian available)
Cathedral	800	6pm, 8am, 10am, 12, 7.30pm	2200	6pm vigil, 10am, 12, 7.30pm
St Patrick's	300	9am, 12 noon		11am
Dutton Park	?	6pm, 7am, 9am	320	6pm vigil, 8am
New Farm*	500	6pm (75), 7am (45), 9.30am (120)	240	9.30am
South Brisbane	400?	6.30pm (80), 9am (200), 5pm (350)	630	6.30pm, 9am, 5pm ^

The three priests allocated for the parishes in this table are the **Cathedral** Administrator, a Society of Christ priest (**Bowen Hills**) and a Diocesan priest at **Dutton Park**.

Mass times are a suggestion only.



\* This draft proposal considers masses in English only. Masses in other languages are unaffected by the plan as the priests involved are not considered in the Deanery allocation.

^ These mass times assume that the current situation at South Brisbane has been maintained. The number of masses would have to reduce if South Brisbane was relying on sacramental supply from Dutton Park or elsewhere.

## **Sharing of Pastoral Ministry**

**I (d) how parishes might effectively share pastoral ministry resources across the deanery.**

### **EXISTING COLLABORATION ACROSS PARISHES**

What collaboration occurs falls into three main categories.

- a) Between parishes sharing the same pastor
- b) In lay organizations that operate more-or-less autonomously from parishes;
- c) Between parishes that do not share a pastor

#### **Parishes sharing a pastor,**

In Herston Ashgrove and Newmarket, collaborative efforts have included Sacramental preparation, RCIA, Baptism preparation, funeral preparation, newsletter, marriage co-ordination, Lenten program, adult education events, ecumenical gatherings, regular combined meetings of Liturgy committees, parish councils and finance councils.

The parishes Red Hill, Rosalie and Bardon, have collaborated to provide After School Religious Education for state school children, and RCIA.

Both these clusters have shared a pastor since February 2005, and significant steps of further collaboration are underway.

#### **Lay Organisations**

A successful cross-parish initiative has been the Friends and Partners of East Timor organization, originally established by parishioners from St John's Wood/The Gap and Bardon. However, this organization is quite autonomous from parishes, although parish networks have been important in getting it established. Other lay movements also have regional structures, eg St Vincent de Paul has regional councils.

#### **Collaboration between parishes with different pastors**

There have been ongoing attempts at collaboration among the parishes of the Western region of the deanery, first via a forum called PACT (Pastoral Area Co-ordinating Team), and then via one

called PAPP (Priests and Pastoral Associates of the Pastoral Area). These venues have been worthwhile through fostering peer support and information sharing, but collaboration has been much more difficult. In PACT days, there was the forum to follow up Hearts on Fire (1999); the two-event Jubilee Speaker series (2000); and the Our Lady Help of Christians Mass (2001). PAPP has attempted to facilitate greater co-ordination in RCIA, baptisms, and youth ministry.

**Collaboration at the Deanery Level** Since the new Central Deanery was created, there have been 2 whole-of-Deanery events: The Deanery Youth Mass at The Gap in November 2004, and the Liturgy formation workshops held at Rosalie in March 2005. A Deanery website has also been established.

### **Proposed Deanery Initiatives**

The Deanery is already developing the following proposals:

- *Beginning Theology* – this project commenced in July 2005.
- *Catechesis of the Good Shepherd* – this project is at the proposal stage (as at October 2005) but would involve collaboration and co-operation across a cluster of parishes.

### **Further Measures**

- The unique characteristics and culture of each parish with Central Deanery are recognised and valued. Even where parishes share resources, especially personnel, there would be recognition of the special characteristics and mission of each parish. Sharing a pastoral leader does not necessarily mean sharing a culture.
- With the Central Deanery's proximity to the CBD, it is likely that significant future growth in 'high density' living will occur. As the demographics of each area change, presumably mass attendances will rise or fall, and so priest allocation and mass times will be reviewed.
- The following issues are acknowledged to be significant questions for the local and universal Church, but are beyond the scope of the Central Deanery's current task: changing Deanery boundaries, overseas priests, married priests, and woman priests. The following measures will foster the sharing of pastoral resources across parishes:
  - a) Deanery Pastoral Council will be established, to develop and implement initiatives to:

- a. Foster deanery identity among the parishioners of the Deanery parishes;
- b. Foster collaboration among deanery parishes to further the synod outcomes;
- b) The Deanery meeting of priests and pastoral councillors will also continue to foster collaborative efforts;
- c) Parishes will commit resources to these collaborative efforts by:
  - a. Encouraging involvement of lay leaders;
  - b. Making parish staff available;
  - c. Ensuring parishioners are informed of collaborative efforts;
  - d. Making buildings, equipment and other assets available.

## **2. Preferred option for operating structure in 2011.**

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**2 (a) the proposed operating structure across the parishes of the deanery in 2011,**

**2 (b) the most efficient and effective use of administrative resources across the parishes and throughout the deanery,**

**2 (c) the financial viability of its parishes and church communities.**

These issues are addressed below:

### **Comment**

The history of the development of Brisbane has meant that Central Deanery is largely characterised by a number of relatively small, asset rich parishes close to the city centre and the Cathedral. The only exceptions to this are Lutwyche and St John's Wood - The Gap.

