



St. Anthony's Parish,
66 Falkirk St, Seatoun, Wellington
Phone : 04 388 8609.
Email : st.anthonys66@xtra.co.nz

ST. ANTHONY'S PARISH

PASTORAL PLAN 2010-2014

**"Together our laity and priest actively building and
nourishing our parish faith and community"**

Version : Final

Date : 3.3.10

Access at : <http://www.wn.catholic.org.nz/>
(click on Parishes, then Seatoun St. Antony's)

Introduction

1. St. Anthony's Parish Seatoun has committed and capable people to make our parish one of the best parishes in meeting the sacramental, spiritual, pastoral, and educational needs of our parishioners of all ages. Our part time parish priest is focused on delivering the sacraments and spiritual direction. A large measure of responsibility for nourishing our faith and community development therefore is shifting to parish and area laity. This major shift in each other's roles is happening already and requires a prayerful and sensitive understanding by both laity and priests of their complimentary responsibilities. In all this change, St. Anthony's will remain devoted followers of Christ's and the Catholic Church's teachings, and maintain close alignment with the spiritual direction and pastoral guidance of our Archbishop.

2. The purpose of the plan is to set out the attributes and activities which will characterise Seatoun parish as 'one of the best' in meeting the faith and community needs of its parishioners over the next five years. We hope people will see and feel that St. Anthony's parish is their primary community from which they draw strength and love.

This plan reflects the Archdiocese Pastoral Plan "*Salt and Life Together – Synod 2006*", and incorporates the key feedback and commitments gained from our own parish planning consultation which listened to the needs of our diverse parishioners. The cooperation and insights of the thirty-three parish representatives at our Planning Day on 21 June 2009 were invaluable in bringing together a sound vision and the key priorities for the future. This plan has subsequently been developed with parish groups and presented at parish masses so that the fullest understanding and commitment is assured. The positive support of our parish Finance Committee to this plan provides confidence that the necessary resources will be available to accomplish our priorities. It has also been shared with the Wellington East Pastoral Area Council and the Parish Councils and priests of Kilbirnie and Miramar.

3. Our vision and actions are built on the four themes established by the Synod in 2006 and endorsed by our Archbishop of Wellington relating to *Celebrating God in Our Lives, Sharing our Living Faith, Working for Justice and Peace, and Growing in the Community*. These topics are outlined in the plan that follows.

4. Several issues are unclear and will be monitored closely by your St Anthony's Parish Council, such as the availability of priests and lay leaders, the role of lay pastoral leaders, the pace and nature of change in our own parish, the prioritising of our parish finances, and the impacts of future planning by Kilbirnie and Miramar parishes.

Executive Summary

5. St. Anthony's Parish Seatoun intends to be one of the best parishes in meeting the sacramental, spiritual, pastoral, and educational needs of our parishioners of all ages.

The purpose of the plan is to set out the attributes and activities which will characterise Seatoun parish as 'one of the best' in meeting the faith and community needs of its parishioners over the next five years. Our vision, goals and action areas will be implemented by our parish groups to build up faith and community. We will be guided by our Purpose Statement of "*Together our laity and priest actively building and nourishing our parish faith and community*".

We have many people with the talent, energy and good faith who will provide the effective leadership to cater for the diverse needs of our parish community. They will provide the succession of leaders who will meet the challenges ahead. Better communication in the parish will be critical so that everyone knows 'who's who' and what's happening.

St. Anthony's parishioners will remain devoted followers of Christ's and the Catholic Church's teachings. We will encourage active participation by all people in the Liturgy and our music, in order to promote a deep and living love for the Sacred Scripture. To offset the shortage of priests and religious we will use modern media (DVD) to promote and

distribute Liturgy and support capable parishioners to be educated at Catholic Centre courses.

We will work with our young people to find new and creative ways for sharing the Gospel with them, and become more 'youth friendly'.

Our parish is enriched by its vibrant Samoan community in the Strathmore Ekalesia (village) who do things in their own way according to their cultural traditions. For them, the continued relevance and upkeep of the Good Shepherd Hall is central to the nurturing of the faith of their young people. They are an evangelising church with lots of new believers.

Our parish priest in Seatoun is available on a part-time basis only for limited parish work. Following the archdiocesan downward trend, only two priests will likely be available in time to the three parishes of Wellington East to provide the sacraments.

A large measure of responsibility for nourishing our faith and community development therefore is shifting to parish and area laity. More cooperation with neighbouring parishes will occur. Sensitive understanding will be required by priests and laity of their complimentary roles. We intend to develop some of our talented people into lay pastoral workers and meet costs of their training.

Parish groups will be assisted by three paid, part-time specialists working as Parish Coordinator (previously Parish Secretary), Youth Leader, and Seniors' Leader.

