

Summary of Output from Jesuit Parishes

PERSONNEL ✓

CHALLENGES

Priests

- Reduced number ✓
- Aging ✓
- healthcare of elderly priests
- workload/wellbeing (capacity, energy)✓
- Language/communication of Priests (four different cultural ethnic backgrounds)

Parish Priests accepting integration of Parish community

Where are new vocations going to come from?

Clericalism: Different understanding of Priest's roles

Laity

Aging of laity ✓

- Loss of energy and no replacement of aged, retired or dead – applies to all Ministries

Maintain Parish Council and support them in their roles through formation.

Volunteers

- Volunteer leadership
- Decrease in volunteers/people need to work
- Volunteers expect to be paid
- Inconsistent commitment by volunteers
- support

Congregation

- Youth engagement
- Engaging the younger families/members of our Parishes
- Getting other laity involved especially young families, children in activities
- Availability of people to visit those in need.
- What other people are available to assist?

New models of leadership

Lay Leadership

- Acceptance of lay leadership
- To sustain lay leadership – a good admin team is needed
- Fostering lay leadership – discernment formation and support systems
- Empowerment of the laity to become the liturgical leaders ✓
- Parish Priests need to let go the reins and allow lay leadership and consequent decisions.

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Formation

Forming laity in leadership, spiritual life – the need to take responsibility for their own journey with support and encouragement from Jesuits and others (e.g Diocese)

Provide training for Church Ministries

Fostering Ignatian spirituality for staff, volunteers, congregation v/v
Systematic & Structured

Interaction between staff culture and volunteer culture

SOLUTIONS

Personal credibility goes a long way in Ministry

Ageing Priests

- Dialogue about the structure that allows lay people to lead
- Mass on Demand
- Honesty around the need for Masses
- Allowing risks
- Balance of Clergy in Parish
- Language and understanding of interpretation
- New Clergy

Married Priest v/v

- Both Diocesan and religious order???? (a choice not compulsory)
- Need to have Priests who have married be allowed to provide Sacramental Activities

Ordain Religious Women – that is the nuns

Female Priests

Letting go of control by Parish Priests

Priest to delegate as many duties as possible

Remove Administration from Priests

Training of Jesuits ongoing

Promotion of vocations to Jesuits and lay

Vocation promotion of Jesuits, e.g. Youth Festivals

Other things being equal, Parish Priests have 6-10 years to be able to implement these matters.

Priests come and go

Blending of ageing Australian priests versus younger men from different cultures.

“Reverse Mission” – in 5 years time when we don’t have enough Priests to do much at all – borrow priests (Jesuits) from the parts of the Church where there are more Priests, e.g. Africa, South America. E.g. Port Pirie Diocese inviting Priests from Africa to spend time in their Diocese.

- Awareness of cultural/ differences – take this into account.

Need to consider the placement of Priests and ability to undertake e.g. Mass Duties versus Baptisms/Weddings.

Jesuits nurturing Jesuits – showing an interest in one another’s Ministry

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CHANGE MANAGEMENT

CHALLENGES

What are the laity willing to let the Jesuits let go of?

How do you change the structure when the structure is resistant to change?

What support is needed to facilitate change?

- how do we help those who are not amiable to change “This is for your own good”
- People accept change in other areas, e.g. technology/Facebook – why not in religious matters?

How to handle the pain of change?

How to encourage parishioners to take up new ideas

Managing fear and anxiety around the Faith community re changes in the Church

SOLUTIONS

- Ongoing evaluation of what’s happening – keeping things fresh
- Sharing of Leadership - not a 1- Man Band
- Having both female and male perspectives
- Open communication to all
- Implementing change sensitively and gradually
- Inviting ideas and giving regular feedback

Discernment ✓ - dialogue between individual Jesuits, individual parishes, Province priorities and local Church needs

Process of praying/listening/discerning

Prioritize things

Prioritize the challenges

Build Relationships with God not Church

Start with the natural or obvious and move into the spiritual

Open Communication

- Newsletters
- During Mass – inviting encouraging over a period of time
- The community has to see something happen as a result of any action otherwise they will faith and confidence.