In considering planning for the future, it becomes evident that there are many opportunities for co-operation between long established parishes in close proximity to each other, and that the major difficulty will be the existing separation of finances and assets. The possibility of a parish cluster plan, but separate finances seems to be unrealistic. This means that consideration will need to be given to the associated Canon Law issues, to allow a properly responsible financial plan to be developed for clusters of older parishes working together for the future. This issue will shortly present difficulties for the Jubilee Parishes in their attempt to gain efficiencies by operating as a single "parish".

We also recognise that the Archdiocese needs to be able to plan for the future by acquiring land for churches in newly developing suburbs in a rapidly expanding SE Qld. This could be financed in part by reallocating un-utilised or under-utilised capital resources from asset rich near-city parishes to new, developing areas. This would be good stewardship, recognising that the Archdiocese is fortunate enough to have the assets, and making best use of them for the long term future of the Church.

### **Jubilee Parishes (includes Petrie Terrace, administered by Rosalie)**

The Archbishop has asked these six parishes to plan together in order to develop a cohesive, pastoral plan that would harness the energy, faith and enthusiasm of the local parish communities to work collaboratively for the mission of the Church. As a result, these Jubilee parishes are currently reviewing their pastoral and administrative structures. There are a number of financial and operational challenges facing this group of six communities. The combined second collection income across the six parishes is not meeting the combined expenditure. Some of the communities meet the shortfall through property rental and interest earned from investments. The extensive property assets of some of these communities significantly increases their expenditure on maintenance and insurance. Other communities struggle to meet even their most basic expenditure items, such as administration costs, loan repayments and Archdiocesan assessments (taxes).

A re-structuring of administration and pastoral support is under-way, which aims at streamlining and consolidating staffing, administration and pastoral requirements. A Steering Group has been established to review every aspect of parish life. This Steering Group has made recommendations to the Jubilee parishes for consultation which are currently under consideration. From this consultation, a detailed pastoral plan will be forwarded to the Archbishop. The full details are yet to be finalised, but it is likely that a central administration and pastoral centre will be considered, as well as a re-organisation of administrative and staffing roles.

Also a co-ordinated programme of financial and asset management will also be considered as part of this pastoral plan to ensure the on-going pastoral, liturgical and financial viability of these communities into the future.

### **Dorrington** (see Appendix I)

It is anticipated that the Spiritan Fathers who look after this parish for the Archdiocese will assist by also celebrating masses in the Jubilee parishes. This fact, and Dorrington's proximity to the Jubilee parishes may logically lead to its inclusion in the Jubilee "cluster" in the future.

Administrative work for the parish is currently done by a volunteer.

Parish income currently exceeds expenditure, and all properties are very well maintained

### **St John's Wood – The Gap**

This parish is in a healthy financial position, with good assets, and income meeting expenditure.

Several paid parish staff are already in place in a relatively new office block.

### **Lutwyche**

The three former parishes (now communities) that comprise this large parish have an extensive network of volunteers who co-operate to assist with all administrative and pastoral functions of the parish.

Income exceeds expenditure, and because of its history it also has a number of property assets (3 churches, 2 halls, 3 rented homes).

### **Bowen Hills, New Farm and St Patrick's (Fortitude Valley)**

To date, there has been only one part time secretary employed at New Farm. St Patrick's is currently administered from the Cathedral (see below), but it would seem to make sense for Bowen Hills, New Farm and St Patrick's to operate as a cluster from the sacramental and pastoral perspective, given their geographical proximity. The administrative work for Bowen Hills is done by the priest, and this restricts his ability to carry out his pastoral work.

The Society of Christ for Polish Migrant People priests have indicated their commitment to assist with the celebration of masses in neighbouring parishes, and in the future it may be logical and possible to finance a combined office for these two parishes, along with St Patrick's, where all administrative functions could be handled.

Because of the closeness of these parishes, it is suggested that discussions be held to consider the possibility of them operating in future as a “cluster”, similar to Jubilee parishes.

### **The Cathedral and Buranda**

Administration for Buranda and St Patrick’s (Fortitude Valley) is handled at the Cathedral. Saint Patrick’s (Fortitude Valley) has been incorporated into the Cathedral parish boundaries since the 1980’s. St. Luke’s Buranda has been under the administration of the Cathedral since 2000.

The Cathedral has a dual role in being a Parish Church for those in its geographical catchment area, as well as being the ‘Mother Church’ of the Archdiocese. It has many liturgies and ceremonies that would not occur in other parishes. Cathedral daily life is overseen by the Administrator (appointed by the Archbishop) as well as the Master of Ceremonies who is also the Director or Worship/Liturgical Coordinator.

