



*A Catholic Parish of
The Archdiocese of Wellington*

To Tatou Wahine O Nga Whanga Parahi Katorika

OUR LADY OF THE BAYS

MOTUEKA • RICHMOND • TAKAKA • WAIMEA WEST • WAKEFIELD

PARISH REVIEW

PARISH REVIEW GROUP – Todd McCashin (Finance Committee chairperson), Adrienne Hill (Parish Council Chairperson) Kel Crofskey (Richmond Leadership Group), Fr. Seph Pijfers (Parish Priest)

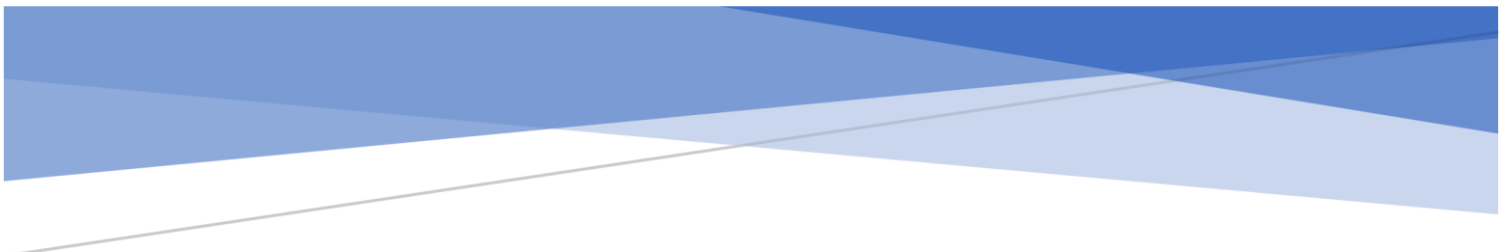


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EXECUTIVE SUMMARY

INTRODUCTION

Cardinal John has directed all parishes of the Archdiocese to review their infrastructure. Declining mass counts and the inadequate number of priests to serve our communities has resulted in surplus churches and presbyteries. The Cardinal challenged parishes to think radically about future possibilities, with an emphasis on mission.

PROCESS

The Cardinal's directive specified pastoral, infrastructure and financial parameters to review our parish's situation, and these have provided the factual basis for our response. To further situate the review to our circumstances, the chairpersons from our community Leadership Groups met and decided that the conclusions and recommendations of the review would be tested against six criteria, in addition to the Cardinal's criteria of being realistic and practical. This allowed us to assess our present situation and to test options for the future. Consultation and collaboration with Holy Family Parish has developed a joint option of a central urban church that would be the heart and hub of Catholic activity across the wider region.

FACTS AND ASSUMPTIONS GUIDING OUR CONCLUSIONS AND RECOMMENDATIONS ARE SUMMARISED BELOW:

- Population growth projections for our region clearly define areas of demand for services, focusing on Richmond and Stoke.
- Our regional geography frames 3 distinct population areas around Takaka/Golden Bay, Motueka and Wakefield/Richmond/Nelson.
- We assume that it is impractical to expect parishioners to commute between these detached geographical areas to attend mass each week.
- Two of the larger churches in our parish are in the main population areas of Motueka and Richmond.
- Three of our five churches are historical:
 - Sacred Heart, Takaka is closed and requires approx. \$200,000 to improve its structural strength. The community is committed to fundraise and retain the church. An active cemetery is on a separate site.
 - St Josephs, Wakefield has a category 2 heritage status with an adjoining active cemetery.
 - Ss Peter & Paul, Waimea West (the first established) has an adjoining active cemetery.
- We assessed that our three cemeteries cannot be disposed of.
- The Emma O'Connor Trust distributes income for property maintenance with a priority for Ss Peter and Paul, Waimea West.
- The Parish is financially stable with reasonable cash reserves, but long-term maintenance costs require a 16% increase in donation income.
- Insurance and earthquake requirements are not critical, noting our belief that Takaka's costs can be met by fundraising by the committed community and with the support of the whole parish.
- Rental properties are cashflow positive and contribute to the parish running costs.
- There is possibly excess land at Motueka and Wakefield and halls that could be better utilised. However, as property land titles are combined, typical costs to subdivide property measured against rental income and expected sale price caution against selling property without agreement on a future vision and plan.

- Our flourishing Catholic primary schools complement our Motueka and Richmond communities and Garin College, our growing Catholic secondary school, which complements the Our Lady of the Bays and Holy Family parishes.

WE CONCLUDE THAT:

- The Parish is presently financially sustainable; but especially vulnerable regarding the number of priests to sacramentally provide for the number of existing communities.
- Property costs are not critical and present church property should be retained pending decisions on our recommendations.
- Pastoral needs and leadership of the Parish are the greatest challenges for the Parish.
- Geography and population density establish synergy between the Richmond and Stoke communities.
- A vision of a central Catholic church and parish centre for the current Holy Family and Our Lady of the Bays parishes that serves the distinct outlying communities appears the best long-term sustainable option.
- The critical parameter for sustainability is the number of priests and the “hub” provides the best mass/eucharistic outcomes when tested against priest number scenarios.
- The hub would unite the urban faith communities strengthening leadership, financial and liturgical resources and the capacity to maintain Eucharist throughout both of our Parish(es) into the future.
- We think this is a realistic solution, however, a working group needs to be established to test the feasibility of such a project. Should the feasibility study support the church and hub concept, it is likely that Richmond church would be closed.
- Archdiocesan support/collaboration with our parish across many levels will be essential to the successful outcome of this vision
- We believe in a future filled with hope and solidarity where the fringes of our parish feel loved and supported, the historical thread is intact and nurturing, and a spirit of mission is rekindled.

WE RECOMMEND THAT:

1. The Sacred Heart church Takaka be strengthened to an acceptable earthquake rating subject to a business case.
2. A Working Group be established to determine the feasibility of building a Catholic hub between Stoke and Richmond to serve the diverse Nelson and Tasman areas.
3. The Working Group comprise members of the Holy Family and Our Lady of the Bays Parishes and the School communities.
4. That the terms of reference to scope the Catholic hub project consider the inclusion of:
 - a) realistic projections of priest numbers
 - b) site of the new church
 - c) design elements of the new church
 - d) cost estimates of the new church
 - e) disposal of existing property to fund the project
 - f) amalgamation of Holy Family and Our Lady of the Bays parishes
 - g) timelines.

5. The Archdiocese provide a minimum two years notice to our region of any further reduction in priests' numbers
6. Archdiocese provide feedback as to how services of the Word with Holy Communion/Lay led sacramentals should proceed within our region when mass is unavailable on a Sunday.

INTRODUCTION:

We have been challenged by the Cardinal to review our parish infrastructure and collaborate with our neighbours at Holy Family Parish, Nelson. The problems we must address and which are causing great concern for the future sustainability of the Archdiocese as a whole are complex with many causes and effects but they can be summarised as firstly, having too many churches and presbyteries in relation to the mass counts, and secondly, the availability and ability of priests means the number of communities and churches currently serviced is unsustainable.

These are Archdiocese wide problems and it is our responsibility as a parish to recognise these issues but, respond in a way that considers our parish geography, our people, our finances and our vision for the future of the people of God in this area.

Cardinal John challenged parishes to radically re-think how we are church and to accept that the way things are, or have been done, is not necessarily valid in today's environment. This review of parish infrastructure looks to meet this challenge, while acknowledging the legacy inherited from past generations that we believe remains vital to its sustainability.

METHODOLOGY:

In following the Cardinal's criteria, we have considered each of our properties from a financial and pastoral point of view. We have used available statistical information about population trends in our region, the effect of geography on parish dynamics, mass counts, financial data of past years, future maintenance plans, and factored in the effect that a further reduction of priests might have.

While considering all the statistical factors, we have consulted with Holy Family Parish, our neighbouring parish. Our discussions have been amenable and productive, deepening already existing relationships in which a sympathetic resonance of thinking and ideas has occurred. Information has been shared freely and we have kept our communities informed of the progress made and given them opportunity to offer feedback in response to this review document.

The leaders from each community decided early on in this review that whatever the recommendations of this report are, that they should be graded against these criteria to help ascertain the suitability of the outcomes, in addition to the Cardinals criteria of being realistic and practical.

