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Foreword

We all love certainty and security. However, as disciples of Jesus, there are a couple of items that may rock that boat of certainty.

First of all there is the command to move from where we are when Jesus says to us “Come – follow me!”

Secondly, we are empowered and united by the Holy Spirit who guides us and gifts us for the journey. Here again, that can seem a dodgy exercise! The Spirit overshadowed a country girl out bush – a long way from the religious and political centre and told her the child will be “holy and will be called Son of God.” The Spirit drove Jesus into the wilderness. The Spirit seems to invite uncertainty! We hear “The spirit of the Lord is on me, for she has anointed me to bring the good news to the afflicted. She has sent me to proclaim liberty to captives, sight to the blind, to let the oppressed go free,…”

Ultimately though, the way of Jesus which we follow is the way where love, goodness and life have overcome hate, evil and death. A life where all that divides is overcome and ALL people and all the environment live in communion as daughters and sons of the one Abba.

Our certainty in the uncertainty comes from the promise, “I will be with you always!”

In 1956, when our first Parish Priest, Michael Carew stood on a bare bit of land and started digging trenches in the dirt, I wonder what his plan was? Did a candy-striped tent figure? How challenged was he when a young Fay Robertson, with babe in arms asked him where the local Catholic Church was? – all she saw was a circus tent!

From the stability of the 1950’s to the upheaval of the 60’s and 70’s, our parish grew and prospered. Together with John Gerry, the arrival of the Sisters, and Clem Hodge, we faced huge challenges. New ways of doing things challenged us because of the changing world – the first Parish Council, a Credit Union to help struggling families. We built a church and a school, we welcomed with open arms refugees from Vietnam and created life-long bonds. We

adopted “Movement for a better World” which did what it said and “moved us out” to welcome the stranger and connect with parishioners who, for whatever reason, did not want to gather with us.

With the 80’s, 90’s and 2000’s the uncertainty of the world and the great changes in attitudes towards “church” made hard and fast plans redundant before the ink dried. We had a quick turnover of Priests – Michael McKeaten who employed our first Pastoral Associate, our first Migrant priests, Marian and Tony, followed by Kevin Carey.

In the 2010’s and 20’s we have more challenges especially of attitudes towards “the Church” with the abuse crisis, COVID, smaller and older congregations, fewer (and older) priests. This in a world facing a climate crisis and the biggest migration of people in history, with less respect for human life. The temptation is to revert to what we used to do which can be comforting but in the long run, futile.

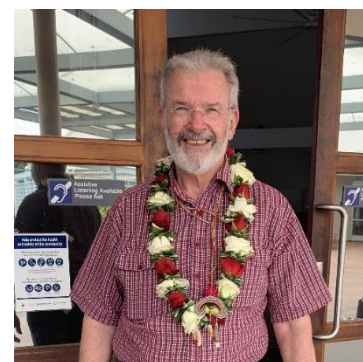
With the drive of our Parish Council, and the sense of “parish” we all have, we once again “leave our boats behind” and set a direction for the next five years. As usual, the courage of our Parish to be innovators led by Jesus’ call, and gifted by the spirit means that the majority of our congregation has been actively involved in this plan through contributing their dreams.

Remembering the old joke, “If you want to make God laugh, tell him your plans!”, we know that this plan is not set in concrete and will need to be flexible as the Spirit guides us in new times with a new priest.

No worries! As we have done in the past, so we will do in future – proclaim the Good News in ways that respond to the signs of the times.

On the journey with you, may God’s Word of life ever bless you.

Denis (with the Parish Missional Council)



Mission, Vision and Values

Our Mission

To follow the example of Jesus in word, deed, and service.

Our Vision

Our Lady, Queen of Apostles is a family of believers where Jesus is central to all we say, all we do and in how we serve our local and wider communities. We are committed to building a welcoming and inclusive parish where strong leadership and service are at the core.

When people walk into our community, they will immediately feel welcomed. We are a community of people of all ages, ethnicities and demographics - children, families, couples, teenagers, young adults, adults and those in their twilight years.

We dream of making Jesus visible in our everyday lives in our encounters with each person as we use our skills and talents for the benefit of all.

We dream of a Spirit filled church where the Eucharist is central, where worship is joyful and life-giving and where each person is nurtured in growing to their full potential and developing a deeper relationship with God.

