

Catalyst for Renewal

Strategic Plan 2020 – 2024

FINAL – FOR APPROVAL 16 MAY 2021

The Four Arrows & the Cross symbolise diversity giving rise to communion in and through the Paschal Mystery. Those who are diverse by nature & culture, in and through Christ find lifegiving unity

Our Mission

~~We are believers who are attempting to establish a forum for conversation within the Catholic Church of Australia. Our aim is to prompt open exchanges among the community of believers, mindful of the diversity of expressions of faith in contemporary Australia. This springs explicitly from the spirit of Pope John XXIII and Vatican II: “Let there be unity in what is necessary, freedom in what is unsettled, and charity in any case.”~~
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We are believers who are attempting to promote conversation within the Catholic Church of Australia and in the wider community. Our aim is to prompt open exchanges, mindful of the diversity of expressions of faith in contemporary Australia. This springs explicitly from the spirit of Pope John XXIII and Vatican II: “Let there be unity in what is necessary, freedom in what is unsettled, and charity in any case.” (Gaudium et Spes, n.92)

About Catalyst for Renewal

In July 1994, ten Catholics met over lunch in a private house in Sydney to talk about renewal in the Church. The discussion continued over the second half of 1994, so that by the end of the year the name Catalyst for Renewal had been chosen and our mission stated in the following way:

“We are believers who are attempting to establish a forum for conversation within the Catholic Church of Australia Our aim is to prompt open exchanges among the community of believers, mindful of the diversity of expressions of faith in contemporary Australia. This springs explicitly from the spirit of pope John XXIII and Vatican II: “Let there be unity in what is necessary, freedom in what is unsettled, and charity in any case.” (Gaudium et Spes, n.92)”

Catalyst for Renewal was incorporated as an Incorporated Association in 1996.

Over the subsequent years, Catalyst for Renewal has successfully pursued its mission, establishing forums for conversation including:

- Spirituality in the Pub (initiated at Paddington in Sydney in 1995);
- The Mix (1996 – 20nn);
- Catalyst Dinners;
- Forums, including Bishop’s Forums;
- Q & A in the Crypt;
- Reflection Mornings and Retreats.

Within Catalyst, we use the word ‘conversation’ with specific meaning. As expressed by Michael Whelan SM, “That meaning is derived from the word’s etymology, which it shares with two Latin words, *conversari*, meaning “to dwell,” “to keep company with” or “to abide,” and *convertere*, meaning “to change,” “to convert,” “to alter,” “to refresh” or “to turn.” The first of these two movements – the *conversari* – is a movement towards the other. I, as a given subject take the initiative and make a choice to be with you in some positive and creative way. The second – *convertere* – is a movement towards myself. I, as a given subject, open myself to discovery and change in and through this encounter... Our future depends on our ability to engage each other in conversation.”

Today Catalyst continues to support about 20 SIP venues across NSW and Victoria, Dinners, Forums and other opportunities for spiritual reflection and conversation. Information about our activities will be found on our website at <http://catalystforrenewal.org.au>

Our Strategic Intent

In July 2017 Catalyst members from NSW and Victoria met at Aquinas Academy in Sydney to begin the process of discerning our future direction. We reflected on our mission, on over 20 years of activity and being community and on the present condition of our organisation and of the church.

Our deliberations extended over almost four years. During this time we have had rich conversations that have helped to clarify our purpose and the value we find in this journey that we take together.

We have identified a range of directions – aspects of our strategic intent – that we wish to follow in order to:

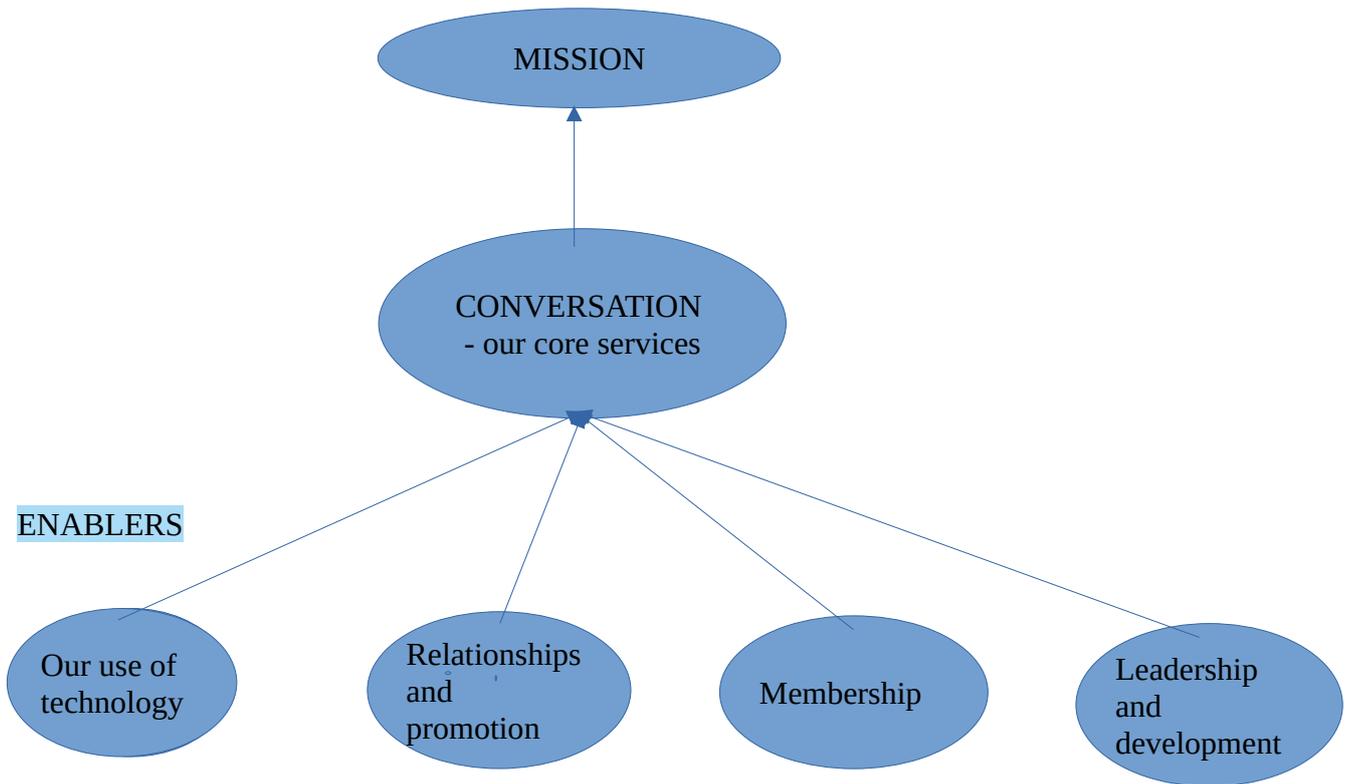
- continue the pursuit of our mission; and
- ensure that Catalyst remains a vital, diverse and caring community into the future.

These are grouped under headings as follows:

1. Conversation (our core services)
2. Our use of technology
3. Relationships and promotion
4. Membership
5. Leadership and organisational development
6. Our mission

The diagram overleaf shows the relationship between the various headings of our strategic intent.

The aspects of our intent are then articulated on the following pages.



Conversation – our core services

If this aspect of our strategic intent is achieved, we will see the following outcomes:

#	Desired Outcomes	
	Spirituality in the Pub	
1	New SIP venues are established in the Dioceses of Parramatta, Lismore and elsewhere	
2	Younger people are involved in SIP, as speakers and as invited guests (whilst we continue to welcome all ages)	In progress
3	Expectations of local SIP committees have been reviewed by the National SIP Committee and communicated to stakeholders (alternative to 3D Days?)	In progress
4	Models of conversation for use at local SIP gatherings are articulated and documented	
5	The SIP Handbook is up to date, complete and available to all local SIP committee members	In progress
6	“Be amazed!” - the SIP archives are up to date	
	Catalyst Dinners	
7	Potential venues beyond Hunters Hill, with catering facilities have been identified	
8	Dinners are held in geographically dispersed locations	
	Catalyst Forums	
9	Policy and procedures have been formulated and documented in a manner that ensures Catalyst is open and creative as to the format and location of forums	
10	Relationships are fostered with people and groups who refer speakers to us	
	Q and A in the Crypt	
11	Policy and procedures have been formulated and documented to ensure an annual program is made available to as wide an audience as possible	
	Theology and Practice of Conversation	
12	We have determined whether we can provide a service of instruction in the theology and practice of conversation / dialogue, possibly in conjunction with Aquinas Academy	

	Continuing to Model Good Conversation	
13	An Annual Program includes a range of events including dinners, forums, Q and A in the Crypt, Reflection Mornings, Eucharistic Reflection and an Annual Retreat weekend for members.	Complete
14	Conversations auspiced by Catalyst are delivered to a wider audience using technology, for example via online forums, podcasting or small group gatherings.	Complete
15	Our activities are appropriate to our role and resources (not trying to take over Catholic Education)	
16	By providing flourishing events, Catalyst provides encouragement and inspiration to lay people and fosters renewal in our church	

Our Use of Technology

If this aspect of our strategic intent is achieved, we will see the following outcomes:

#	Desired Outcomes	
	Website	
1	A person or organisation is engaged to further develop the Catalyst website	Complete
2	Policy exists for the adding of content to the Catalyst website	Complete
3	Procedures for the maintenance of the website are documented	
4	Content is added regularly to the website and includes human interest stories and experiences as well as poetry, even cartoons (reflections on human experiences which relate to the spirituality of individual people)	In progress
5	The Catalyst archives are re-instated to the website	
6	The Catalyst website contains information about past events such as content from speakers or reports of proceedings	In progress
7	The Mix is resurrected as an E-Letter and a page of the website	In progress
8	Data about website usage is collected and used to plan future development	
9	The website is optimised for maximum exposure by search engines (SEO)	
	Catalyst Events	
10	The making of podcasts is investigated including how these could complement the Mission of Catalyst for Renewal	
11	(If agreed and appropriate) A Podcasts Policy and procedures exist	
12	(If agreed and appropriate) Podcasts are made, announced and added to the website	
13	Develop a policy on the recording of other Catalyst conversations and add recorded events to the website	
14	Document the inventory of audio visual facilities at each regular Catalyst venue and add the information to the Members' Handbook	
	Social Media	
15	The use of social media sites such as Facebook, Instagram, Twitter and YouTube has been investigated and any role in advancing the mission of Catalyst has been identified and documented	In progress

Relationships and Promotion

If this aspect of our strategic intent is achieved, we will see the following outcomes:

#	Desired Outcomes	
1	We are pro-active about explaining conversation, at each event we conduct.	In progress
2	We actively invite participation from all age groups and perspectives, maintaining databases of contacts in schools, parishes, congregations and dioceses.	In progress
3	We understand who are in our Friends database and seek input from them (at social events, for example) in event planning and ongoing development of Catalyst	
4	We continue to draw on past speakers, seeking feedback and providing them with opportunity to gather and carry forward the model of conversation	
5	We provide witness to a way of being church. Our presence provides nourishment and hope for many.	
6	Catalyst's ethos and commitment to conversation is recognised externally	
7	Catalyst is consulted for opinion on emerging issues of public interest	

Membership

If this aspect of our strategic intent is achieved, we will see the following outcomes:

#	Desired Outcomes	
	Structure	
1	A membership committee will exist	Complete
2	The membership committee will have terms of reference and procedures that support the aims and processes for recruitment and retention of members	In progress
3	Clear criteria will exist for determining who is eligible for membership of Catalyst for Renewal (Christian? Catholic? Practising?)	In progress
4	Classes of membership are clearly defined (Life, ordinary, etc)	In progress
5	The distinction between members and friends is clarified and communicated	
	Processes	
6	There is a clear, streamlined, open and welcoming process for recruitment.	Complete
7	The recruitment process is widely understood by members.	
8	The recruitment process ensures that potential members are informed of and understand the ethos of conversation in Catalyst for Renewal.	
9	Catalyst members are actively engaged in inviting new people to membership	
10	There is effective administration of the membership process and records	
11	There is ongoing evaluation and improvement of the recruitment process	
	Culture	
12	Membership of Catalyst exhibits diversity in age, gender, cultural background and other indicators	
13	There will be a sufficient number of active members to sustain the activities of Catalyst for Renewal	

Leadership and Organisational Development

If this aspect of our strategic intent is achieved, we will see the following outcomes:

#	Desired Outcomes	
	Governance	
1	Rules of Association finalised, understood and available to all	Complete
2	Members Handbook complete and up to date	Complete
3	Legal obligations understood and compliance plan in place	
4	Employment obligations understood and compliance plan in place	
5	All employees will have a job description	
6	Catalyst is recognised as a national organisation	
7	A model of open and transparent governance emphasising inclusion and shared responsibility will be discerned and implemented	
8	The National Catholic Safeguarding Standards have been implemented in a manner that is relevant and effective for Catalyst for Renewal.	
	Sustainable Finances	
9	Financial implications of key initiatives are understood	
10	A financial plan or budget exists	
11	A fundraising plan exists	In progress
12	An expenditure authority instrument exists	Complete
	A Committee Structure appropriate to our needs	
13	The role of each committee will be clarified including leadership, membership and relationship to the General Meetings	
14	Members will be encouraged to participate in committee work – every member involved somewhere	
15	The role of the Executive Committee will be clarified vis a vis the general meetings and the other committees	
	Leadership Development and Succession Planning	
16	A succession plan will exist for key positions in Catalyst	
17	The pool of talent is understood	
18	All Catalyst members will have opportunities for formation for leadership of Catalyst	
19	Opportunities exist to deepen understanding of ecclesiology and spirituality through a program of formation offered in conjunction with Catalyst partners	
	Continued over	

	Patrons	
20	The role of our patrons is understood and procedures exist to manage our relationship with them	
21	The Patron concept is re-affirmed and a program is in place for appointment, communication and involvement	

Mission

If this aspect of our strategic intent is achieved, we will see the following outcomes:

#	Desired Outcomes	
1	The Mission of Catalyst for Renewal will be rewritten to better reflect our purpose, current aims and activities and the diversity of our audience. The new mission statement will identify the unique need(s) that Catalyst seeks to meet for our identified audience.	Complete
2	Our commitment to the church envisioned by the Second Vatican Council is articulated in a manner that can be referenced when issues arise in our wider society or media	