CRITERIA FOR ASSESSMENT:

Criteria	Detail
Sustainability	Financially, Environmentally, Pastorally
Leadership	Develop leadership of laity and youth to accommodate declining number of priests
Mission	Discipleship renewal of existing parishioners to stimulate outreach to the marginalized and welcome possible new parishioners
Preservation of future options	Accommodate options for any anticipated future growth
Preservation of historic fabric	Maintain the historical thread in the community
Accessibility	Keep places of Worship within reasonable travelling distances

POPULATION GROWTH:

Our region is growing and the two councils (Nelson and Tasman) have formed a “Future Development Strategy Group” to assess which areas will accommodate the long term expected growth. They are basing their assumption of growth just above the medium projection by NZ statistics. The NZ Statistics medium scenario for growth shows an additional 4,500 people in Tasman and 6,200 in Nelson between 2018 & 2043.¹

- The Richmond area population (this includes Richmond, Wakefield & Waimea West churches) will account for 44% of this growth.
- The Motueka area expects a modest population growth of 1,390 by 2043, however each summer over the holiday period the population increases considerably in size.
- The Takaka/Golden Bay area has a population of approx. 5,000 residents and is not expected to grow in the foreseeable future, however, like Motueka, its population surges in size over the summer holidays.
- The Stoke area (as this is only some five minutes’ drive from our nearest and largest church in Richmond) will account for 65% of the general population growth projected in the Nelson/Tasman region. To this end the Stoke area is or will be central regarding population gravitation by 2043. Stoke will have approx. 30,000 people, south of Stoke (Richmond & Wakefield) will have approx. 30,000, and north of Stoke (Nelson Central and North) will have approx. 30,000.²

HOLY FAMILY PARISH: Pertinent to the above statistics - Mass attendance at St Francis of Assisi, Stoke has risen by 140 over the past 20 years to 340, with seating capacity for 300, while St Mary’s Nelson has dropped by 91 to 417, with seating capacity for 350.³ These factors have been considered by the Holy Family Review Group, and options for closing either of their churches or expanding their capacity are not seen as possible or realistic. They have recommended further discussion with our parish to consider a collaborative approach and/or amalgamation to resolve capacity issues and declining availability of priests.

The impact of net migration for the Nelson/Tasman region, which makes up 100% of our growth between now and 2043, indicates the essential mix of cultures and newcomers to the area that could be welcomed by our church communities focusing on Richmond and Stoke. The impact of these expected growth statistics needs to be factored into resolving existing capacity issues and future pastoral requirements across our region.

DEMOGRAPHICS:

The demographics within the predicted population increase are also changing. The proportion of the population aged 65 years and over is expected to increase from 18% in 2013 to 36% by 2043.⁴ Other demographic cohorts are stagnant or declining. These demographics indicate a future need regarding the kind of pastoral support needed for an aging population, and, critically, support of younger generations to be engaged in their church communities.

¹ **Table 1.** Regional Council’s Population Growth Scenarios Population. Pg. 16

² **Table 2.** Population projections broken down by Suburb Pg. 17

³ **Graph A.** Mass counts - further information gained in consultation with Holy Family Parish. Pg. 23

⁴ **Table 3.** Projected population age structure and components of change. Pg. 18

OUR PARISH:

Situated in the Tasman region, Our Lady of the Bays Parish was amalgamated in 2017, with five separate church communities and two resident priests, based in Richmond and Motueka. Defined into three large, distinct geographic areas: Richmond/Wakefield – Motueka – Golden Bay/Takaka,⁵ these areas correspond to the three parishes that existed prior to amalgamation in 2017 and encompass a large portion of the Tasman regional geography. Since amalgamating, travel by parishioners between these areas to attend mass or combined parish gatherings has been limited. Our assumption is that if a church was closed in any one of these areas that it would signal the end of a catholic presence in that area altogether, and in doing so, would compromise the wider parish financially. We believe it is impractical to expect parishioners to commute between these wide geographical areas to attend mass each week.⁶

Mass counts have declined incrementally in most of our communities over the last 20 years, along with baptisms and participation in the other sacraments outside of Sunday mass.⁷ Demographically our communities are aging, despite increasing school rolls. However, all our church communities have supportive community networks and enjoy high levels of voluntary participation e.g. the St Vincent de Paul Society and Passionist Family Groups. Equally, it has been rewarding to see how the hard work over the last few years of establishing new leadership structures and communication channels is slowly paying off with refreshed energies, better workflows, and the development of a pastoral plan unifying our fledgling parish. New initiatives and ministries are now being taken up, explored and fed back into further planning.

OUR PARISH BY LOCALITY AND CHURCH COMMUNITY:

SACRED HEART CHURCH, TAKAKA: 1 weekly mass, supplied by a priest residing in Motueka or Richmond. Isolated geographically, it has not had a resident priest since 2012. Mass is celebrated in the church hall as the main church is closed due to its seismic rating. The mass count, of a predominantly older congregation, is presently 34, down from 60 twenty years ago. The mass counts, however, do not show the demand for Christmas/January periods, or other holiday periods when mass counts are estimated between 50 - 80. The main church, with seating of 80-100 people, was constructed of marble, circa 1915. It is beautiful in its form and heritage but needing up to an estimated \$200,000 to improve its earthquake rating from the initial assessment of 11% NBS. The church has a hall (presently being used for weekly Sunday mass) and a presbytery (presently being rented). All three buildings are on the same title. This means the selling of any one of these buildings is a medium-term project with substantial costs to subdivide and create additional titles. Subdivision cost typically are \$100,000 per title. There is a large, active cemetery owned by the parish, just out of town and not physically connected to the church but very well looked after and funded by the local community. After considering the estimated sale prices, costs to subdivide, loss of rental income, over and against the confidence and enthusiasm of the local community to fundraise, the beauty of the church itself, and demand for Christmas and summer holiday services, we assess the option to retain the buildings and remediate the church is the best outcome for the Sacred Heart community.

ST PETER CHANEL CHURCH, MOTUEKA – has 2 Sunday masses, regular weekday masses and seating capacity of 350-400. The Motueka property includes our most modern church built circa 1987 with a 100% NBS assessment. There are also two flats, (presently rented out), a presbytery (with a resident

⁵ Table 5. Map – Pg. 19

⁶ A comparable reference for those unfamiliar with our region: The AA travel time from Takaka to Motueka is 1hr. 10 min which compares with a time from Masterton to Upper Hutt of 1 hr 5 min. The AA travel time from Motueka to Richmond is the same time as from the Wellington Railway Station to Upper Hutt.

⁷ Graphs A, B, C, D, E. Pg. 23-25

priest) and a hall. The adjacent primary school, similarly named, is very well located and on the same legal title. Present mass count of 126 shows a stable, committed, though older mass going community that has declined modestly from 166 twenty years ago. There is a strong planned giving program in place and the church is well connected to the primary school on site. There seems to be excess land which may be able to be subdivided but the school requirements and car parking needs for the church are yet to be determined. If it occurred, any land sale would add to our cash reserves, but it would not result in decreased running costs. However, in relation to land sales or subdivisions etc. a recent notice regarding a Hazardous Activities and Industries List (HAIL) registration by the Tasman District Council of this property presents complexities indicating property value would be compromised.

The complex of buildings and property at St Peter Chanel, with income from its two flats, a consistent mass attendance, with a resident priest utilising the presbytery, along with the primary school being well aligned for potential growth, are factors that lead us to consider no major changes are required or justified for St Peter Chanel church property at this point. However, longer term issues affecting the whole of the parish in terms of a reduction in the number of priests will compromise the sustainability of this community.

OUR LADY OF PERPETUAL HELP CHURCH, RICHMOND: has 1 Sunday mass, regular weekday masses with seating capacity for 350-400. The present mass count is 255, this is an overall decline from the previous twenty years when it was 272, however, the loss of its vigil mass in 2016 accounts for some of this. It has 1 resident priest and is the admin hub for the wider parish. Built in 1975, it has an 70% rating due to its Lockwood design. There is also a presbytery and parish centre/hall built a few years later in 1983. It has good carparking space and a total land area of 6748 sqm's. The church has stood up well physically after 44 years and spiritually been a great centre for Richmond Catholics, with a very high voluntary participation across all areas of community life. There are some bigger items of maintenance to do in the next few years, but it is still fit for purpose and a valuable asset with a rating valuation of \$2.02m.

As priestly availability is no longer assured, and as this church sits in one of the two high future growth urban areas identified (Stoke being the other) we need to be open minded and proactive in a strategy to be a flourishing faith community into the future.

ST JOSEPH'S, WAKEFIELD: has 1 one Sunday mass and 1 weekday mass, no resident priest – mass is supplied by the priest resident in Richmond. Built in 1870, there is a category two Heritage Status attached to the Church, this also covers the land, fittings, fixtures, chattels (i.e. altars, altar furniture, pews, religious images etc), and cemetery. There is a vacant field adjacent to the church that is part of the property title. St Joseph's is well supported by the local community with a regularly full church at Sunday mass of about 50 parishioners, including a high number of committed young families.

