

The Catholic Parish of Ivanhoe

The future of the Parish

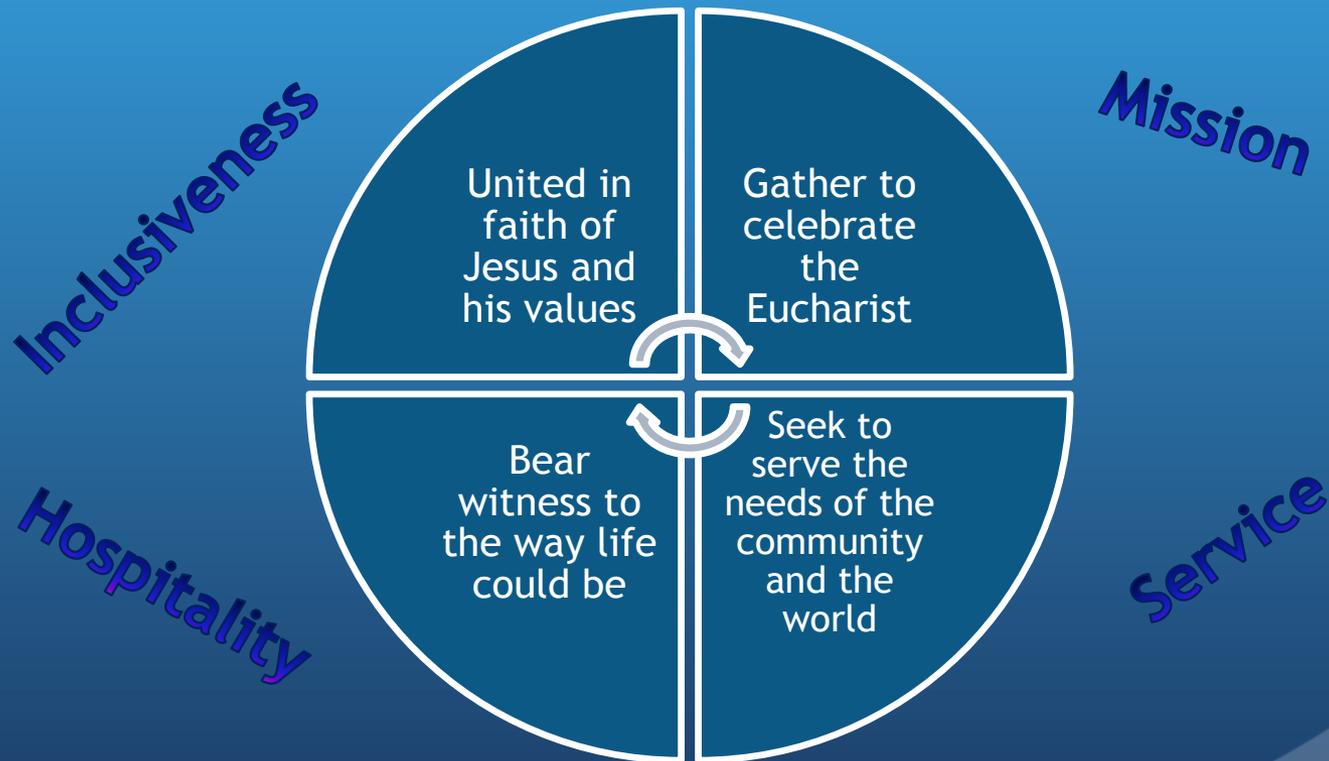
Briefing Presentation, April 2014

Agenda: (not for display)

- The meeting will, we hope, be run by a facilitator rather than one of the parish executive. The agenda will roughly be:
 - Half hour:
 - Background presentation - Parish Exec
 - Breakout groups to discuss and reflect back
 - Three breakout groups of up to half hour each (see notes at the end of this presentation):
 - Scope of the strategic review
 - Reflection on the parish
 - Reflection on the schools
 - Gathering / tea / coffee

Parish Mission and Values

- The Catholic Parish of Ivanhoe identifies its mission as a community of people:



The Parish over time

May 1940

Parish of Immaculate Conception Ivanhoe formed from Ivanhoe Parish

January 1951

Saint Bernadette's Parish formed

January 1958

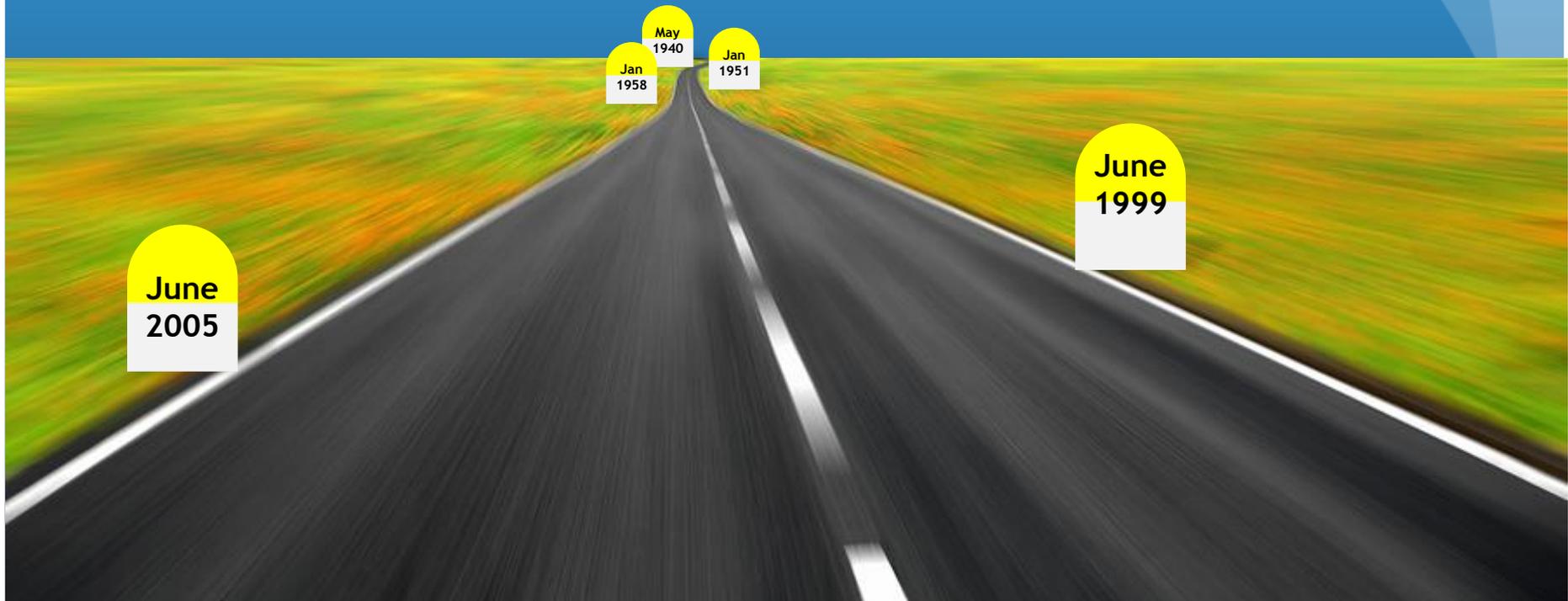
Mother of God Parish formed

June 1999

Ivanhoe Cluster formed

14 June 2005

The Catholic Parish of Ivanhoe formed*



*Source: Decree Amalgamating the Parishes of Ivanhoe, Ivanhoe East and Ivanhoe West 19 July 2005

The Parish in 2007

Attendance at mass falling

Financial constraints severely limiting all activities

Requested increased sacrificial giving only provides small increase

Owned assets unable to be maintained / Income barely covering operating costs

Unable to maintain employment of Pastoral Associate

Promotion of mission and values constrained by lack of resources



The Parish in 2007



The Future Parish - Next Steps

Parish Master Plan

- Commissioned and presented in 2008
- Recommended a long term strategy
- Development of Ford Street site as stage one
- Accepted, with other stages subject to review

Ford Street

- Archdiocese review of parish development projects has delayed Ford Street project

Next steps

- Pastoral Leadership Team has decided to conduct a new **Strategic Review and Action Plan**

Strategic Review and Action Plan: Why now? General:

- All issues from 2007 still exist, plus:

Key personnel leading liturgy and mass preparation are ageing*

The hospital ministry shared by the priests in this area is burdensome

On Fr John's retirement it was hard to attract priests to a parish of our complexity and financial status