Our Finance Committee is already moving St Anthony's Parish from a serious cash operating deficit to a balanced financial position through deferring building maintenance, rationalising our priest's accommodation, proceeds of the Bazaar, the Archdiocese providing the priest's car, readers subscribing directly to the NZ Catholic, and encouraging parishioners to make their planned giving more regular by automatic payment. In the medium term, development and sale of vacant land for housing behind Good Shepherd Hall will provide funding for initiatives and parish operations.

Information about the plans and issues of the Kilbirnie and Miramar parishes will be shared on an ongoing basis so that our present and future interests can be assured, collaborative decision making occurs on major matters of mutual interest, and there are no surprises.

Your Parish Council is in the process of prioritising the action areas and encouraging the respective parish groups and key parishioners to make a start on the priorities. The Parish Council will provide active leadership of the plan which will become part and parcel of their role, including an evaluation of progress by December each year and shared planning with Miramar and Kilbirnie parishes. There are several issues that will be constantly addressed and monitored by the Parish Council so that change proceeds effectively and people feel supported.

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Our Faith Environment

Faith

6. St. Anthony's will remain devoted followers of Christ's and the Catholic Church's teachings, and maintain close alignment with the spiritual direction and pastoral guidance of our Archbishop.

St. Anthony's Parish promotes a deep and living love of the Sacred Scripture which is of greatest importance in celebrating Liturgy. Our people are multi-racial, many attend State Schools, our lay leaders not able to meet all the needs of the parishioners, and the numbers of our active priests are diminishing steadily. The shortage of capable personnel means we need to use modern media (DVD) to promote and distribute Liturgy to our parishioners and use Catholic Centre courses to raise the skills of our suitable people through training.

7. We have experienced some drop off in participation in the main sacraments over the last 15 years (except marriages), in spite of general growth in housing, schools and services in the Seatoun/Strathmore area:-

- **Mass-goers** were **254** in Seatoun in 2008, down 18% from the average of **310** across the 15 years since 1994, compared to
 - 7% drop across the Wellington East Pastoral Area;
 - 3% increase across the 48 parishes comprising the 14 Pastoral Areas in the Archdiocese; and
 - 20 % of the New Zealand general population being Catholic Mass-goers. However, Seatoun /Strathmore Catholic Mass-goers are only about 3.5% % of the general population.
- **Confirmations** in 2008 were 59 in the Wellington East area, compared to the annual average of 62 between 1994 and 2008.
- **Baptisms** were 66 in 2008 in the Wellington East area, compared to the annual average of 74 between 1994 and 2008, peaking at 95 in 1998.
- **Marriages** were 18 in 2008 in the Wellington East area, compared to the annual average of 16 between 1994 and 2008, peaking at 31 in 2002.

8. St. Anthony's School and this Parish are separate legal entities but they have a collaborative task in the faith formation of the 120 pupils. Some parish children and youth attend other schools in the area. We are committed to strengthening the partnership with the school which has been a fundamental part of St. Anthony's Parish for several decades. We will ensure the key roles and responsibilities of parish and school leaders are fully supported in preparing pupils to become active members of the Church.

9. We will work with our young people to find new and creative ways for sharing the Gospel with them, guided by the Bishops' Tu Kahikatea programme for youth ministry. We need to become more 'youth friendly' where our young people feel welcomed and involved within each aspect of parish life. More will be done to bridge the gap that occurs when pupils enter secondary school level after Grade 8, especially through building connections with our pupils at St Pat's and St Catherine's Colleges, and university.

10. Our parish is enriched by its strong Samoan community in the Strathmore Ekalesia (village) which provides faith and community to its 22 families through its Catechists and ten ministering groups. Sunday School and their youth group focus strongly on the faith of their younger generation. The continued relevance and upkeep of the Good Shepherd Hall is central to the growth of the ekalesia, especially as they foster connection with Samoan communities in Miramar and Kilbirnie, and with the other Samoan Ekalesia in St. Anne's Newtown.

Ministry

11. Between 2004 and 2009, the active priests available for parish work in the Archdiocese have reduced from 54 to 40 (-26%), and are forecasted to drop to 30 in 2014 (-45) and to 22 in 2019 (-60%). A large measure of responsibility for nourishing our faith and community development therefore is already shifting to parish and area laity.

12. Our parish priest in Seatoun is available on a part-time basis only for parish work as his external full time national role is Canon Lawyer and Head of the Marriage Tribunal. The Samoan community in Seatoun/Strathmore is also assisted by visiting Chaplain priests, and by a lay Catechist who leads their Strathmore Ekalesia (village) faith activities. Three priests serve the Wellington East Pastoral Area, one each in Seatoun, Kilbirnie and Miramar.

13. We assume that following the downward trend, only two priests will be available in time to the three parishes of Wellington East to provide the sacraments so necessary for the strength and nourishment of our faith. This situation will be managed by -

- (i) Those priests operating on a mobile basis for the whole pastoral area, perhaps supplemented by 'locums' and occasional visitors;
- (ii) Each of the three parishes becoming laity-led in most ministries and activities; and
- (iii) Skills and resources being deployed collaboratively for the common good of the pastoral area.