Depending on local consultation, heritage status, cemetery designation and council requirements, the vacant land adjacent to the church could possibly be better utilised, for housing, for instance. The township and surrounding areas are projected to grow by 1,200 people by 2043. This would indicate that a continued catholic presence continues here is not only possible, but advantageous for the future. Availability of a priest for regular celebrations of sacraments surfaces questions as to its ongoing purpose. However, vending this property as a heritage status building with accompanying cemetery is not an option. A suggested strategy for the future is for the local community to take responsibility for the administration of this property on behalf of the Archdiocese, with intermittent pastoral support offered by the parish. Financial consideration for its upkeep could potentially be negotiated through the distribution of the Emma O'Connor Trust (see below).

ST'S PETER AND PAUL'S CHURCH, WAIMEA WEST: This church is situated rurally, about 10km distance from Richmond. It has a monthly vigil mass, cemetery, no resident priest – mass is supplied by a priest from either Motueka or Richmond. The St Peter & Paul's church and its cemetery is a well-maintained property. Constructed in 1855, it is our oldest church. There is a regular, committed group of 30-50 parishioners attending mass each month. The parishioners are mostly people who also regularly attend Our Lady of Perpetual Help church in Richmond. There is a strong bond between many parishioners and their deceased loved ones buried in the cemetery. Many are from founding catholic families from the surrounding areas. It has an initial assessment of NBS rating of 34%. A few kilometers away is 13 hectares of land bequeathed by Emma Anne O'Connor for the upkeep and continued masses (offered up for her soul) at this church. The Emma O'Connor Trust raises \$34,000 net income per annum and distributes surplus income to the wider parish with a priority to maintain St Peter & Paul's.

With a regular and committed group of parishioners interested in maintaining their connection to this church and cemetery, in conjunction with the Emma O'Connor Trust to maintain its financial risks, we see no reason why this property shouldn't be retained into the future. However, ongoing availability of a priest for regular celebrations of mass surfaces questions as to its purpose. As was suggest with St Joseph's church, Wakefield, a suggested strategy for the future of St's Peter and Paul's church, is for the local community to take responsibility for the administration of this property on behalf of the Archdiocese, with intermittent pastoral support offered by the parish. Financial consideration for the upkeep of both this church, and St Joseph's, could potentially be negotiated through the distribution of the Emma O'Connor Trust. Preliminary discussions around this possibility has been a part of leadership group discussions with both communities over the last 18 months.

CEMETERIES:

We have three active, historic cemeteries in our parish, two of them adjoining the churches of St Joseph's, Wakefield, and St Peter & Paul's, Waimea West. The third is located just outside of the Takaka township on an independent site. The Local Authority (TDC) has no relationship with these denominational cemeteries which are owned by the Bishop. Some denominational cemeteries have been gifted to Local Authorities who then maintain them. The TDC informally infers that any possibility of a transfer of title would need to be as a gift. There is an expectation that the managers of the cemeteries hold an endowment fund from the sale of plots which covers maintenance. Dating back to the pioneering origins of Fr. Garin and the active use of their churches, these cemeteries bond not just existing families involved with them, but also the wider, local communities they are in. It is our assumption that by not alienating (selling) our cemeteries and continuing to use them it would be in-appropriate to remove or sell the adjoining church building (in the two situations this applies) whether these buildings had regular services or sacraments or not. This assumption respectfully considers those who have been buried, and will be buried in the future, the connection with Fr Garin, the heritage listing and the fact we have the Emma O'Connor estate land and rental income to maintain these churches financially.

PASTORAL LEADERSHIP AND CELEBRATION OF THE EUCHARIST:

Pastorally as much as financially, parish life is highly reliant on celebration of the Eucharist at quite specific times on Saturday evening or Sunday mornings. To maintain the present mass roster requires the availability of two priests. The two priests of our parish stay predominately within their geographical area, though rotate among all the churches on a monthly basis. The reduction to one priest would dramatically affect the capacity of the parish to sustain itself. Even with the presence of two priests in our parish, finding priestly supply in times of annual leave or illness is becoming virtually impossible and poses significant challenges. It also needs to be noted that when Fr. Bill is absent from Holy Family Parish, Fr. Pat Maloney (who is in retirement) and/or Fr. Andrew or Fr. Seph often assist with masses. This stretching of priestly resource in our region places undue stress on

personal health and well-being within present structure and challenges us to radically rethink our pastoral options to gather.

The establishment of the new leadership groups within the parish as part of the amalgamation process in 2017, coincided with many new compliance obligations, adding further complexity to parish dynamics for committee members. Many administrative duties are covered by parish volunteers and committee members to ameliorate our administration wage budget. Overlapping the challenges of formal leadership has been difficult in retaining/renewing pastoral leadership roles that support liturgical ministry for our masses and/or missionary outreach i.e. readers of the word, liturgy planning, musicians, eucharistic ministers, prayer ministries, home visitation, youth ministry etc.

To this end, the most pressing issues regarding the future sustainability of our parish centers on leadership. Given its age demographic and geographical spread, retention/replacement of personnel in existing pastoral/leadership roles is stretched to capacity. To sustain ourselves into the future, feedback is needed from the Archdiocese as to how communities can be formed to maintain themselves in the absence of a priest. Clear guidelines, practical support, and leadership development from the Archdiocese are needed regarding Services of the Word with Holy Communion, lay lead funeral services and lay lead community/pastoral support etc.

OUR SCHOOLS:

ST PAUL'S SCHOOL, RICHMOND: Is experiencing growth and is expected to reach 330 students (max roll) in the foreseeable future. Their concern is being able to accommodate extra students with no more classrooms available. They use Our Lady of Perpetual Help church 10+ times per school year and the location enables them to walk between school & church.

ST PETER CHANEL, MOTUEKA: Current roll is 59, with a slight decrease expected for 2020. Maximum roll capacity is 110. They are a well-resourced school with a library and daily use of the church Hall. Their main classroom block is due to be modernised over the next 9 months. Due to the proximity of the church there is good connection to the church community, especially visible during school Masses. The presence and availability of Fr. Andrew (residing in the nearby presbytery) is very much appreciated, and collaboratively works with the DRS and principle (who are on parish leadership groups) to significantly contribute to the special character of the school.

GARIN COLLEGE – Whilst not officially located in our parish boundary, is over the road and the boarding hostel is within our parish boundary. They are experiencing growth with student numbers currently around 530. The max roll is 670 with a possibility of this being revised upward. Something that is missing in the college is a sacred building (chapel/church). Full school masses are held in their gymnasium, either parish does not have a church large enough for them to congregate. Our two priests form part of a chaplaincy team who regularly visit and support the special character of the school.

SCHOOL SUMMARY - All three schools mentioned are offering a real openness to participate in what the future may hold for the good of our faith in the region. They are aware of the need for ongoing dialog between school and parish to assist in helping identify overlapping needs & areas that one could help the other. Finally, communication and alignment between the education and parish divisions at the Wellington Archdiocese level to identify commonalities in direction could greatly assist in local strategic decisions.

FINANCIAL SUMMARY:⁸

The previous two years results have been -\$13k and +\$19k, a net gain of approx. 6k over both years.

Our Budget for 2020 is built on these previous two years trading data with some minor changes to allow for expected variances after considering our plans for the coming year and any signaled increases/decreases in expenditure. Our income is expected to be \$286k, closely aligned with the previous two years (excluding special collections). Total expenses (excluding Clergy Trust fund of \$70k) are expected at \$212k, leaving \$4k surplus. However, this is before a long-term maintenance allowance which is approx. \$20k per annum.

In summary, if we spend all our long-term maintenance allowance, our year end March 2020 will be a \$17k deficit. This indicates that a 16% increase in donations are necessary (allowing for the increase in ADW levies) to stay in surplus.⁹

Our balance sheet remains healthy with over \$400k in cash reserves and assets of \$6.5m.¹⁰

Our Insurance premiums seem to be in line with commercial rates for our province and are considered reasonable value at \$14,000 per annum given the cover of assets we own of \$7m. We do not consider insurance cost to be a deciding factor for the sale or closure of any of our buildings.

When our buildings are analysed individually it is apparent that the rented properties generate net income whilst our halls and 2 x presbyteries (home to our priests) do not.¹¹ The location of presbyteries are pastorally relevant to the geographical areas our priests serve in, and therefore we do not assess them as excess property.

SUMMARY: THE PRESENT SITUATION:

We are in one of the high growth areas (as a percentage) of New Zealand and projections show general population increase and a changing demographic. Whilst many areas experience growth, the Stoke & Richmond suburbs increase the most. These two areas of high population growth and demographic change lie across the boundaries of two parishes.

The large geographic spread of our parish is difficult to cover; however, we believe a rationalisation in any one of these three main areas would likely see immediate cessation of faith practice in that area, whilst reducing income to the wider parish. The two churches of St's Joseph and St's Peter and Paul are close to Richmond in terms of travelling distance, however, aside from deep complexities in vending these properties, we believe that their active, vibrant communities, independent income source, and heritage status warrant no closures for these churches be considered. As suggested, a strategy for independent administration of these churches needs to be considered in dialogue with the Archdiocese.