Our values

Welcome

Inclusivity

Service

Diversity

Participation

Courage

Whole of Parish

As a parish we promote active roles and leadership opportunities for our community members. We aspire to bring our many skills and talents together in a way that energizes our parish. We recognise two areas that require coordination for our plans to be successful: -

- strong consistent communication and
- strengthening and valuing the work of volunteers.

Communication

A permanent Communications Ministry coordinates and manages communication tasks within the parish, developing a public relations strategy and spearheading an evangelisation program.

Strategies

- Recruit 6 or more committed parishioners with relevant experience in technology, communications, public relations, marketing or advertising, with a focus on young people proficient in the use of social media.
- Provide skills development and training to Communications Ministry members in the relevant fields of: effective communication, legal rights and responsibilities, intellectual property rights, Catholic Church doctrine, social media management, website maintenance, graphic design, effective writing, speech writing and public speaking.
- Develop and enhance rhetorical skills: to ensure
Ethos, Pathos & Logos;
Accuracy, Brevity & Clarity;
Authority, Authenticity & Availability;
Helpfulness, Honesty & Humour;
Context, Credibility, Coherence, Creativity & Concreteness;
Reason, Relevance & Respect
- Form a social media sub-committee (Meme-team) of at least 3 members to specifically develop the parish's internet and social media presence and encourage parishioner and public engagement.
- Investigate and invest in useful communication tools and software to facilitate production and dissemination of media.
- Present regular updates to the parish to elicit volunteers, gain feedback and establish broader participation in communications activities amongst parishioners.

A comprehensive Communications Strategy is established to initiate processes for maintaining regular contact and dialogue with stakeholders within the parish utilising a variety of platforms for disseminating and advertising key information, news and appeals to parishioners.

Strategies

- Identify a clear structure of contacts and responsible persons to whom inquiries and feedback can be directed.
- Ensure an up-to-date and growing database of parishioners, parish groups, visitors and school contacts in regular correspondence with the parish.
- Develop a framework for effective communication and persuasion.
- Implement a regular schedule for contact and reporting between the Communication Ministry and defined representatives of each Parish ministry and group to gather information about membership, projects, plans and events to be shared with the rest of the Parish.
- Institute a collaborative environment for the production of appealing, informative and interactive content to be shared across the parish newsletter, website, signage, emails, social media, and audiovisual displays. Ensure the quality and relevance of this content through proofreading and editing.
- Develop language and age-appropriate strategies for disseminating information to each parishioner via at least 3 points of contact; including to children and families at Queen of Apostles Primary School, to parishioner's currently taking a break or occasional parishioners, to home-bound or hospitalised parishioners and to those who have entered aged care.
- Establish an organised online network for discussion and collaboration between parishioners via social media memberships, file sharing drives, emails/discussion boards and an up-to-date parish calendar.

An integrated Public Relations plan is developed and enacted.

Strategies

- Design a standard brand format, graphics and messaging and a dynamic social media presence with strong engagement and messaging.
- Establish and maintain an up-to-date and growing database of associated groups and contacts including: charities, schools, community groups, parishes, businesses and other religious institutions
- Establish a process for maintaining regular contact with associates through direct correspondence and indirect media.
- Engage in market research.
- Maintain active social media accounts.
- Provide appropriate messaging with a focus on topical issues, addressing criticisms, benefits of Catholicism & philosophy.
- Provide information in languages other than English to meet local community needs.
- Develop strategies to target specific groups: - twice-a-year-ers, parishioner's currently taking a break, other Christians, non-religious, atheist etc.
- Produce of "Self-help" or "personal development" materials

High quality communication is a hallmark of our parish.

Strategies

- Ensure notices, newsletters, media releases, training materials, faith education materials, personal development resources and posts for community engagement clearly and effectively communicate important information, has consistent branding and messaging and results in measurable improvement in engagement.
- Offer regular meetings, creative sessions and workshops to produce content.
- Engage in market research – ask what people want/need from communications.
- Focus on audiovisual media – video and image acquisition & editing.
- Search for & make available existing resources which meet standards.
- Provide information in languages other than English to meet local community needs.
- Disseminate faith formation resources.
- Source and share resources for children and families.

Parish-school relationships are visible and collaborative.