The change to a pastoral area Confirmation Day in June 2010 is one example of this collaborative approach. Another local example of pastoral area collaboration is the RCIA (*Right of Christian Initiation of Adults*) programme. Our own St. Vincent de Paul Conference already has clients beyond the immediate Seatoun parish area.

14. Our lay people have successfully taken on leadership and delivery of some activities previously led by the parish priest. We will provide for the costs of education, encouragement and support of our lay people to take on added responsibilities due to the non-availability of priests.

15. The Archbishop has begun to appoint Lay Pastoral Leaders in some Pastoral areas, although we are not aware of specific plans to do so in Wellington East. We will encourage and fund highly suitable candidates from our parish who wish to undertake the pre-requisite Outreach programme.

16. Our Parish Council has steadily been increasing its representation from our established parish groups. Council thinking and action will thereby reflect the 'voice' of our parishioners and the common good of the parish and the Wellington East pastoral area.

17. We have many people with the talent, energy and good faith who will provide the effective leadership to cater for the diverse needs of our parish community. They will provide the succession of leaders who will meet the challenges ahead.

18. Sensitive and prayerful understanding of each other's complimentary roles and responsibilities will be required of both priests and laity, in order to accommodate changing styles and variations in faith and community practices, such as

- Priests being less involved in detailed direction and planning for liturgy and faith activities, and having to spread themselves more thinly;
- Priests having to 'let go' a bit when some liturgies and faith activities don't quite match their preferences for what is acceptable;
- Laity connecting in timely and meaningful way with the priests and diocesan staff in order to maintain alignment with Church practices and liturgical constraints, and receive needed spiritual and pastoral guidance.
- Laity 'going the extra mile' to ensure our priests are connected to key parish activities and their mobile engagement facilitated in the most effective ways.
- Diocesan religious and staff adjusting their style and priorities to guide and serve laity-centric parishes from priest-centric organisations.

Community

19. Our parish has a solid range of faith and community groups who have increasingly accepted responsibility for leading and organising parish activity. These groups include –

Altar Servers	Cup of Tea	Proclaimers of the Word
Bazaar	Finance Committee	Sacramental Programme
Children's liturgy and	Kid's Conscience Club	Samoan Community
Sunday School	Liturgy Committee	St Anthony's School
Church Cleaning/Flowers	Ministry of the Eucharist	St Vincent de Paul Society
Communion to the Sick	Music Group	Thursday Group
Counters	Parish Council	Youth

We are so committed to our bazaar for the way it builds community and understanding through the relationships that form as people work side by side together.

20. We are committed to making our parish one of the best parishes in meeting the sacramental, spiritual, pastoral, and educational needs of our parishioners of all ages: -

- New parishioners need to feel more welcomed when they first arrive by being properly introduced to other families and parish activities, and their 're-settlement' anxieties eased by loving and attentive parishioners.
- Youth joining together from the Seatoun and Strathmore communities need to feel special and have time and space to express their faith in their ways, actively supported by the parish after Year 8 to organise creative 'cool' social and faith events, their own regular youth Masses with 'pot luck' afterwards, service projects, and a (paid) organiser/leader who can relate to this age to coordinate activities. The Bishops' Tu Kahikatea programme for youth Ministry will assist us in shaping our support to youth.
- Children up to Level 8 are benefitting from their school faith and community activities, Childrens' Liturgy, Sunday School, and from the Kids' Conscience Group. However, there are many parish children who are not connected to these activities.
- The Samoan Community takes much of the responsibility for delivering most of their faith and community needs in their distinctive cultural ways. More can be done by the parish and the Samoan Community together to strengthen youth activity, join in worship, links with Miramar and Kilbirnie Samoan communities, and to upgrade the essential Good Shepherd Hall facilities.
- Young parents face heavy economic, social and faith challenges in their busy lives, and relish time together to support and gain energy and confidence from each other.
- Elder, sick or lonely parishioners are sometimes taken for granted. They need constant attention and coordination so we are alerted to their needs, through properly organised visits and loving care from parish groups such as the Thursday Group, St Vincent de Paul Society, Youth Groups, and Young Vinnies from the colleges.
- Poor and needy parishioners are unfortunately well represented in the parish area but are often 'out of sight'. All of our parish groups need to become more vigilant to them and know how to initiate help for them especially from our St Vincent de Paul Society. Their privacy and dignity will be respected.
- Isolated parishioners are usually ignored because of lack of involvement or loss of faith but still hold Christian values and tenets deserving of attentive outreach by sensitive parishioners.
- Other churches in and around Seatoun should find St. Anthony's parish open and willing to cooperate with them in joint faith and community activity; after all, we share similar Christian values and beliefs.

21. The rising proportion of aged and 'baby boomer' parishioners on fixed incomes mirrors national trends, and the younger generations experience heavy economic, social and faith challenges. Clear stewardship of our laity-led parish will encourage generous service to each other and focus on the common good.

