



St Mary's Cathedral Music Program

Frequently Asked Questions

This document has been prepared as a public document to ensure everyone has accurate information concerning the Music Program Vision going forward and the process undertaken.

Unfortunately over the past few weeks information has been circulated about the recent Music Program Review which is inaccurate. The Dean of the Cathedral wishes to avoid a situation where inaccurate information causes serious damage to the church, anxiety amongst the music program participants and interferes with a peaceful place of pray for all.

The Dean of the Cathedral seeks to work collaboratively to achieve an exciting vision for the Music Program that has been shared, which will further enrich the St Marys Cathedral community and beyond.

Frequently Asked Questions

1. How long has the Music Program at St Mary's been established?

The Cathedral's Music Program has a rich heritage of music spanning over 150 years, enriching the liturgical and cultural life of the Cathedral and wider Perth community.

2. What was the objective of the Music Program Review?

- The objective of the review was to **refresh** the **Music Program's Vision** to **future proof** the program and meet the aspirations of the Cathedral.
- The review was not a review of the current program, it was solely aimed at the future of the program to meet the aspirations of the Cathedral.

3. Was anyone consulted during the Music Program Review process?

Yes, a variety of stakeholders were consulted during the process on a number of occasions, including Jacinta Jakovcevic (current Director of Music) and other experts in the field over a two (2) month process.

4. Why wasn't everyone consulted and have the opportunity to participate in developing the future vision of the music program?

- Unfortunately, it is not possible to include everyone in the process to develop the Future Vision of the Music Program.

5. Who is the responsible for the Music Program?

Reverend Dr Sean Fernandez, Dean of St Marys Cathedral.



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6. Have the changes been communicated to stakeholders?

- Yes, communication of the future plan for the Music Program, the vision and the changes afoot have been transparently and openly shared with music program participants, including staff, lay clerks, musicians, parents of student choristers, participating schools and parishioners.
- Additionally, Fr Fernandez has met with a number of stakeholders over the past two (2) weeks and continues to be available to anyone who wishes to discuss the changes and the future.

7. What is the vision for the Music Program going forward?

- A Music Program that is considered a centre of excellence built on a best-in-class education program.
- A Music Program that is connected, supported, sponsored, and recognised by the music community as pre-emanate liturgical choir programs in Western Australia and in the Top Quartile of Australia.
- A music program that works closely and collaboratively with local schools to compliment and support their programs.
- A music program that is frequently invited to perform and collaborate with other best in class music programs and institutions both nationally and internationally.
- A music venue that is frequently sought out and utilised by local and non Perth based liturgical musicians.
- A music program that is inclusive, nurtures and retains male and female choristers with a broad repertoire befitting their abilities.

8. To achieve its vision, the Music Program has identified seven (7) pillars;

- Education.
- Community Engagement & Reputation.
- Liturgical Experience.
- Collaborations.
- Venue of Choice.
- National Benchmark.
- Proudly Sponsored & Supported by the community.