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STRATEGIES

Become pro-active in decision making not wait for the end

Communication

1. Communication Plan each year for our Parish
 - Written and verbal
 - Events – Expos
 - Updates
 - Significant events – birthdays – touch points
 - Awareness of multi-culture
 - Language imagery
2. How does our Parish communicate to other networks in our Community?
3. How is the Jesuit Parish linked to other Parishes (non-Jesuit)
 - Celebrating the Ministry activities
 - Use Liturgy to celebrate and promote
 - Transparency
 - Council Minutes
 - Finances
 - Voices of People
 - Information Sharing

ISSUES RAISED

CHALLENGES

What is it that we want from a Jesuit presence in the Parish?

Church Activities

What range of services to offer and to whom?

Are we building faith communities or just meeting individual needs ✓

How to enable prayerfulness that is culturally aware

Sacraments

Masses: 24/7 culture – secularism, unchurched,

Liturgy of the word, music

Liturgy building on our traditions, that do not require Priests.

Keeping Homilies relevant to the congregation

Technical support

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If the laity is to assume leadership roles, where are the followers to come from?

Females

- The stance of the Church towards women!
- Where and how to hear a feminine perspective in the Church?

Be careful not to make the Jesuit redundant

To maintain a relationship with Jesus in the Ignatian tradition

Congregations' expectations long- formed and increasingly they cannot be met

* so disaffection by traditional parishioners

* Causes of stress

School demands

Need for larger parishes

Royal Commission – effect on morale, effect on catholic brand

Recent scandals which affect the credibility of the Priest who stays and works with integrity

How to continue to highlight, and promote, the good work that is done by the Church

Ecumenical and inter-religious dialogue in a cultural landscape

How to create a “multiple effect” of Jesuits across many Parishes, e.g. North Sydney,

“Mass on Line” – initiative - develop a more sophisticated model of this.

Same-sex – gay culture – Gender – secularism and materialism

Dangers of bureaucratization

The challenge of Pope Francis' lead

Change in Theology –

- * mortal sin to miss Mass
- Mass more than prayer – really about community not (just) individual experience
- There is still a significant % of our parishes with hang-ups about attending “Mass” and ensuring that there is Mass **every Sunday**.

Married to a bottle of scotch

Church marginalized lacking relevance

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Have to overcome the previous judgmental Leadership of Church.

How to engage the culture?

- Missionary challenges : youth, young people, young families
- Maintaining Parish community amongst different cultural backgrounds.
- Changing society – blended families

Church identity now needs to be internalized – spirituality.

SOLUTIONS

Address unreasonable Parish or Priestly expectations – sense of entitlement!

Involve Schools

Cross culturalization

Where are the young (Jesuit Parish) today – for this meeting?

Role of Women

- empower women for greater roles within the Community Structural Activities
- Look at Religious women in community and expand from them.
- Role of Women in Leadership Roles
- Women feminine voice
- Lay women to be empowered
- Need for more and young women – think outside the square

STRATEGIES

Develop RCIA model to go beyond Sacramental Welcome to a development of Lifetime Mission or commitment supported by Parish Council.

Theological and Spiritual Development of community so that everyday life is suffused with the Spiritual values gained at Easter/Sacraments/Prayer/Education.

Move away from Sunday “duty” (petrol-station mentality to early Christian model of community.)

Learning from School Handovers of communication, formation, leadership

ORGANISATIONAL STRUCTURES

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CHALLENGES

How much can the PP hand over to laity for management?

Governance accountability

Compliance, regulations ✓✓

- Burden

Parish activities to be less clerical directed

Disconnect between clergy, volunteers and congregation

Getting the balance right between a Faith community and professional management organization and tension re decision-making.

Sub communities can be insular

- Silo communities within a Parish and difficulty of creating “one community”
- Diversity of Parish groups – ethnicity, languages, different cultural expectations, devotional styles

How to achieve diversity in parish organisation to reflect parish demographics (racial) ✓

Moving “Centres of” the Church/Jesuit Ministries out of Headquarter Silos into the Parishes – making the Parish a more vibrant community based Church.