Resources

22. We are already moving from a serious cash operating deficit to a positive financial position in St Anthony's Parish as a result of our Finance Committee's recent deliberations. In the short term, this will come about through deferring building maintenance, rationalising our priest's accommodation, proceeds of the Bazaar, the Archdiocese providing the priest's car, readers subscribing directly to the NZ Catholic, and encouraging parishioners to make their planned giving more regular by automatic payment.

The Finance Committee is investigating alternate accommodation for our priest, and his costs met jointly by this parish and the Archdiocese on an appropriate proportional basis.

The role of the Parish Secretary will change to one reflecting this plan's move to better activity coordination and communication. It is possible that some common administrative

processes and staffing could merge over time between parishes in the Wellington East Pastoral Area.

Two paid specialist, part-time positions will be established for a Seniors' Leader to work with the aged and unwell, and a Youth Leader to encourage and initiate youth development.

23. In the medium term, development and sale of vacant land for housing behind Good Shepherd Hall will fund initiatives in this plan and normal parish operations. These sections or units will be offered to St. Anthony's parishioners to purchase in the first instance.

24. Information about the plans and issues of the Kilbirnie and Miramar parishes will be sought on an ongoing basis so that our interests can be assured, and collaborative decision making occurs on major matters of mutual interest.

25. We will keep the Gascoigne Fund separate (approx. \$170,000 is invested in the Diocesan Development Fund) and we are already reviewing how we can sharpen its purpose to help young people in our parish make a start where otherwise they wouldn't.

26. Many of the initiatives in this plan do not require additional funding. Rather, they can be implemented through changes in current activities and practices delivered by our parish and Wellington East groups and pastoral services. An assessment will be carried out of the skills and availability of people to take on faith and community responsibilities.

Our Purpose Statement

27. Our intent as a parish is expressed in the following short statement of purpose –

“Together our laity and priest actively building and nourishing our parish faith and community”.

Our future strength relies on the laity taking the leading roles in building a helping, healing, hospitable and holy community, in providing faith formation and education, in providing support to all but especially to the youth, new parents, elderly and underprivileged. All laity have been called to be active in their community and to work together on the actions.

Appendix One lists the specific action areas that were largely developed at our Planning Day on 21.6.09, and will be implemented by our parish groups and priest in order to fulfil this vision. The responsible groups and timeframes will be assigned by the Parish Council in due course. **Appendix Two** sets out the specific content of the Action Areas which relate to the following vision and goals :-

Our Vision and Goals

28. Our parish groups have identified and committed to this vision of the attributes which will characterise our parish in the future. Parish groups have taken responsibility to work together on cementing these attributes in place. The following priorities for the parish were established at our Planning Day on 21.6.09 -

- Create and celebrate vibrant liturgies;
- Reach and connect with all the baptised;
- Communication and participation
- To be inclusive to all in need.

St. Anthony's will remain devoted followers of Christ's and the Catholic Church's teachings, and maintain close alignment with the spiritual direction and pastoral guidance of our Archbishop.

(i) Celebrating God in Our Lives

Goal: Create and celebrate vibrant liturgies, which have meaning for the people who attend and are inclusive.

We aim for active participation by all people in the liturgy, in order to promote a deep and living love for the Sacred Scripture. We will be a parish that :-

- Is open to everyone, especially in adapting Liturgy to the various races within our nation.
- Makes people feel comfortable joining in a range of prayer and worship experiences.
- Uses a variety of media to give access to the best people available to share and liturgy with us.
- Provides the Liturgy in easily comprehensible ways and clear statements.

Our solid core of faith and sacraments will provide a sound base to address challenges ahead. We will diversify our liturgies and express our faith in more ways, and provide for more people to experience relevant and enthusing faith education. The specific action areas that will bring this goal about are :-

1. Develop diverse liturgies and music
2. Enhance our Church imagery
3. Educate people in faith and liturgy

(ii) Sharing our Living Faith

Goal : Explore and endeavour to meet the needs of all age groups in our parish to grow their faith.

We will support and encourage people to grow in their faith thereby fostering a vibrant and inclusive parish environment. We will be a parish that -

- Fosters processes for reaching out to people in a real and genuine way, not just focusing on programmes.
- Improves outreach to parishioners.
- Helps parishioners to 'go in peace to love and serve the Lord' by providing a wider range of services.

We will meet the special needs of children for more open loving acceptance, the expectations of youth for more flexible and modern expression of faith, and the need of many of the faithful to learn more about their faith.

We will also listen to the needs and reservations of those who feel isolated from the parish, or are experiencing doubts about their faith or the Church.

The specific action areas that will bring this goal about are :-

4. Investigate Pre-School Groups
5. Enrich School/Parish Connection
6. Develop Youth Plan
7. Strengthen Parish/ Samoan Community Relationships

(iii) Working for Justice and Peace

Goal : Help, support and be inclusive to all in need.