If we don't take a proactive approach the Archdiocese may step in one day and just tell us what to do, without consultation

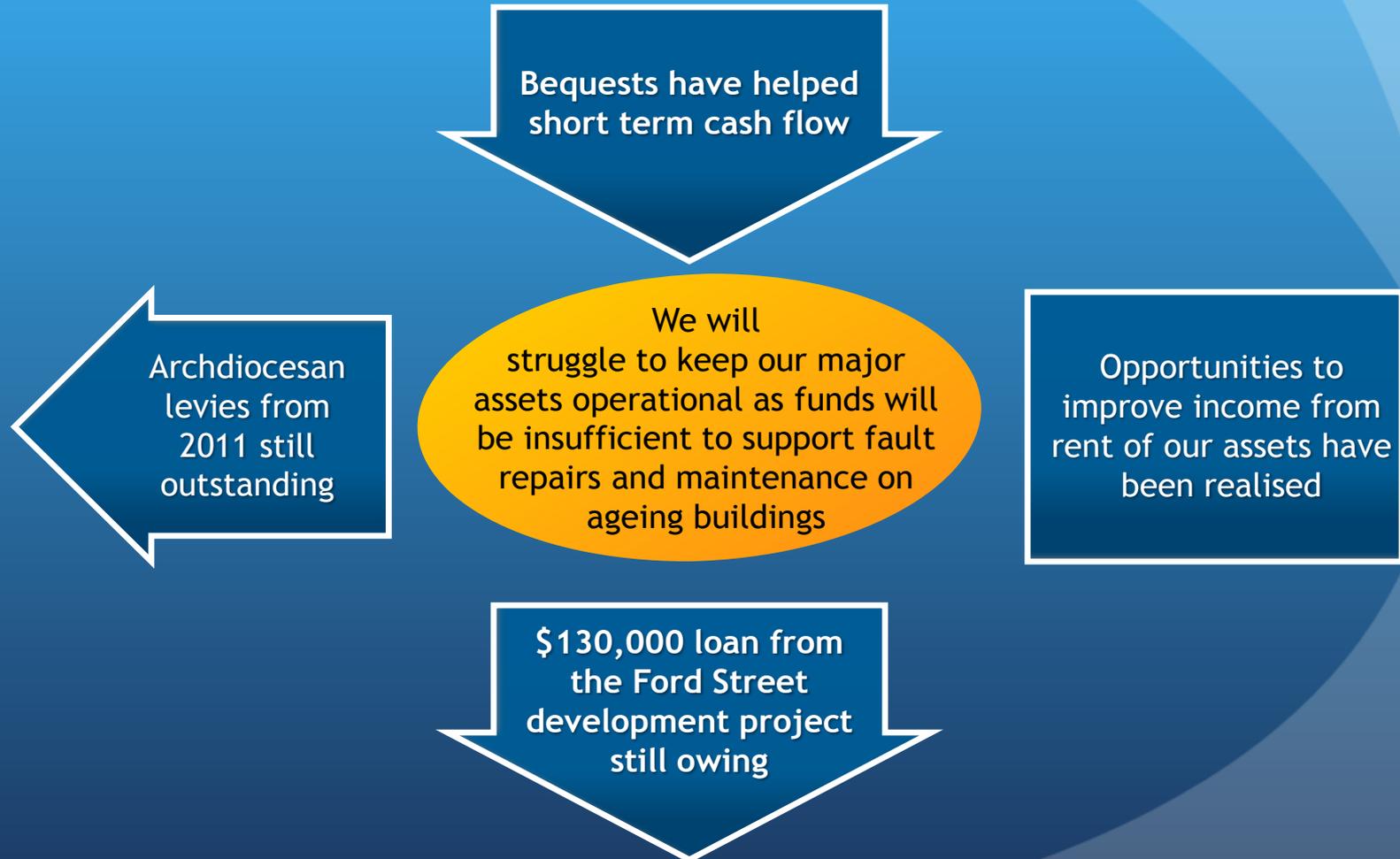
We have a committed leadership team willing to tackle these issues

We have Fr. Thang who has a background in finance and understands the needs of the Parish, pastoral and financial