SOLUTIONS

Silos in Parishes should break down

Overcome silos

Frequently come together to share what they do with other groups

Encourage unity of diverse groups

Communication

* Silo communities

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STRATEGIES

Strategy – Get various groups, Ministries to work more effectively together.

- Regular or gatherings for meal
- Acknowledge the group/this work/their “flavor” like a good Minestone. The ingredients are individual but only work well when work together.
- Make sure all groups are invited (a celebration of communities)

Silos

- Structure PPC /Staff
- Integration across music/youth
- Communication Plans – inter Parish – intra Parish
- Encourage regular connect e.g. various Parishes lay leadership
- Regular talking to other key people e.g. Music Ministry talking to other Music Ministries.
- Multiplier Effect – better way using/sharing personnel that we have.

PREPARATION

General

- Province wide approach
- Provincial communicates to Parishes the works of the Task Force, inviting parishioners to come on the journey.
- Appoint small groups to prepare lay leadership plan by October 2016.
- Sanction publicly by Archbishop
- Dangers of “clericalism” that alienates the community

Personnel

Ageing priests/lay leadership

- Provide relief periods for priests in place – lay periods, non-Jesuits Priests.

Administration

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- Parish gathering to survey needs to parishioners
- Consultation of PPC

- Structure around Parish Pastoral Council Members or active volunteers in Ministry – choirs or Eucharistic Ministers – step- by-step
- Target and invite

Theological Training of Non-Clergy

- Pastoral Associates
- Deacons
- Communion Services
- Baptism
- Burials
- Weddings

Resources

- Province to help support exercises for lay leaders with dollars.
- Better online presence for Canisius/Campion/fresh content
- \$\$\$\$\$\$
- Ask Jesuit Parishes to prepare 10 year financial sustainability plan.
- Offer/engage with expert financial advice on impact investment for land or asset
- Redevelopment.

Communication

Making parishioners aware of the various Ministries

Silo Communities

- Networking between Parishioners to bridge the gap
- Mother houses – CIS'S need to connect with and sustain Parish relationship in their area: outreach

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Spirituality

- Start where the people are
- Keep it simple
- Proclaim a year of Lamentation
- Preparing to be free to move forward into what
- Communication/transparency with Parish
- Lay formation
- Lay-led Liturgies
- Access Jesuits from other Ministries on weekends
- Light the Fire – Ignatian Spirituality

Liturgy

- Demonstrate and trial different ways of doing liturgy without Priests – music Communion with prayerful meditation and work with liturgical leaders.
- Supporting the Mass on demand
- Can we provide more ceremonies rather than always a Mass?
 - need to provide other forms of “prayerfulness”.

RESOURCES

CHALLENGES

How to financially support lay leadership

Finances ✓✓

SOLUTIONS

Strongly or reliably resourced Parish

Resources

- Issues about how to sustain leaders/Parishes
- Possible long term sustainable funding: land & assets, benefactors, impact investment (problem Archdiocese prohibits fundraising vehicles for this?)
- \$\$\$\$\$
- Need to resource Lay formation as a Province

Better use of resources for Catechesis, including reflections from Laity

Encourage practice of most characteristic Ignatian prayer, (the Examen) sharing of resources

Building resources

Collaboration re Website, bulletins, decision making, general processes for admin.

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STRATEGIES

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Leadership and formation:

Specific planned giving appeal for lay leadership formation – led twice a year across the Province Parishes.

Parish needs to resource lay formation – leadership, spirituality, finances

Buildings:

Organise Specialist financial/investment advice to parishes who are looking to re-develop land/buildings in order to create an income stream.

Multi-use of Church buildings – Outreach or Country Church examples

Relationships between Parishes to support each other.

How much can the Parish shift from the PP's responsibility to empower the Community

- This involves funding and financial management
- Re-think how to generate income from Catholic Church goer? Direct or personal appeal – this needs transparency
- Market Church property
- Wedding drinks/wakes/outside group, AA
- Set up foundations
- A need to use a household budget process in Church budget

Better identify and develop other resources