We will form greater links, connections and communication to help, assist, support, care, and reach out in terms of Justice. We will "Live justly, love tenderly and walk humbly with our God" (Micah, 6). We will be a parish that -

- Includes all in need such as the lonely, poor, aged, sick and unsure of their faith.
- Fosters vigilant and responsive concern by all its parishioners to those in need.

The specific action areas that will bring this goal about are :-

- | | |
|--|----------------------------|
| 8. Links with St Vincent de Paul Society | 10. Bereavement Assistance |
| 9. Assess and Meet Needs of Parish Community | |

(iv) **Growing in the Community**

Goal : Communication and participation, becoming connected and caring for the Parish.

We will organise more service and social activities for the parish communities, particularly ones that involve a wide range of people and groups at different stages of their lives. We will be a parish that -

- Communicates 'who's who' and 'what's happening' so that people feel they are easily connected within the parish.
- Encourages people to participate and become part of our extended parish family.
- Encourages feedback to the parish leadership.
- Builds St Anthony's strong, small, but isolated, groups and brings them together for joint activities like liturgies and bazaar, thereby strengthening links for the benefit of the parish.

The specific action areas that will bring this goal about are :-

- | | |
|------------------------------------|-----------------------------------|
| 11. Encourage Participation | 12. Refocus Gascoigne Scholarship |
| 13. Organise Social Events | 14. Develop Communications Plan |
| 15. Prepare and Manage Parish Plan | 16. Manage Parish Finances |

29. Our parish community will therefore look and feel like this :-

We are one big open family that looks after each other, celebrating and having fun together.

For mothers and pre-schoolers, there's an active pre-school mothers group led informally by the school which gets good referrals from it. Our school is small but has a strong spirit, it provides great education and social interaction, the Samoan community is more actively involved. After school care is provided to ensure that children with busy parents get good care.

For single people, the parish flat comprising students and young people that are now working is inspired by the World Youth Day experience. It is a hub of social activity drawing in others including secondary school students. It's basketball tournaments and late night BBQ's are legendary, drawing a big crowd.

For parents, the vibrant Samoan community provide an example of dedication. The school provides great social contact with other parents, people that listen when things get tough. The St Vincent de Paul Society is a discreet group that quietly support those who are struggling so that they should never feel desperate.

For the elderly, a parish nurse is there to help them stay in their own home for as long as they can. When it gets a bit hard, especially when loneliness sets in, the parish bedsit flat at St Anthony's and parish pensioner flats at Good Shepherd are a haven.

But, best of all we all look forward to Sunday when guided by our lay leaders and celebrated by a variety of visiting celebrants each with their own style, we share the Eucharist.

Through the bazaar everyone knows us. Through public and personal invitation, and a more welcoming disposition, they know they are welcome and come and join us in their own time in their own way. In community, they too come to know Christ.

Our Parish Council will take the lead in implementing this plan, being ever mindful of the challenges of change and the consequences of decisions. Constant collaboration with Miramar and Kilbirnie parish councils will be required to manage mutual interests and ensure smooth convergence of necessary activities as the Wellington East Pastoral Area becomes more 'joined up' in the laity-led environment that is already emerging.

31. During the process of consulting the parish about this draft plan, the action areas will be prioritised and confirmed by the Parish Council and Finance Committee.

Implementing our Plan

32. The steps to be taken in cementing this plan in place over time will involve a range of resources and commitments. The key steps taken or to be taken include

- Being mindful of limits to the pace of change we can absorb including availability of skilled lay leaders, shift in mindset to a W/East pastoral area collaboration rather than just a parish 'comfort zone' (consider when do the action assessment).
- Conducting a sound assessment of the practicability and financial implications of the various Action Areas in close collaboration with the Parish Finance Committee.
- Ensuring our St. Anthony's Parish Council is comprised of representatives of our parish groups in order to maintain fullest momentum for the plan and to actively and helpfully support all individuals working on the actions.
- Encouraging all our parish groups to accept responsibility for their respective Action Areas, supported by their Parish Council member/s and the paid part-time specialist workers;
- Making the plan part of the normal business of the St. Anthony's Parish Pastoral Council which will take a leadership role, including an evaluation of progress by December in each of the next five years.
- Improving communication in the parish so that everyone knows 'who's who' and what's happening with the plan's progress.
- Collaborating with the Archbishop of Wellington, our priests, and the Wellington East and Archdiocesan Pastoral Councils so we receive constant refreshment of spiritual direction and we participate in important decision making.
- Sharing the plan with the priests, parish councils of Kilbirnie and Miramar parishes to ensure important issues and decisions are visible and of 'no surprise' to each parish;
- Ensuring our representatives on the Wellington East Pastoral Council insist that important issues and decisions affecting the three neighbouring parishes are shared openly and jointly considered.