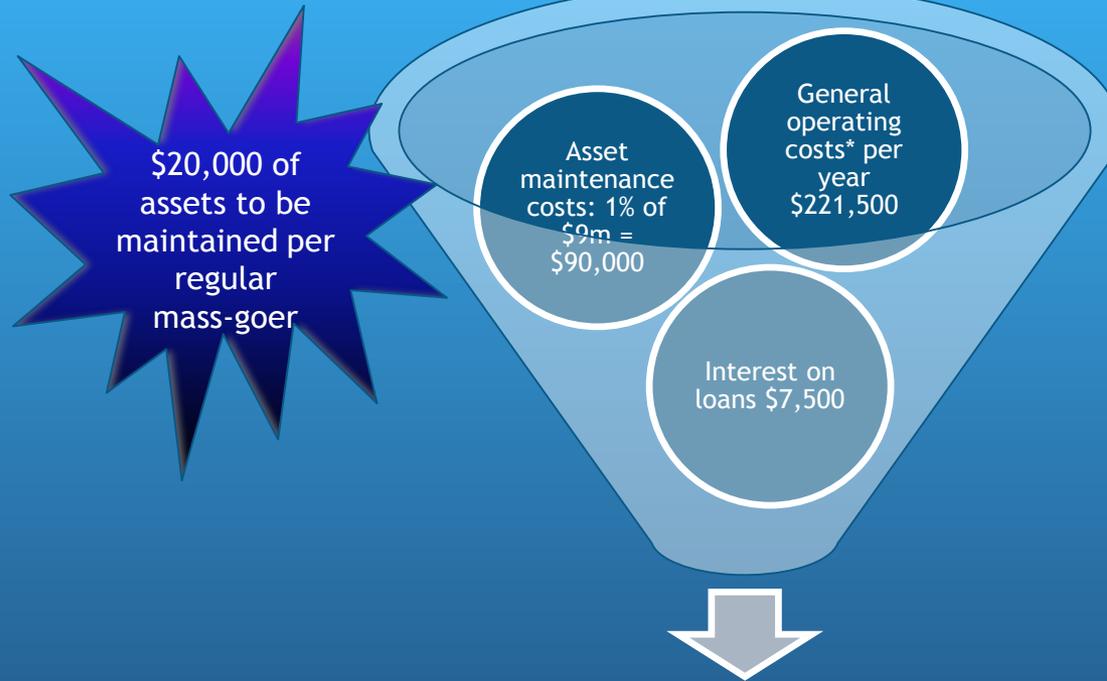
*Acknowledgement is given to those of a variety of ages in the past and present who have provided support and assistance to the parish at a variety of levels

Strategic Review and Action Plan: Why now? Financial:

- The financial situation of the Parish is holding, but:



Strategic Review and Action Plan: Rough Financials:



Income required : \$318,000*
Projected income 2014 : \$219,000

Financial situation becoming critical

Even if Ford Street project proceeds it will not be sufficient financially

*Estimated future operating costs do not include the needed full time Pastoral Associate and payment we may have to make for services currently provided by volunteers

The Strategic Review and Action Plan: Process Objectives:

Re-examine all available data

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graph TD; A[Re-examine all available data] --> B[Consider what has changed from 2007]; B --> C[Look at growth opportunities for the Parish]; C --> D[Provide realistic projections for future involvement in Parish life, pastorally and financially]; D --> E[Integrate the schools into the review and the Parish life]; E --> F[Have a time horizon of 2024];
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Consider what has changed from 2007