The availability of two priests to cover existing masses is fragile and difficult to manage. A reduction to one priest would likely signal insurmountable challenges for the parish. This coincides with an aging, gradual declining mass attendance and the challenge of retaining formal and informal pastoral leadership roles, missionary outreach and engagement with younger generations.

⁸ After consideration of the Cardinal's criteria, our review group decided to include rental property and investment income. The net effect of excluding this income to predict future outcomes is to immediately render the parish unsustainable.

⁹ **Table 5.** Full Budget. Pg. 20

¹⁰ **Table 6.** Balance Sheet. Pg. 21

¹¹ **Table 7.** Individual Property Analysis. Pg. 22

Despite this, our parish is financially stable at the present time with income covering normal operating costs. However, there is a short fall when allowing for long-term maintenance costs. Net income is positive from our rental properties and consultation is needed with our communities to determine best use of halls, presbyteries and un-utilised land. Depending on the outcome, the sale of unused land may enable lump sums to be added to our cash reserves but no noticeable reduction in annual operating costs will result.

Our schools are lively and vibrant and well sought out within the wider communities they are in. Many of the families remain poorly connected to regular parish life but have their own vibrant sense of faith and community, with formal relationship between school and parish strong, open and supportive of future vision and relationship.

In short, the basic overall situation of our parish is sufficiently stable to continue with no church closures for the short term. However, a closer look reveals vulnerabilities that significantly exposes the parish to risk if left unaddressed. Addressing these underlying issues independently of a wider regional context would seem to exacerbate risk rather than reduce it. To this end, we believe it is essential that any future oriented planning be in collaboration with Holy Family Parish to see what future options might hold.

The way ahead...A Vision for the Future:

All indicators discussed so far show that a radical revisioning of present ways of thinking and practice are needed in our parish. This is where we look further afield and alongside our neighbours for a solution, and this is where a bold new vision stems from. Building on present discussion with Holy Family Review Group and proposals that had been part of amalgamation discussions in earlier years, a clear vision emerged. A vision to draw together urban Catholics in the suburbs of greatest future population density whilst still sustaining the wider regional faith communities. A vision to concentrate resources and strengthen the parish(s) in the face of declining priests. A vision to face the challenge of engaging young people and families.

To this end, within the context of a properly worked through feasibility study, in conjunction with Holy Family Parish, we propose the following:

- An amalgamation process to unite the whole region within one parish
- The building of a new, larger capacity, multi-purpose church within the Stoke/Richmond areas – we believe this church would need to be sited in the most central position for both existing parishes, on, or adjacent to, a school.

Requiring vision and planning, the opportunity to incorporate functional and sacred architectural features within a bespoke new church/parish center, we believe is critical to facilitate the change needed within existing parish culture. In its most practical reduction of benefits for this review, the proposal of a new church offers:

- Practical opportunities to synergise pastoral/administrative oversight of our region, with a reduced number of priests.
- A day to day living engagement with younger generations by proximity to a school – facilitated by functional, aesthetic design and a parish vision that has included those generations in the process of its creation.

- Opportunities for our smaller, more distant communities to be part of a unifying vision bringing forward the best of our faith tradition, practices and heritage, such as our regions shared history with Fr Garin.
- An equitable compromise of loss to both existing parishes should churches need to be closed and/or used less frequently.

The parish review group cannot emphasize strongly enough, to both parishioners and Archdiocesan bodies alike, that the possibility of a new church building is fundamental to distinguishing itself in being the missionary church that Pope Francis and Cardinal John are calling us to. Moving away from the secularizing language of a “hub” for our church. We believe the best spiritual vision to underpin our future church building is encapsulated in the concept of an “urban monastery”.¹² Expressed through the architecture and functionality of its design and pastoral vision, the ideals of an “urban monastery” covers multiple levels of engagement of a new missionary church, with specific focuses such as:

- **Hospitality** – cross generational learning opportunities between the school and church community by coming together in a shared facility.
- **Liturgy/Prayer** – integrating contemplative prayer/retreat experiences into regular sacramental life led by laity.
- **Mission** – revitalized opportunities to connect to the world and its needs, especially as related to social justice, environmental responsibility and a practical engagement with the poor.
- **Evangelization** – active outreach to school communities easily facilitated by a “living presence” of the church community within or near the school.

Note: The feasibility study to be worked collaboratively with Holy Family study needs to consider the refurbishment and/or extension of the Richmond church as a serious alternative location of the “urban monastery”. Should the feasibility study indicate an outcome in favor of the new church at a new site, it would likely indicate the sale of the Richmond church. Equally, the Archdiocese would need to clarify its commitment to providing priestly supply into the future, along with clarification regarding its willingness to have non-eucharistic gatherings, and leadership on Sundays across the wider parish.

¹² **New Monasticism**, https://en.wikipedia.org/wiki/New_Monasticism#cite_note-12 Our “urban monastery” concept builds on an emerging model of local church in which insights gained from monastic life are seen to be especially well-suited for engaging in a Western, post-Christian culture in which traditional parish structures no longer resonate with the ‘unchurched’ and the ‘de-churched.’ Already existing communities built on these ideals are seen to offer a more meaningful and engaged spiritual life, as well as a better method for mission and evangelisation in which people can gather from within their local community.

CURRENT AND FUTURE ANALYSIS:¹³

An assessment of our starting out criteria has enabled comparisons of the status quo versus the option of a new Catholic hub as follows:

OUR CURRENT SITUATION:

CRITERIA	COMMENT
Realistic	Current situation is financially viable and overall realistic in the short and medium term. Question arises of long-term priest numbers for eucharist.
Practical	This is practical for as long as we have three priests in our region, however there are hidden vulnerabilities with supply priests and adjustment in mass times should be expected.
Sustainability	With an increase of income by 16% the parish can stay financially strong. Pastorally however, our parish is fragile, with long term sustainability in question. No change in Environmental impact.
Leadership	Does not accommodate for declining priest numbers. Development of lay leaders & leaders of our youth remain a challenge.
Mission	Some declining mass counts indicate renewal will be difficult. Pastoral plan to address this and outreach to the marginalised.
Preservation of future options	Long term population growth, especially in Stoke may become a problem. Ongoing dialog is required with our schools to ensure overlapping needs are identified.
Preservation of historic Fabric	We very much maintain the historical thread in the community
Accessibility	Places of worship are very much within reasonable distances

¹³ **Table 8**, “Examples of Future Scenarios”, this important summary compares the availability of priests between the “new hub” and retaining the present number of available churches. Pg. 22

FUTURE SCENARIO OF A NEW CATHOLIC CHURCH & HUB:

Criteria	Comment
Realistic	Appears realistic subject to feasibility study.
Practical	Very much practical solution in the long term even with reduced priests.
Sustainability	By combining resources and admin functions along with less masses this seems superior both Pastorally and Financially subject to the initial capital costs being raised. Annual operational budgets should improve with one less church. No major Environmental impact change.
Leadership	Accommodates for declining priest numbers. Development of lay leadership and leaders of our youth remain a challenge.
Mission	Could act as a catalyst for renewal and it will be noticed by the general population. Pastoral plan designed around new discipleship and outreach to the marginalised is needed with both options.
Preservation of future options	This very much anticipates future growth in the general population. Our smaller Catholic communities can thrive in the future if renewal of leadership &/or community numbers eventuates. Ongoing dialog is required with our schools to ensure overlapping needs are identified.
Preservation of historic Fabric	We very much maintain the historical thread in the community
Accessibility	Places of Worship remains within reasonable distances. St Paul's use of church within walking distance would be unknown (until location is identified)

COMMUNITY CONSULTATION:

To gauge community response, an earlier draft of this document was circulated to all parishioners with follow up meetings facilitated at each church community. Parishioners turnout to our meetings was encouraging, with many people reflecting on the implications of the review document, providing thoughtful feedback. Opportunity was also provided for online and written submissions. Overall, in both verbal and written feedback, community response to the proposal of a new hub, indicated prudent support for this proposal. Some feedback offered objected to the proposal of a new central church, recommending refurbishment of the Richmond church as a more cost-effective option. To this end, amendments were made to the draft document to accommodate the feedback received, this includes; greater clarity as to the intended future of church buildings, an emphasis on the dynamics and fragility of local leadership, prominence given to refurbishment of the Richmond church as an alternative to building a new hub, and the role of the Archdiocese in which suggested new structures could better support parishes.