Signed for and behalf of the parishioners and Parish Pastoral Council of St. Anthony's, Seatoun -

Original Signed

Original signed

Kevin Marshall (Chair)

Father Michael O'Dea (Parish Priest)

Date : 3.3.10

Date : 3.3.10

APPENDIX ONE

Implementation Action

Action Areas	Responsibility	Date Implement By	Status
Celebrating God in Our Lives			
1. Develop diverse liturgies and music			
2. Enhance our Church imagery			
3. Educate people in faith and liturgy			
Sharing our Living Faith			
4. Investigate Pre-School groups			
5. Enrich School/Parish Connection			
6. Develop Youth Plan			
7. Strengthen Parish/ Samoan community relationships			
Working for Justice and Peace			
8. Implement St Vincent de Paul Linkages			
9. Develop Parish Community Needs Assessment			
10. Bereavement Assistance			
Growing in the Community			
11. Encourage Participation			
12. Refocus Gascoigne Scholarship			
13. Organise Social Events			
14. Develop Communications Plan			
15. Prepare and Manage Parish Plan			
17. Manage Parish Finances			

APPENDIX TWO – ACTION ANALYSIS AND LINKAGES

Strengths	Opportunities	Threats	Weaknesses	Actions
1. Celebrating God in our Lives				
<p>Involvement in liturgical ministries</p> <p>Sacramental programme</p>	<p>Training for even greater involvement in liturgical ministries and the life of the Church.</p> <p>Evangelization.</p>	<p>Shortage of priests, caused by parish priest having another full time role.</p> <p>Inadequate number of trained potential lay leaders.</p>	<p>Lack diversity in our liturgies and 'devotions'.</p> <p>Lack of strong evangelization.</p>	<p>1. Develop diverse liturgies</p> <ul style="list-style-type: none"> ➤ Use various media (DVD) by very capable presenters to share and explain Liturgy to us. ➤ Prepare liturgies for and by youth and other specific groups, including adapting Liturgy to the various races within our nation. ➤ Involve young people in the writing and reading the Prayers of the Faithful. ➤ Develop liturgies to be celebrated in the home to be linked to vibrant liturgies in the church. ➤ More commonality between Good Shepherd Hall and St. Anthony's. ➤ Devise ways of giving blessings, especially to the children which do not necessarily or directly require the priest. ➤ Invite other priests to say a 6 pm vigil Mass. ➤ Devise/organise other devotions targeted at deepening Faith and involving a wider range of people, espec across the wider pastoral area. ➤ Support to music group reflecting changes in liturgy and faith diversity. ➤ Do not use old-fashioned music. <p>2. Enhance our Church imagery</p> <ul style="list-style-type: none"> ➤ Involve more people in the Welcoming Ministry. ➤ Young people want visual aids, own art or other art/posters, etc in and around the churches. ➤ Establish more cultural imagery within the church buildings. ➤ Express our love for our church building eg with a tapestry. ➤ Have remembrance plaques of our deceased. <p>3. Educate people in faith and liturgy</p> <ul style="list-style-type: none"> ➤ Better education about the meanings behind the liturgy. ➤ Education, the parish needs to be open to courses and funding of training of lay leaders. ➤ Improve communication at all levels. ➤ Promote and fund our parish candidates for Outreach programme.
2. Sharing our Living Faith				
<p>Children's liturgy and Sunday School</p>	<p>Children's desire for more loving acceptance – blessings (can we find a way for laity to do this?).</p>		<p>We make no formal attempt to maintain contact with our children after year 9.</p>	<p>4. Investigate Pre-School groups</p> <ul style="list-style-type: none"> ➤ Investigate setting up a pre-school - need to survey to determine demand. Consult school and NZCEO. Also a meeting point for young parents. ➤ Identify and encourage non-participating children to join.