Look at growth opportunities for the Parish

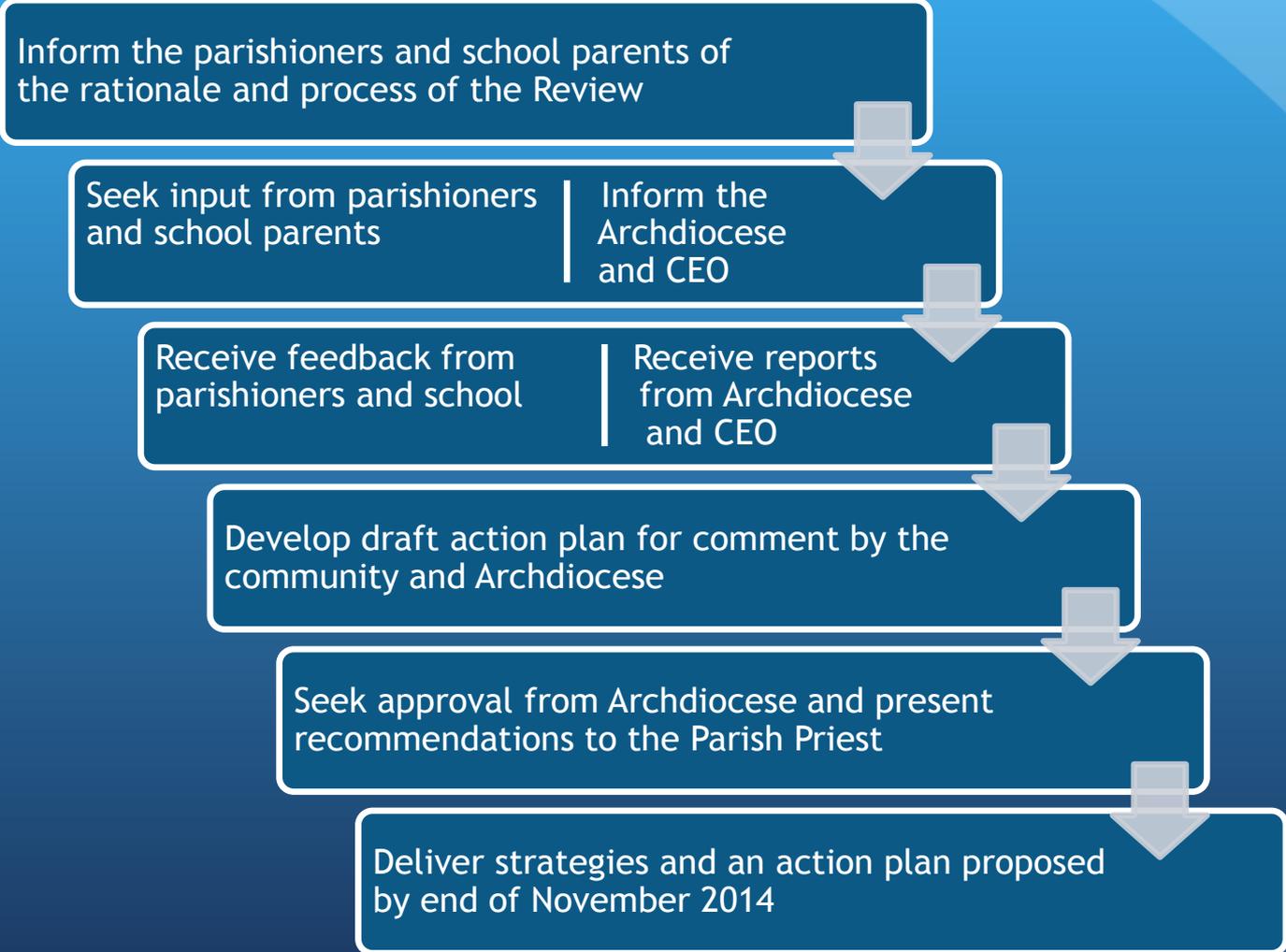
Provide realistic projections for future involvement in Parish life, pastorally and financially

Integrate the schools into the review and the Parish life

Have a time horizon of 2024

The Strategic Review and Action Plan: Process:

Inform the parishioners and school parents of the rationale and process of the Review



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graph TD; A[Inform the parishioners and school parents of the rationale and process of the Review] --> B[Seek input from parishioners and school parents | Inform the Archdiocese and CEO]; B --> C[Receive feedback from parishioners and school | Receive reports from Archdiocese and CEO]; C --> D[Develop draft action plan for comment by the community and Archdiocese]; D --> E[Seek approval from Archdiocese and present recommendations to the Parish Priest]; E --> F[Deliver strategies and an action plan proposed by end of November 2014];
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Seek input from parishioners and school parents | Inform the Archdiocese and CEO

Receive feedback from parishioners and school | Receive reports from Archdiocese and CEO

Develop draft action plan for comment by the community and Archdiocese

Seek approval from Archdiocese and present recommendations to the Parish Priest

Deliver strategies and an action plan proposed by end of November 2014

Breakout Groups - to consider the following questions, in 4 different rounds:

- Note: It is envisaged that one member of the Parish Leadership team will sit with each group, to provide reflection, more background, and particularly for the Scope, Parish and Schools round, to ensure that *issues* are captured not solutions.