The weekly liturgical ceremonies of the Cathedral are largely provided by a substantial list of supply priests. The Cathedral parish celebrates over 200 weddings each year. The administration team of the Cathedral consists of three (3) office staff (full-time) who provide the organisation of both parish and Archdiocesan needs involving the Cathedral. Their duties also include the financial and property management of Saint Patrick’s, Fortitude Valley, which is the location for Catholic Psychiatric Pastoral Care (CPPC), Catholic Family and Community Services (Centacare) and Canali House (Vocations Centre), They also provide support for Saint Luke’s Parish, Buranda, which is also the location for St Vincent de Paul Social Services Centre .

The Cathedral is able to meet its financial commitments, but receives Archdiocesan assistance when required for liturgies and projects involving the Archbishop. This present level of staffing will be sufficient to meet the needs of the foreseeable future; however a pastoral associate with experience in liturgy would be valuable in the near future. The recently completed Francis Rush Centre will place substantial strain on parish finances, but the expenses associated with this project have already been planned through the Archdiocesan Development Fund.

## **South Brisbane and Dutton Park**

South Brisbane and Dutton Park are believed to be officially one parish (however this cannot be documented).

A volunteer part time secretary and a paid pastoral associate operate from an office at Dutton Park, while part time admin and liturgy staff are also located in an office at South Brisbane.

The future plan for this area depends very much on who is the pastor for South Brisbane in the future. Based on Mass attendances, one priest could cover the area, but if South Brisbane continues as it is, then the priest covering Dutton Park would also be available to say a mass at the Cathedral.

Buildings (except possibly for those at South Brisbane) have recently been refurbished using proceeds from the sale of property.

In this combined area, future utilisation of assets needs to be considered, and a plan developed to rationalise them. This will have a significant impact on future financial management.

### **3. Suggested sequence of steps and timeline for the implementation between 2006 and 2011.**

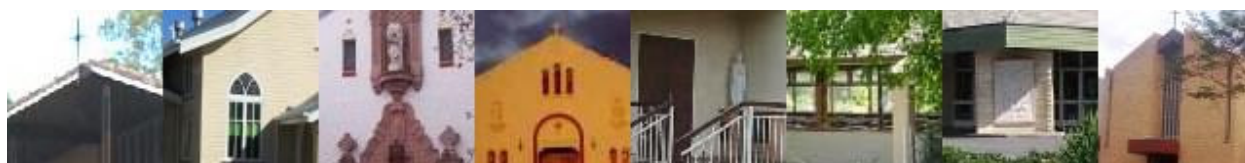
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As we approach 2011 the following issues should be considered by parishes seeking to work together collaboratively:

- representation by neighbouring parishes on pastoral councils, or joint pastoral councils for those working as a cluster
- sharing of administrative resources
- sharing or collaboration on Parish newsletters
- combined parish initiatives (eg RCIA, social gatherings, parish retreats etc)
- utilization of the Deanery website to facilitate communication

The Deanery has an allocation of only 8 priests in 2006. Most of the transition to the pastoral arrangements and Mass times planned for 2011 will need to occur well before then, and will be driven by changing circumstances such as priest's retirement, or transfer to parishes with greater needs.

Parishes in the Deanery are preparing for these changes which may occur at any time.



## **APPENDIX            Response from Dorrington 14.10.2005**

Dorrington confirms its status quo position, as per our response\* to the Second Draft of the Central Deanery Proposal for Pastoral Leadership and Operating Structures to 2011 (dated October 2005) and our submission (dated 31 August 2005) to the First Draft, and we reinforce our ongoing commitment to the faith development of our parish and our neighbouring communities.

Based on the changes we are submitting below, we request that in the final submission of the Proposal , the Mass times in the table on page 9 (editor: Page 10 of this current document) and the Possible Roster on page 9 (likewise p10) of the Second Draft, be changed accordingly.

We suggest the wording regarding Dorrington in the final submission be as follows.

Section B, Part 1 (currently page 7, 2nd para of Second Draft dated October 2005), be changed to:

"It is believed the Spiritans intend to staff Dorrington for the foreseeable future, with Mass times as at July 2005 being maintained."

Section B, Part 2 (Second Draft, October 2005), be changed to:

"It is anticipated that the Spiritan Order which looks after this parish will continue to do so into the foreseeable future. Building on the involvement of the Spiritan Order in the Parish, the Parish will continue to explore the idea of attracting priests in post-graduate study to the Brisbane Archdiocese.

The Dorrington Parish Community exhibits a strong volunteer ethos, which extends from pastoral work, mission outreach, social justice and social communion through to parish administration. Parish income is currently sufficient to cover existing costs and projected maintenance, but needs to be grown to support the evangelising mission in the Parish Pastoral Plan, and the post-graduate initiative."

Please include our changes unedited and in their entirety.

Yours sincerely

Lisa Humphries  
Parish Pastoral Council  
Dorrington

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\* *Dear Fr Dillon,  
I have been instructed by Dorrington's Parish Pastoral Council to submit the following regarding the Second Draft of the Central Deanery Proposal:  
Dorrington does not agree with the second draft of the Central Deanery Proposal for Pastoral Leadership and we reserve our position until after the meeting scheduled between Dorrington and Jubilee on 12th Oct, and the October meeting of Dorrington's Parish Pastoral Council Meeting on 13th October. (email from Lisa Humphries to Fr Peter Dillon, 30.9.05)*