St Anthony's School		Involve more parishioners in school and joint activities.	Need to strengthen school and parish relationship. Unclear links with Holy Cross, St Pats and St Catherine's.	5. Enrich School/Parish Connection <ul style="list-style-type: none"> ➤ Work with St Anthony's School, by making more use of parishoner talents. ➤ Parish leaders to visit St Antony/Holy Cross schools to help the parish priest build an enduring school/church relationship ➤ Involve more parishioners in 'meet and greet' parents to show Church faith encouragement. ➤ Encourage parish young parents to join the school's Young Mother's Play Group. ➤ Reciprocal notice boards to promote joint Masses and activities. ➤ More parishioners support reading programme. ➤ Church input to school Welcome Pack, e.g., a bible. ➤ Joint prayer list of student names to pray for (exams, NCEA, uni)
Youth, espec strong in Samoan community	Give them time and space to express their faith in their ways. Become more 'youth friendly'.	Adverse influence of entertainment media isolating young people.	Loss or disconnect from Church after Year 8 at secondary level and uni.	6. Develop Youth Plan <ul style="list-style-type: none"> ➤ Joining together from the Seatoun and Strathmore communities. ➤ Organise creative 'cool' social and faith events, their own regular youth Masses with 'pot luck' afterwards, service projects, etc. ➤ Fund (paid) organiser/leader who can relate to this age to coordinate activities, guided by the Bishops' Tu Kahikatea programme for youth Ministry. ➤ From Samoan Community – "youth are becoming involved in Parish ministries, e.g. Ministry of the Word – but need to encourage youth as Ministers of the Eucharist. ➤ Provide for involvement in "Outreach – Challenge 2000"
Strong Samoan community – Connection with Samoan Chaplaincy in Wellington Samoan villages are reformed in the Parish (we refer to the Strathmore Ekalesia) and headed not by a Matai (Chief) but by Catechist Ministries or groups within our Ekalesia; e.g. Ekalesia,	Networking with Samoan community around Wellington under the guidance of Fr Mareko Catechists taking responsibility for Priests role Opening the sense of 'village' or 'Ekalesia' to include the Samoan community in Miramar Opening our Seatoun/Strathmore boundaries to include Miramar and Kilbirnie (Currently under the Pastoral Area)	Youth going to more charismatic denominations, services Losing the Church Hall Church Hall does not have the Tabernacle for the Body of Christ so the sense of Holiness for some is not there Ekalesia values the Church Hall esp. the Sanctuary but the Hall is limited in regards to space when we run our Sunday School programme Youth who have faith but no understanding of	Lack of 'Mass' understanding esp. connecting the mass with Youth Linking our Samoan children to St Anthony's Room for improvements in linking the Ekalesia with the Parish Awareness of Parish events/happenings, this may be a result of literacy needs for the Samoan community when reading the notices, raising the	7. Strengthen Parish/Samoan community relationships <ul style="list-style-type: none"> ➤ Sunday School teachers are members of the Wellington Chaplaincy and have a specific curriculum for children where there are exams at the end of each year - Great education for Children ➤ Parish support the Sunday School by providing blinds/dividers to separate our classes, and assess other resources required. ➤ Youth are becoming involved in Parish ministries, e.g. Ministry of the Word – <i>BUT do we have a programme to encourage new Ministers of the Eucharist? This can be a programme, if done well, will deepen the faith for youth/parishioners after Confirmation</i> ➤ Involvement of the Ekalesia in the Wellington Samoan Chaplaincy. E.g. Chaplaincy Mass (Easter/Christmas/New Year), hosting Chaplaincy meetings at Good Shepherd, hosting youths from around the country, sports competitions, Sunday School exams, Youth competitions – dancing, Samoan cultural competitions, sports, debating ➤ Strathmore Ekalesia work closely with St Anne's Newtown. Under the Wellington Chaplaincy, they are called the Falelua "House of two" as we are the only two Samoan Catholic centres in Wellington

<p>Autalavou (youth), Fathers group, Mothers group, Choir, Au Tau (Legion of Mary) and Sunday School</p> <p>Ethnic, traditional and values of family and community</p>	<p>The Youth connecting as one under the Parish</p> <p>Altar serving retreats</p> <p>Ekalesia passing leadership onto their youth</p> <p>Welcoming community to Strathmore</p>	<p>Catholic teachings</p>	<p>importance of having notices summarised at the end of Mass by Fr(?), Catechist or leaders of ministries in our Parish</p>	<ul style="list-style-type: none"> ➤ Choir have use of temporary music. ➤ More involvement from parents at Sunday School. Our teachers are a mix of students who were in the Youth Class as well as our parents, they partner to offer a sound syllabus for the Sunday School ➤ Some of our Youth go to a Youth Outreach on Sundays at St Anne's, this is called Divine Mercy and brings them back to the Catholic teachings ➤ Inviting St Anthony's parish to Ekalesia events – let's have a Christmas picnic at Seatoun park, games so we can get to be a family again
<p>3. Working for Justice and Peace</p>				
<p>St Vincent de Paul</p>	<p>Be aware of financial support available.</p>	<p>Strengthen communication within the parish.</p>	<p>More help required for those in need in parish and community.</p>	<p>8. Links with St Vincent de Paul Society</p> <ul style="list-style-type: none"> ➤ Regular input to the parish newsletter with emphasis on St Vincent de Paul - brief, regular articles, at a personal level. ➤ St Vincent de Paul speaker to stand up at Mass and explain what they do. ➤ Create an effective network within the parish to identify and respond to people in need. ➤ Ensure that St Vincent De Paul representatives have photos in foyer of St Anthony's and on the notice board at Good Shepherd, to give a higher profile. ➤ Tighten links with representative on the Parish Council and use email to inform about parishioners in need. ➤ Formal, regular links with school – either DRS. or Principal. ➤ Monthly contact to support families in the parish. <p>9. Assess and Meet Needs of Parish Community</p> <ul style="list-style-type: none"> ➤ Providing support for people in our community who have problems. ➤ Helpers who go out to the parish community to provide services in addition to communion - <ul style="list-style-type: none"> ➤ Food ➤ Clothing ➤ Finance ➤ Support ➤ Driving to doctor etc ➤ Establish links for groups to visit or 'adopt an elderly person' – cook food once a week or when required. ➤ Investigate case for Finance Committee funding someone to assist the elderly such as a registered nurse. ➤ Investigate feasibility of bedsit flat in presbytery building as temporary haven. ➤ Establish part-time specialist role working with seniors and unwell.