Reaction to the review:

- Please review the presentation (handouts will be provided):
 - What is your initial reaction to the proposed review?
 - Is there anything in the presentation that you didn't know or found particularly surprising?
 - Is there any other information you feel is missing?
- What aspects of our future do you consider should and should not be included in the review? For example consider:
 - Covering only our parish or include nearby parishes?
 - Covering the hospital ministry?
 - Is 10 years the correct time horizon?
- Please collect the group's top 3 comments for feedback

Parish:

- Our primary purpose is the development and maintenance of the catholic faith, which we have articulated in our Parish Mission and values
 - How well do you consider we are delivering on this at present - where are there problems?
 - Are there areas of concern that need attention?
 - Is there anything we could be doing better, or anything we are not doing now that we should be doing?
 - What do you feel are the 'non-negotiable' things in how we deliver on our mission and values in this parish?
- Please record the group's feedback and be prepared to present back the top 5 points.

Schools:

- The schools are the formation ground for the future of the faith
 - What problems or issues might exist with the relationship between the schools and the general parish?
 - We have three schools. Are they structured to best meet the objectives of promoting the faith? What issues might arise from the way we are structured today?
 - Is there anything we could be doing better in the parish-school relationship, or anything we are not doing now that we should be doing? What governance structure do we need?
 - What do you feel are the 'non-negotiable' things in how we deliver on our mission and values through the schools?
- Please record the group's feedback and be prepared to present back the top 5 points.

Priorities:

- Please review the questionnaire which is now being handed out on Parish Identity in the light of the discussions so far, in two phases:
 - P1: Today's mission: please review each element on the handout on the scale and decide *if we are providing that mission today*. Then on a scale of 1-5 rate the mission element for "How Important is this mission to us to continue?" (5 is highest)
 - P2: Future mission: on the second sheet, please review each element on the handout and decide *if we should be providing this mission in the future*. Using the same scale rate the mission for "How important is this mission to us to develop in the future?"
 - P3: For elements you have rated '5' for things we already do today, please provide comments - *WHY* is this important to keep?

The Catholic Parish of Ivanhoe

- Strategic Review and Action Plan

• March 2014

Thank you for your time

FYI - Elements of Mission for priorities review - please respond if you think anything is missing or open to misunderstanding:

Ministry

- Preaching and teaching
- Music ministry
- Pastoral / prayer ministry
- Mass
- Evangelisation
- Charismatic worship
- Engagement of children and families
- Engagement of youth
- Engagement of young adults
- Ministry to the elderly / Outreach
- Delivery of social service/day care
- Provision of day centre/health care
- Ministry to the marginalised / disabled or addicted
- Recreational ministry
- Community market
- Mobile and multi-parish ministry
- Education
- Ministry of reconciliation
- Sacramental classes
- Funeral Ministry

Worship style

- Traditional liturgy
- Contemporary Mass / Liturgy
- Contemplative / Liturgy

Ministry outside the parish

- Victoria
- Australia
- Overseas

What Resources do we have?

- Human, spiritual gifting
 - Trained clergy
 - Trained Lay support team
 - Church Community Volunteers
- Financial
 - Cash and Investments
 - Regular offerings
 - Sponsorship
- Property
 - Property and assets

How important are these issues of relationship in the parish?

- Personal spiritual
- Internal church family
- External: church/community links

Is your Parish spiritually connected by:

- Engagement / withdrawal spaces
- Contemplative spaces: indoor / outdoor
- Ecclesiastical Art, Architecture and Sculpture
- Access to priests / clergy
- Access to lay counsellors
- Christian meditation
- Other

How important is Ecological Responsibility to your Parish?

- Sustainable planning and design practices
- Recycling and other on-going management

How committed is your Parish to provide community services?

- Opp shop
- Counselling
- Soup Kitchen
- Child care
- Retirement services
- Pastoral visiting
- Other

In your Parish, how important is Educational Ministry

- ELC, Kindergarten or Playgroup
- Primary
- Secondary
- Special needs
- English as a second language
- Tertiary
- University of the 3rd Age
- Other