Strategies

- Increase the communication between the parish and Our Lady, Queen of Apostles Primary School
- Advertise Children's masses and special masses in the school newsletter.
- Foster the connection between parishioners and school families by inviting them to participate in school liturgies and parish events.
- Build a stronger connection between young school families and the parish by creating a playgroup environment for families to connect.
- Maintain connection with students when they graduate.
- Expand to include connections with Padua and Mt. Alvernia and other Catholic colleges.

Volunteering

Our volunteer base for all ministries and groups is strengthened so that those who encounter us are inspired to be part of our parish and have clear ways to connect and get involved.

Strategies

- Appoint a volunteer coordinator to steer people to participate in area of best competence, skill, and passion.
- Identify gaps in our volunteer networks.
- Develop role descriptions so people know what is expected/required for volunteers in each ministry.
- Provide support and training to enable each person to reach their full potential.

Worship

Our Worship Ministry helps everyone have special and life changing encounters with God through prayer, liturgy and communal worship experiences. Our parish Worship ministry will invite people into a personal relationship with Jesus through a variety of worship opportunities punctuated by excellent music ministry, engaging preaching, and interactive environments. Our goal is to see more teens and young adults involved in our church, coming to Mass and excitedly taking part in church activities.

Mass is a Celebration, a social, engaging and inspirational experience for all Inspiring active participation in liturgy by the whole congregation.

Strategies

- By end of 2024 install a Liturgy Committee who will be responsible for planning the liturgical calendar of masses and other liturgical experiences.
- Engage sub-committees to implement regular liturgies with a focus on promoting inclusivity and responding to multicultural diversity within the parish.
- Continue to offer online opportunities to connect those who are housebound and unable to attend in person.
- The music ministry coordinates and enlivens liturgical music for voice and instrument and fosters participation of all.
- Invite people of all ages to participate in parts of the mass, particularly the young.
- Recognise that the gathering at each mass celebrates belonging to their specific congregation in particular ways and offer different experiences e.g. Youth mass

The parish offers a variety of liturgical and devotional experiences that are co-ordinated and well planned.

Strategies

- Link celebrations to the seasons of the church year e.g. Stations of the Cross during Lent, Advent, Laudato Si Week, Season of Creation, benediction.
- Use a variety of settings to enhance encounters with God e.g. use of outdoor spaces, contemplation garden
- Design diverse opportunities to worship in ways that reflect the occasion e.g. solemn, joyous

There is increased participation in regular Children's Liturgy of the Word

Strategies

- Increase the Children's Ministry team to minimum of 6 members to ensure the program is energetic and sustainable.
- Provide training and resources to ensure consistency.
- Promote attendance at Children's Liturgy of the Word through our parish school.
- Create a welcoming space for the children with the use of bean bags, floor cushions and rugs.
- Children's Liturgy of the Word Masses to be held on a regular basis. Eg. The first Sunday of each month.

Faith and Formation and Evangelisation

This ministry exists to nurture and deepen the spiritual growth and understanding of the members within our faith community and to share the Good News both with members of our faith community and those outside it, inviting all to encounter Jesus Christ and embrace the Christian faith. We aspire to provide a nurturing and inclusive environment where children and their families can grow in faith, deepen their relationship with God and strengthen their bonds with each other and the community. We seek to inspire, empower and guide our younger generation, particularly teens and young adults on their faith journey, equipping them to become passionate and active followers of Jesus.

An annual calendar is developed offering a variety of appropriately age-based formation opportunities to deepen personal faith and spirituality.

Strategies

- Identify and schedule appropriate programs each year. i.e. Lenten and Advent programs, retreats, Christmas in July, Prayer and Pizza.
- Survey parishioners on what and how they would like to engage.
- Train parishioners to facilitate in-parish delivery of learning experiences.
- Organise monthly gatherings with guest speakers.
- Seek funding from archdiocese to support these initiatives.
- Initiate faith formation programs and spiritual guidance for youth and young adults, enhancing the overall spiritual health of our parish community.

Parents are supported in the faith formation and development of their children.

Strategies

- Explore a program for families with young children to help/guide parents in nurturing faith in their children.
- Seek funding from Archdiocese for a Children, Youth, Young families part-time minister to facilitate programs within the parish.
- Encourage parental and parishioners' participation in Childrens Liturgy of the Word
- Engage with school families through parishioners' attendance at school events, individual class or year level events and have their presence as parish members acknowledged by the school at these events e.g. instigate an adopt a class program.