THE ROLE OF THE ARCHDIOCESE: Our recent amalgamation, associated administrative adjustments and development of a pastoral plan was a significant change for our parish communities. As a parish we are very much at the periphery of our ability to accommodate any further change. If further reductions in priest numbers are anticipated for our region, and the possibility of a further amalgamation inevitable, our parish needs appropriate support from the Archdiocese to complete the strategic vision they have set themselves. Based on community feedback and review group reflection, we believe any further change to our parishes needs to coincide with a realignment of Archdiocesan administration and support services. We offer some of the suggestions that came from our review discussions that could better align Archdiocesan services with present parish circumstances:

- **Governance** – The Archdiocese consider a review of its governance structure in relation to the emerging model of parish so a clear and consistent understanding of differing roles, relationships and responsibilities within parishes is meaningful and effective across the Archdiocese. An emphasis on strengthening the role of Parish Pastoral Councils and Parish Finance Committees autonomy be considered.¹⁴
- **Strengthening of ADW property management** – due to the increasing complexity in property management/rationalisation etc. we invite the Archdiocese to consider increasing personnel at Archdiocesan Property Manager level to specially support parishes through their change processes and investigate funding, or part funding project managers within parishes for large projects.
- **Communication** – a review of Archdiocesan pastoral/administrative services and affiliated church bodies/charities etc. so a communication strategy is developed in which information/requests/appeals etc. is moderated and supported. Presently we find our parish inundated by multiple requests/appeals/expectations both pastoral and administrative that frustrate our ability to develop new initiatives.
- **Leadership development** – The Archdiocese consider realigning pastoral support services to specifically target development and support of laity within parishes wishing to deepen their pastoral roles as leaders of their communities within the emerging model of church.
- **Amalgamation of Dioceses** – as has happened with parishes, it may be prudent for the Archdiocese to consider amalgamation with neighbouring dioceses to better facilitate its resources across a wider geographical region of New Zealand.

CONCLUSION:

This review has highlighted that pastoral factors, more than financial ones, are determining the need for change. Through examples of future scenarios with reducing number of priests, these factors, in the short term, rate higher than the challenge to maintain our buildings and underline the importance of a regional approach. We are confident that our churches and other buildings could be maintained by the parish and after long term costs are considered, with a minimum 16% increase in income as our target, we see this as achievable.

The pastoral and leadership challenges ahead are the driver's for shaping our future. Discussion with Holy Family Parish revealed the prospect of a bold new vision to be explored in which the churches

¹⁴ **Dave Mullin**, project manager for the Diocese of Palmerston North wrote a particularly pertinent article in 2018 on the topic of church governance. Dave highlights acceptance by The Australian Catholic Bishops Conference, as a result of their royal commission, to conduct a national review of the governance and management structures of dioceses and parishes. <https://pndiocese.org.nz/information-page/six-men-in-a-leaky-boat/>

of St Francis of Assisi, Stoke and Our Lady of Perpetual Help, Richmond, combine to create a centrally located catholic church and administration centre. It is foreseen that this church/centre would host most of the pastoral aspects of our central urban faith community in the long term. If the centralized church was to proceed it would be a reasonable and natural progression to amalgamate with The Holy Family Parish in Nelson as part of this process. To facilitate this, a working group (made up from both parishes and all school communities) could be charged with reporting on the scope of any build, the financial viability, identification of suitable sites and how a combined parish would possibly take shape. Equally needed will be the involvement of Archdiocesan bodies across pastoral and administrative areas to support this process as previously highlighted.

If we face the future as Our Lady of The Bays Parish alone, we still have our three distinct geographic areas to cover therefore our buildings do not significantly change. However, there are significant challenges with a reduction in the number of priests to meet present pastoral needs.

We recommit to the Catholic faith in Golden Bay by the retention of the buildings in Takaka and recommending the remediation of the Sacred Heart Church to an acceptable earthquake rating, subject to a completed business case. Alongside this, we will pray with vigor for renewal in Golden Bay and throughout our Parish.

Finally, we believe through collaboration with our neighbours, Holy Family Parish, and the Archdiocesan pastoral and administrative services we have a future filled with hope. A future in which our catholic community can combine in larger numbers, encouraging everyone that the Holy Spirit that draws into unity, is alive and well. In doing so our historic thread is maintained, allowing for possible future renewal in our smaller communities which brings hope that our leaders and faithful will thrive and increase in numbers into the future.

RECOMMENDATIONS:

1. The Sacred Heart church Takaka be strengthened to an acceptable earthquake rating subject to a business case to be presented.
2. A Working Group be established to determine the feasibility of building a new church/parish centre as the central “hub” between Stoke and Richmond to serve the diverse Nelson and Tasman areas.
3. The Working Group comprise members of the Holy Family and Our Lady of the Bays Parishes and the School communities.
4. That the terms of reference to scope the Catholic hub project consider the inclusion of the following criteria:
 - a) realistic projections of priest numbers
 - b) site of the new church
 - c) design elements of the new church
 - d) cost estimates of the new church
 - e) disposal of existing property to fund the project
 - f) amalgamation of Holy Family and Our Lady of the Bays parishes
 - g) timelines.
5. The Archdiocese provide a minimum two years notice to our region of any further reduction in priests’ numbers
6. Archdiocese provide feedback as to how services of the Word with Holy Communion should proceed within our region when mass is unavailable on a Sunday.

APPENDIX'S:

TABLE 1.

Source NZ Statistics									
Projected population of regional council areas									
2018–2043 update									
Regional council area	Projection	Population at 30 June						Population change 2018–43	
		2018	2023	2028	2033	2038	2043	Number	% Increase over 25 yrs
Tasman region	High	52,400	55,300	58,000	60,400	62,300	63,900	11,500	22%
	Medium	51,300	53,000	54,300	55,300	55,800	55,800	4,500	9%
	Low	50,100	50,500	50,600	50,100	49,200	47,700	-2,400	-5%
Nelson region	High	53,000	56,100	59,100	61,800	64,200	66,400	13,400	25%
	Medium	51,800	53,700	55,300	56,500	57,400	58,000	6,200	12%
	Low	50,600	51,200	51,500	51,300	50,700	49,700	-900	-2%

TABLE 2.

**Data Adapted from NZ
Statistics Forecast**

	2018	2043	2018	2043	Increase By Area	% of each parish growth	% of total region growth	% of Total Population in region in 2043
Area								
Holy Family Parish	51760	58000				6240		
Our Lady of the Bays	49680	54070				4390		
581601 Golden Bay	3980	3840			Golden Bay			
581602 Takaka	1290	1270						
623900 Inlet-Ligar Bay	10	10	5280	5120		-4%	-2%	5%
581825 Mapua	2250	2650			Motueka			
581831 Inlet-Motueka	0	0						
581832 Kaiteriteri	880	880						
581833 Motueka Outer	4470	4800						
581850 Riwaka	920	960						
584301 Motueka West	4010	4380						
584303 Motueka East	4150	4400						
584304 Moutere Inlet	0	0	16680	18070		32%	13%	16%
581823 Wakefield	2310	2670			Wakefield			
581836 Wai-Iti	6060	6860						
581841 Golden Downs	940	980	9310	10510		27%	11%	9%
581717 Aniseed Hill	770	1010			Richmond			
581720 Hope	1230	1380						
581724 Best Island	100	110						
581725 Bell Island	0	0						
581726 Ranzau	880	1040						
581811 Richmond Hill	80	90						
581822 Brightwater	2000	2450						
581834 Rabbit Island	0	0						
581835 Waimea Inlet West	10	0						
584201 Richmond East	6440	7030						
584202 Richmond West	6890	7240						
584305 Jaccett Island	10	20						
623803 Oceanic-Tasman Region	0	0	18410	20370		45%	18%	18%
581715 Ngawhātu	2800	3400			Stoke Tahuna			
581721 Saxton Island	0	0						
581722 Waimea Inlet East	0	0						
581723 Saxton	2400	2740						
583500 Nelson Airport	960	1040						
583600 Nayland	900	910						
583700 Enner Glynn	3560	4690						
583800 Maitlands	2650	2930						
583900 Isel Park	3670	4700						
584000 Langbein	3420	3690						
583000 Tahunanui	2280	2290						
583100 Tahuna Hills	2520	2810						
623801 Inlet-Tasman Bay	0	0	25160	29200		65%	38%	26%
581713 Glenduan	560	590			Nelson Central and North			
581812 Whangamoa	960	1080						
582000 Clifton	1440	1630						
582100 Atawhai	2880	3600						
582200 Port Nelson	90	90						
582300 The Wood	3050	3260						
582401 Britannia	1390	1400						
582402 Washington	3270	3510						
582500 Trafalgar	560	550						
582600 Maitai	650	670						
582700 Kirks	890	900						
582800 Bronte	1840	1830						
582900 Atmore	1300	1250						
583201 Toi Toi	1920	2410						
583202 Broads	1620	1630						
583300 Grampians	2630	2800						
583400 The Brook	1550	1600	26600	28800		35%	21%	26%
Totals			101440	112070	10630			
data extracted on 15 May 2019 06:03 UTC (GMT) from NZ.Stat								

TABLE 3.