				10. Bereavement Assistance <ul style="list-style-type: none"> ➤ Investigate feasibility and skills for a small team to provide extra assistance and support where needed at bereavement, incl SVDP (consider training in Bereavement Ministry).
4. Growing in the Community				
Strong community	Greater involvement with the community and other churches (e.g., faith, lunches).	Insolvency.	Limited time for effective PP involvement in activities in parish.	11. Encourage Participation <ul style="list-style-type: none"> ➤ Establish New Parishioner 'resettlement' team, including greeting and Gascoigne café intros. ➤ Establish family/parishioner clusters under a facilitator family. ➤ Review capacity of Wellington East Pastoral Area buildings to accommodate large liturgies, social events, etc and availability. ➤ Reach out initiative to people isolated from faith devotion and parish activities. ➤ Assessment of skills and availability to take on parish responsibilities. 12. Refocus Gascoigne Scholarship <ul style="list-style-type: none"> ➤ Confirm "sharpening" of its purpose to help young people make a start. 13. Organise Social Events <ul style="list-style-type: none"> ➤ Annual 'social' events such as bbq/social events/games/big picnic, ➤ Particular events for the elderly/lonely, such as bingo, cards, bowls, and the like occasionally. 14. Develop Communications Plan <ul style="list-style-type: none"> ➤ Better communication of the services we have and informing the parishioners/each group/community of 'who's who and what's happening' through: <ul style="list-style-type: none"> ➤ Implement a parish-wide email address list to disseminate information, including upgraded computer and software capacity to support this service. ➤ Committee/group profiles and photos on notice boards in St Antony's Church, Good Shepherd and the School to give awareness and contact details.
Bazaar	Homes for retired priests		Lack of social activities.	
Thursday Group	Adopt greater use of internet and similar technology. Make more use of Power Point to communicate. Be a positive community. Each parish group to take practical efforts to get out of, and avoid, being a silo.		Need to improve Rest Home /Hospital relationship with parish.	

				<ul style="list-style-type: none"> ➤ Create and maintain a Parish website jointly with St A's School, linked to neighbouring parishes (Catholic and non-Catholic) and key Archdiocesan sites. ➤ Widen the Parish Newsletter reach, such as through parish-wide email, School bulletin linking, parish website, and delivery to local rest homes and other targeted places. ➤ Telephoning system if someone needs help or information, ➤ Presenting services/groups to Masses and gatherings through PowerPoint summaries. ➤ Explore opportunities for cooperation with other churches;
<p>Human resources, passionate</p> <p>Succession of leadership potential</p>	<p>Plan for greater involvement in Pastoral Area or for amalgamation of parishes.</p> <p>Succession planning to cover emerging issues.</p> <p>More people will encouraged to take opportunities to participate in parish activities.</p>	<p>Decreasing number of people active in the parish church, particularly Youth.</p> <p>Very few people actively involved in adult education in their faith and assuming their role in the 'priesthood of the laity'.</p>	<p>We want more youth participation.</p> <p>Parish Council needs to be more visible in providing leadership and coordination.</p> <p>Face up to the CURRENT unavailability and shortage of priests as the trigger for change in the way we do things. The impact is already being experienced and we must change now to lay leadership and doing much independently of the priests so as to reduce the load on their limited capacity.</p>	<p>15. Prepare and Manage Parish Plan</p> <ul style="list-style-type: none"> ➤ The key planning required should be carried out by representatives of parish groups working together, especially to develop two main plans, namely, the overall parish pastoral plan and a communications plan and actions to achieve the above goal for <i>Growing in Community</i>. ➤ Conduct a parish-wide census to determine demographics of our community so as to have a basis for planning the future. ➤ Ensure the Parish Council membership is made up of representatives put forward by our parish groups through an appropriate election process. ➤ Draw up a schedule of what activities the PP cannot accomplish and how they will be done and by whom, and with what support and guidance. ➤ Confirm role and timing of any moves to assign a Lay Pastoral Leader. ➤ Full disclosure of plans and risks of Miramar and Kilbirnie affecting St. Anthony's present and future interests. ➤ Reshape Parish pastoral Council processes and agendas to lead and monitor achievement of this plan.

				<p>16. Manage Parish Finances</p> <ul style="list-style-type: none">➤ Finance Committee develop and implement parish finance plan for break even and investment in action areas.➤ Reshape role of Parish Secretary to more of activity coordination and communications.
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