Our expanded sacramental team ensures a comprehensive sacramental program that is faith filled and engaging for all.

Strategies

- Develop a comprehensive sacramental program to encompass Baptism, Confirmation, Eucharist, Penance and Marriage and to guide and support those preparing for these sacraments.
- Create and maintain a sacramental database.
- Invite families back to the parish for an annual "welcome back mass" for those who have celebrated sacraments throughout the year, including the RCIA candidates initiated into the church at Easter.
- Recognise and celebrate a "Significant Marriage Anniversary Mass" for those parishioners celebrating a milestone wedding anniversary. A blessing will be bestowed on all married couples who attend.
- Recruit an additional 4 members to join the Sacramental Team.

Our parish can articulate what we mean by evangelisation and develop a strategy to bring the Gospel to people's lives.

Strategies

- Invite evangelisation groups to share stories, successful methods and ways of working.
- Develop a communication plan.
- Run at least one Alpha program.

Community Life

Community Life Ministry cultivates a desire to belong within our faith community by offering experiences of connection and participation. This ministry celebrates the gift of Jesus' presence whenever two or more are gathered. We aspire to provide a nurturing environment where our teens and young adults actively engage with our faith community and develop a sense of purpose. At the core of this ministry is building strong intergenerational relationships and connections among parishioners to enhance the sense of belonging.

Our parish is an inclusive, welcoming, intercultural and intergenerational community, accepting of diversity, aligning with our commitment to welcoming all members of the community wholeheartedly including LBGQT+ individuals and those from various backgrounds.

Strategies

- Expand our weekend 'cuppa' to weekly.
- Strengthen our welcoming crew and build to a team of three for each weekend mass.
- Revisit our welcome process for new parishioners.
- Acknowledge and celebrate cultural days from other countries.
- Utilise Brisbane Archdiocese Inclusion and Community life network.

We promote and offer community and social activities to all age groups on a regular basis reinforcing the parish's vision of an active and vibrant community.

Strategies

- Develop a calendar of community and social event that cater for each sector of our community – Children, youth, young adult, couples, singles and seniors.
- Plan social event for each month.
- Plan annual whole of parish events – International Foodfest, Feast day celebration.

Links between school and parish are reinvigorated and strengthened.

Strategies

- Our local SVDP establishes a school based mini-vinnies.
- Continue Friday class Masses – consider Mass cards so children can respond and participate more fully.
- Improve communication between parish and school – both ways.
- Investigate the installation of a fortnightly play group- with parishioners participating.
- Explore ways to connect with children and their families e.g. adopt a class.

Service

Our Service and Outreach ministry will show radical love to those in the wider community who may feel marginalised, disconnected, and vulnerable. We will extend the love, empathy and compassion of our faith community beyond its walls and into the wider community. This ministry will facilitate opportunities to be the hands and feet of Jesus within the community and beyond.

Our Parish's energetic Care for Creation team challenges parishioners to consider their impact on the environment and respond both individually and collectively.

Strategies

- Review Parish Care for Creation Policy each five years
- Develop an annual Laudato Si action plan and align activities to Laudato Si platform.
- Seek feedback annually, to assess actions and plan for future.
- Engage with wider networks to share and gain wisdom.
- Challenge parishioners to respond to ecological imperatives.
- Encourage engagement with community groups and activities e.g Clean up Australia day.
- Enhance links with school community.

Our parish Social Justice group responds to community issues.

Strategies

- Communicate our parish Reconciliation Action Plan (RAP) and bring it to life.
- Continue to educate about modern slavery and other social issues.
- Maintain links with community alliance.

In partnership with Romero Centre our parish supports the integration of refugees into our community

Strategies

- Strengthen links between Romero Centre and parish.
- Ensure accommodation is welcoming and comfortable.
- Welcome residents to parish events.
- Provide pastoral support and assist in residents' adapting to life in Australia.

Our parish promotes personal connections with a variety of community groups.

Strategies

- Identify how parishioners can engage in outreach ministries broader than our parish e.g. SVDP, Rosies, BlueSky laundry, Emmanuel Mission etc.
- Continue to support our local SVDP chapter, particularly their Christmas appeal.

Our parish has flourishing and effective support programmes.

Strategies

- Plan and execute a 'Welfare check' system of RUOK for existing parishioners who may need support.
- Strengthen our Care and Concern group.
- Engage with service and outreach ministries to help the needy and marginalised.