Projected population age structure and components of change											
Regional council areas											
2018–2043 (2013-base) update, medium projection											
Regional council	Year	Population by age group (years), at 30 June					Components of population change, five years ended 30 June				Median age (years) at 30 June
		0–14	15–39	40–64	65+	Total	Births	Deaths	Natural increase	Net migration	
Tasman Region	2018	9,500	11,900	18,800	11,100	51,300	2,300	1,900	400	2,000	46.6
	2023	9,000	12,200	18,200	13,600	53,000	2,300	2,100	200	1,500	49.1
	2028	8,600	12,300	17,300	16,100	54,300	2,200	2,400	-100	1,500	51.0
	2033	8,500	12,000	16,700	18,200	55,300	2,200	2,700	-500	1,500	52.3
	2038	8,300	11,500	15,900	20,000	55,800	2,100	3,100	-1,000	1,500	53.3
	2043	8,200	11,100	15,800	20,700	55,800	2,000	3,500	-1,500	1,500	54.1
Nelson Region	2018	9,400	14,100	18,000	10,300	51,800	2,700	2,100	600	2,500	43.7
	2023	9,200	14,300	17,800	12,300	53,700	2,700	2,300	400	1,500	45.5
	2028	8,800	14,400	17,400	14,700	55,300	2,600	2,500	100	1,500	46.9
	2033	8,600	14,200	17,200	16,500	56,500	2,500	2,800	-200	1,500	48.3
	2038	8,400	14,200	16,700	18,100	57,400	2,500	3,100	-600	1,500	49.5
	2043	8,400	14,100	16,500	19,000	58,000	2,500	3,500	-900	1,500	50.5

TABLE 4.

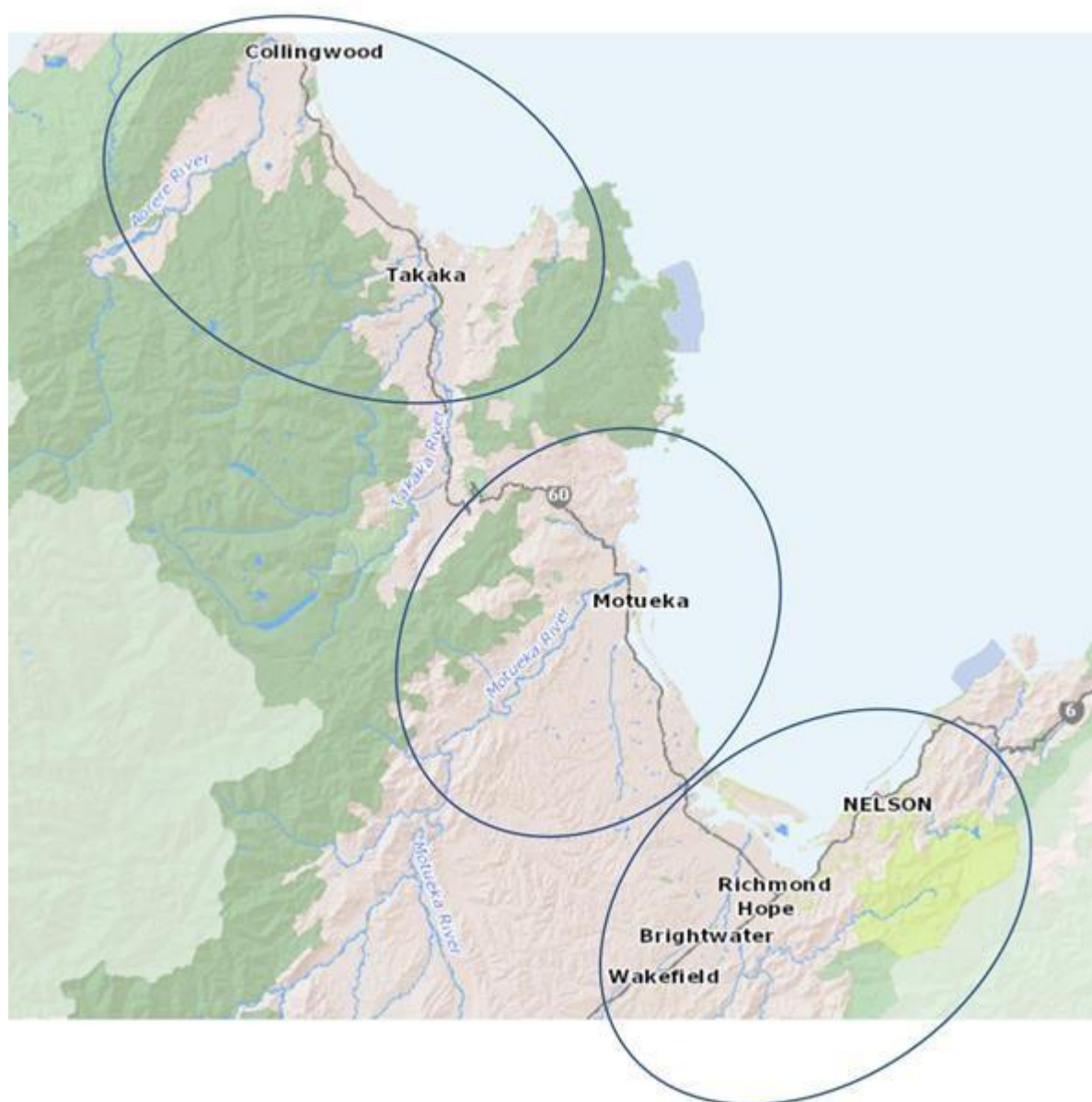


TABLE 5. BUDGET

Budget Year End March 2020		10 Year Maintenance Plan	
Income			Estimate
Collections	\$190,000	Richmond Church	
Donations	\$2,500	Car Park Total Resealing	20000
Emma Ann O'Connor Trust	\$36,000	Roof Recoat (or reroof \$30k)	15000
Investment Income	\$8,700	Church Recarpet & Vinyl	15000
Legacies & Bequests	\$2,000		
Reimbursement Income	\$2,500	Motueka Church	
Rental Income	\$42,450	Clean Church Roof	3000
Sales Income	\$2,300	Replace UV Window Film	500
Total Income	\$286,450	Roof nails corrosion	2000
		Rain water plashing path (missing guttering)	500
Less Operating Expenses		Exterior wall gaps - reseal cladding panels	3000
Clergy Trust Fund	\$70,064	Exterior maintenance	5000
Archdiocese - Lay Pastoral Leaders (6%)	\$13,137		
Archdiocese - Shared Costs (5%)	\$10,948	Wakefield Church (150th May 2020)	
Archdiocese - Support of Bishops (2%)	\$4,379	Repaint	30000
Direct Costs - Parish Envelopes	\$600	Weatherboards	5000
Bank Fees	\$250	Removal of Redwood Tree	2000
Personnel - Contract Staff	\$2,000	Internal painted & stain areas redone	5000
Donations - Outgoing - from the Parish	\$250	Upstairs Area remediated	10000
General	\$6,350		
Insurance	\$14,000	Takaka	
Liturgical	\$4,000	Presbytery exterior repaint	18000
Motor Vehicle	\$25,500	Presbytery window sills repaint	2500
Pastoral	\$6,000	Presbytery some internal walls remediation	2000
Personnel	\$200		
Postage & Courier	\$500	Waimea West	
Printing & Stationery	\$3,500	Water Tank foundations or New tank or new	5500
Professional Fees	\$4,000	Repaint	21000
Publications/Items for Sale	\$1,500	Re roof	22000
R&M Buildings and Grounds	\$28,300	Barge board flashings	4000
Rates	\$12,500	New Carpet	3000
Rental Expenses	\$16,000	Rear Step repair (uneven)	1000
Salary & Wages	\$41,700	Rear door replace or repair	2000
Subscriptions	\$1,000	Internal painted & stained areas redone	3000
Telecommunications	\$6,000		
Utilities	\$10,000	Total 10 Year Costs	200000
Total Operating Expenses	\$282,678	Annual Cost	20000
Operating Surplus	\$3,773		
Less Additional Long term Maintenance Allowance	\$20,000		
Deficit after extra Maintenance costs	-\$16,228		

TABLE 6. BALANCE SHEET

Our Lady of the Bays Parish	
Summarised Balance Sheet as at 31 March 2019	
<u>Assets</u>	\$
<u>Current Assets</u>	
Bank Accounts and Cash Equivalents	53,614
Accounts receivable	5,914
CDF Deposits	420,000
	479,528
<u>Fixed Assets</u>	
Land and Buildings	6,023,249
Furniture and Fittings	506,127
Office and IT Equipment	47,360
	6,576,736
Total Assets	7,056,264
<u>Liabilities</u>	
<u>Current Liabilities</u>	
Accounts Payable and Accrued Expenses	34,600
<u>Non-Current Liabilities</u>	
Funds Held for Special Purposes	15,327
Total Liabilities	49,927
Accumulated Funds	7,006,337

TABLE 7.

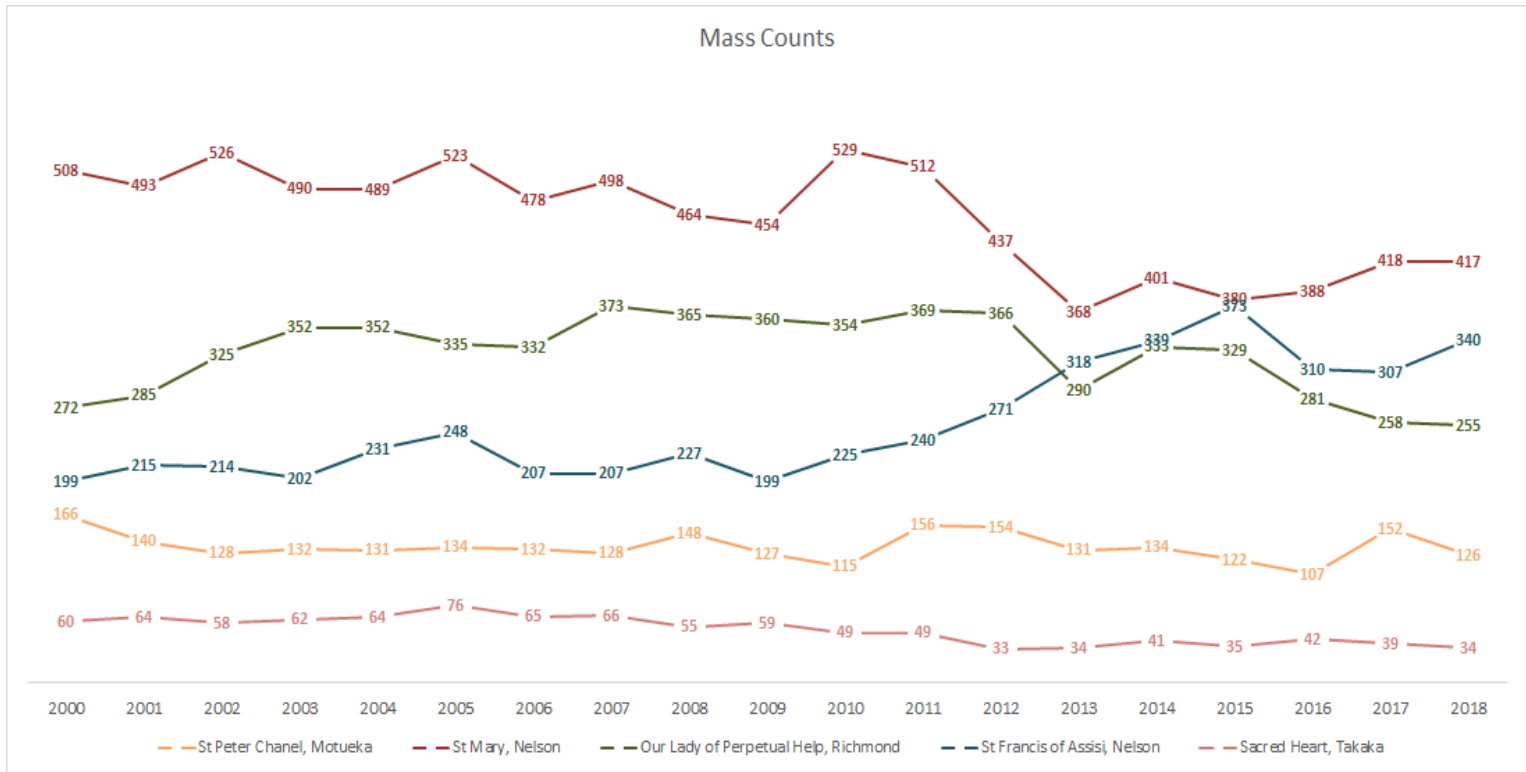
Analysis of Buildings within Our Lady of The Bays Parish						
Area	Building	NBS Rating	Comment	2020 Projected Income	2020 estimated running costs	Profit / Loss
TAKAKA	Hall (presently substitute church)		All on one Title	450	1690	-1240
	Presbytery			15900	5011	10889
	Sacred Heart Church	10%				
	Cemetery			1000	1250	-250
MOTUEKA	Rental Flats (2)		All on one Title	23250	2700	20550
	St Peter Chanel	100%				
	Hall			800	633	167
	Garage			0	128	-128
	Presbytery			0	3216	-3216
RICHMOND	Parish Centre Hall		All on one Title	3850	8454	-4604
	Presbytery			0	3474	-3474
	Our Lady Of Perpetual Help Church	unknown				
WAKEFIELD	St Jospeh's Church	34%	Cemetery attached			
WAIMEA WEST	St Peter & Paul Church	36%	Cemetery attached			

TABLE 8.

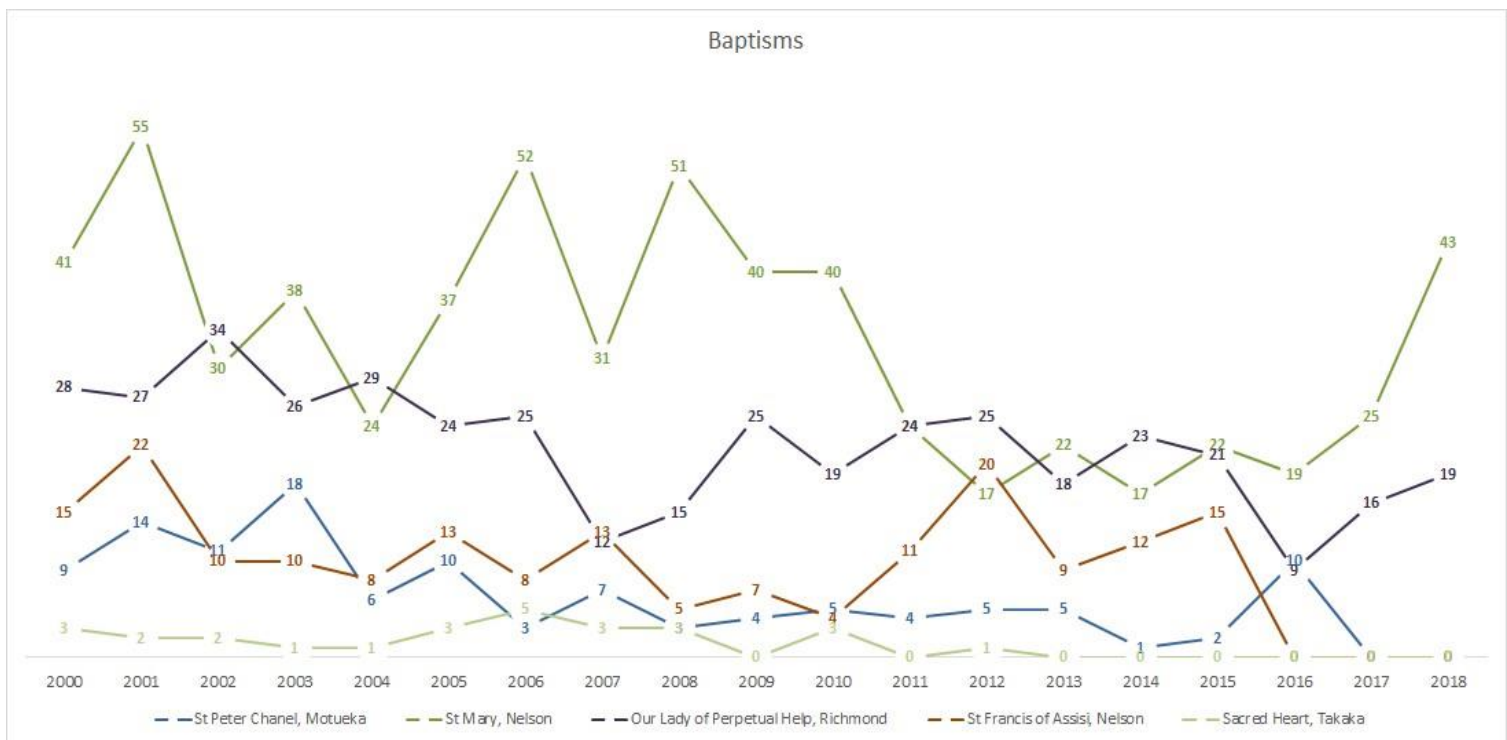
Example of Future Scenarios

		Priest 1		Priest 2			Priest 3	
		Nelson	Stoke	Richmond	Waimea West	Wakefield	Motueka	Takaka
3 x Priest	Saturday Mass	6pm			5pm monthly		5pm	
	Sunday Mass	10.30am	8.30am, 5pm	9.30am		8am	9.30am	5pm
Lay led Liturgy with communion			10am Sat					
Note # of Masses each are 4 - 3 - 3								
		Priest 1		Priest 2				
		Nelson	New Central Catholic Hub	Waimea West	Wakefield	Motueka	Takaka	
2x Priest	Saturday Mass		6pm	5pm Monthly	6.30pm			
	Sunday Mass	8am	9.30am, 5pm			9.30am	5pm	
Lay led Liturgy with communion								
Note # of Masses each are 3 - 3 + one extra a month								
		Priest 1						
		Nelson	New Central Catholic Hub	Waimea West	Wakefield	Motueka	Takaka	
1x Priest	Saturday Mass		6pm					
	Sunday Mass	5pm 1 x Month	9.30am	no service	5pm 1 x Month	5pm 1 x Month	5pm 1 x Month	
Lay led Liturgy with communion		3x Month	5pm		3x Month	3x Month	3x Month	
Note # of Masses each are 3								

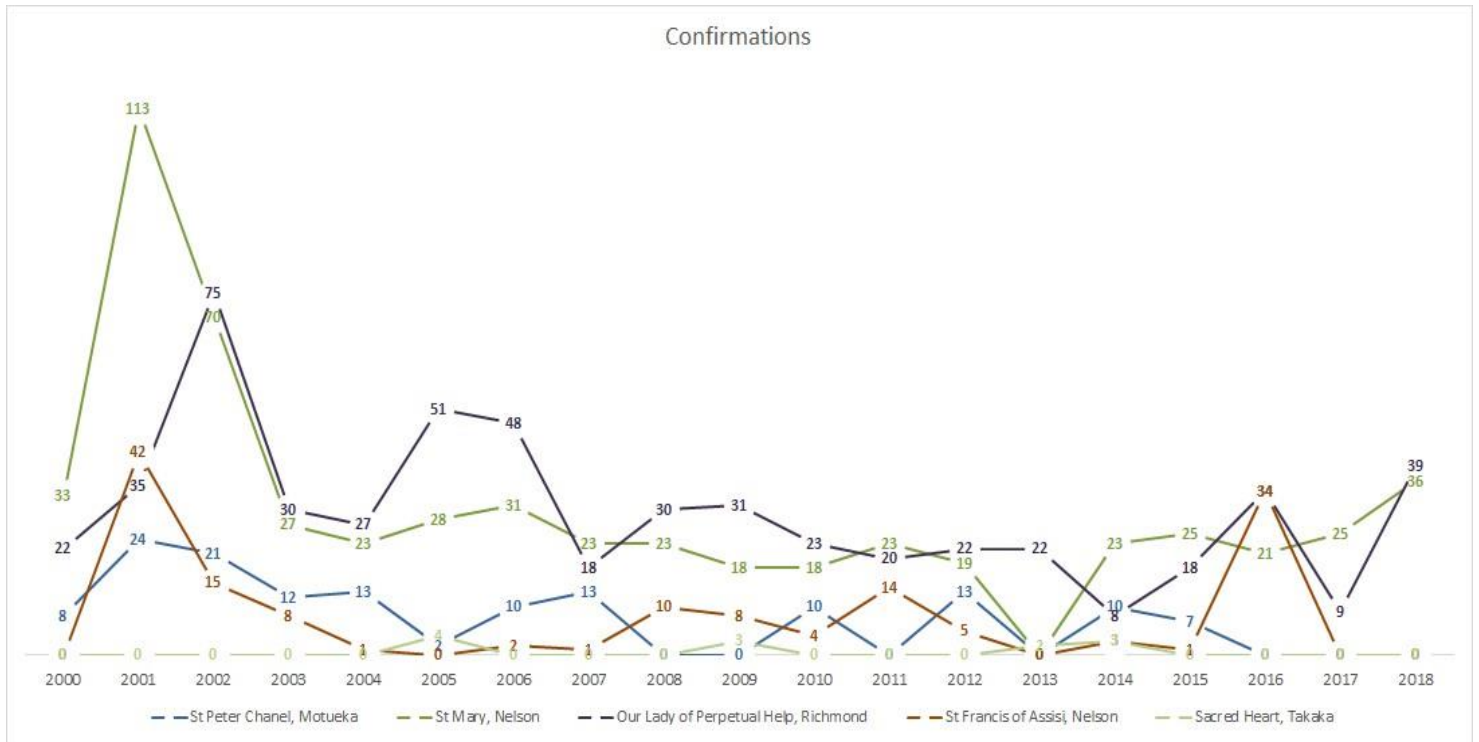
GRAPH A – MASS COUNTS



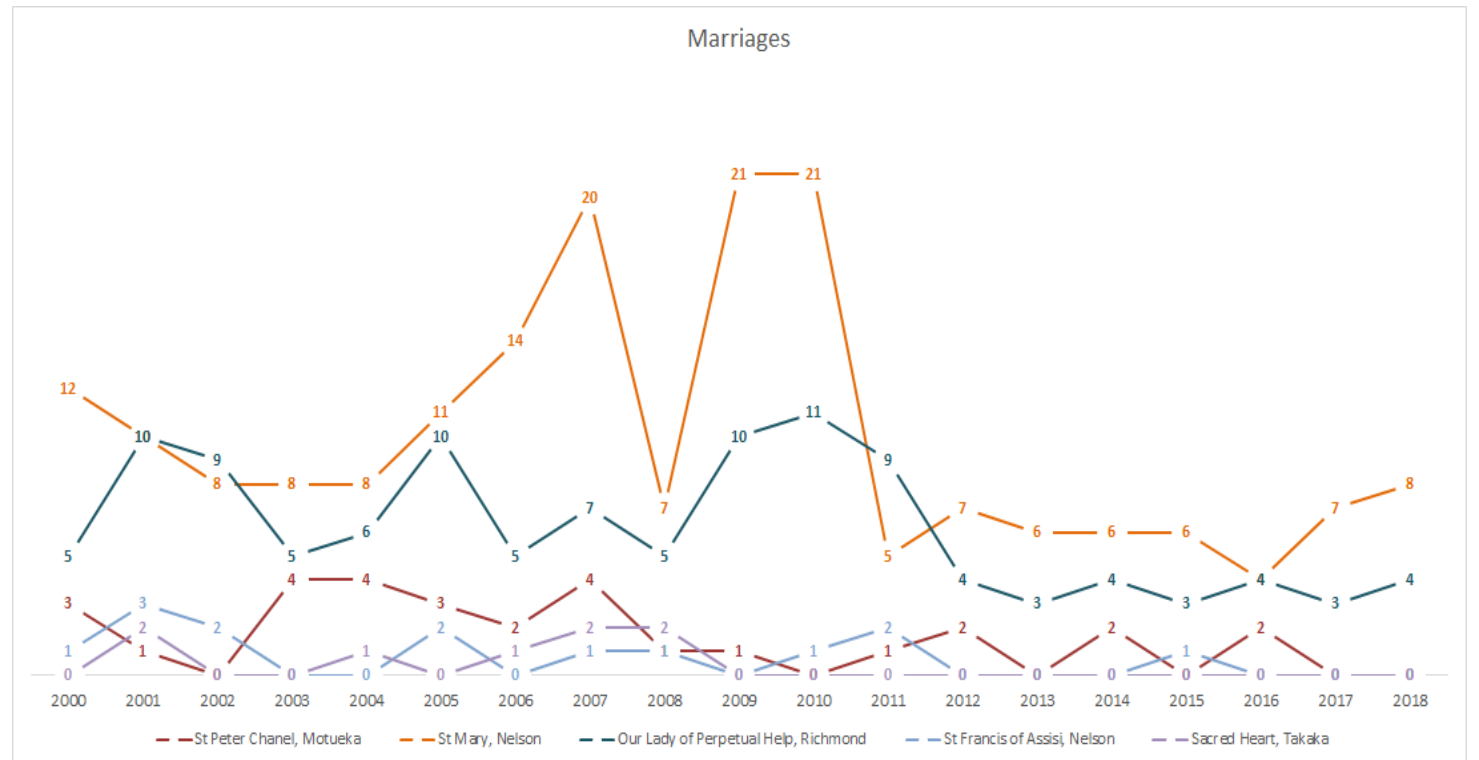
GRAPH B – BAPTISMS



GRAPH C – CONFIRMATIONS



GRAPH D – MARRIAGES



GRAPH E – FUNERALS