9. Can you share any further information about the refreshed Music Program Vision?

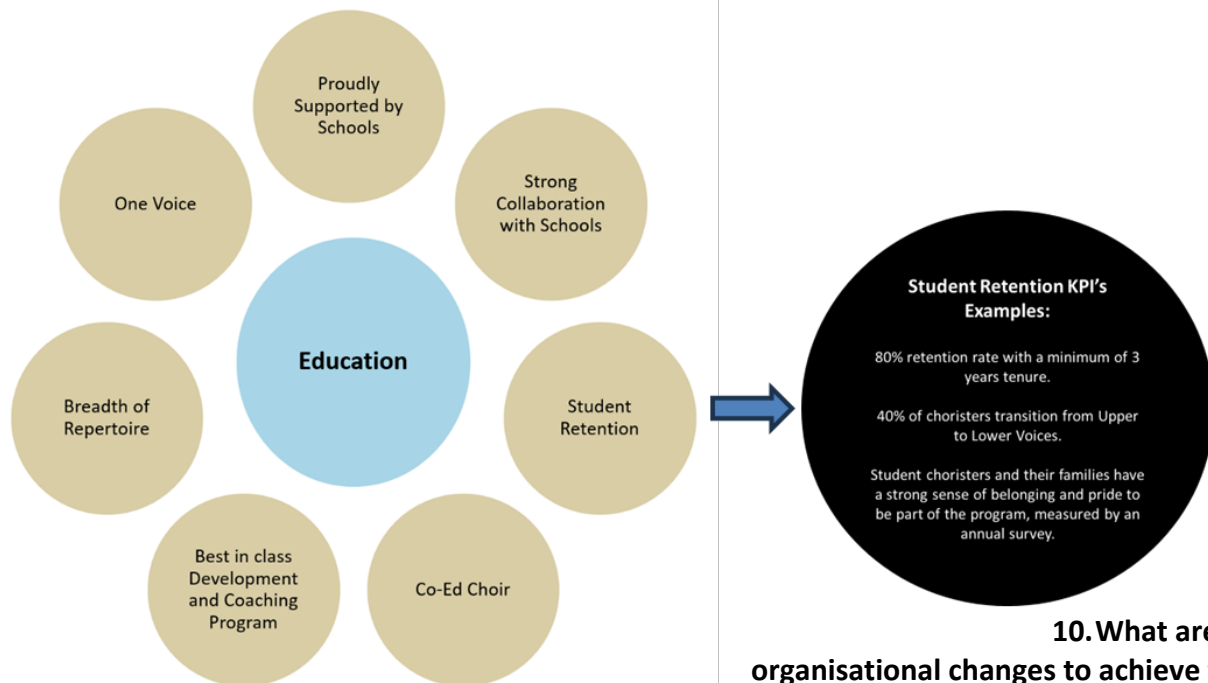
- The refreshed Music Program Vision has Seven (7) Strategic Pillars.
- Each Strategic Pillar have Focus Areas and associated Key Performance Indicators (KPI's) to measure success.
- The **Education Strategic Pillar** is exemplified below:



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Education Strategic Pillar Example



10. What are the organisational changes to achieve the Music Program's refreshed Vision?

- The current lead position of the Director of Music will be made redundant, effective 2 December 2024.
- A new position of **Master of Music (Master of Liturgical Music)** is currently available and being advertised to achieve the vision of the Music Program in a full-time capacity; and
- A new position of **Principal Organist**, will be established and act as Deputy Master of Music in a part-time capacity; AND
- **Vocal Coaches** will be hired to support student choristers who will receive private 1-on-1 vocal tuition between choir rehearsals.

11. What has Fr Fernandez advised the musicians and parents who have enquired?

- Fr Fernandez has acknowledged the wonderful contribution that the current Director of Music, Jacinta Jakovcevic has made to Cathedral music over many years
- Fr Fernandez has provided reassurance that the Music Program will not only continue but it will be further enhanced as a result of the refreshed Vision.
- The future program will invite female choristers to join the program for the first time.
- The new program will be developed into a co-ed program, with both male and female student choristers encouraged to participate.
- Fr Fernandez has advised that there are a few numbers being added to support the vision:
 - Master of Music; and
 - Principal Organist; and
 - Vocal Coaches



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12. True & False Statements

Statement	True or False
This decision was made without proper transparency or stakeholder involvement, overlooking core Church principles of accountability and consultation.	False
The past performance of Music Program was reviewed during this process	False
The proposed restructure threatens to dismantle a highly successful, community-supported program, severing critical relationships with schools, local musicians, and even international networks. Help us save a legacy of excellence and community engagement.	False
The current director, Jacinta Jakovcevic, has tirelessly built a music program that enriches both the Cathedral and wider community.	True
Jacinta Jakovcevic is welcome to apply for any of the new positions advertised.	True
The Positions are being advertised in Australia, United Kingdom and United States	True
The choir will be built to support a Co-Ed (Girls and Boys) program going forward.	True
A review of the required organisation structure, resources and budget to deliver the vision and aspirations of the Cathedral going forward was part of the process.	True
To achieve St Mary's Music Program's Vision the current organisation design and structure was reviewed.	True
The Review determined that the current organisation design and structure wasn't adequate to achieve the Music Programs Vision.	True

13. What support does St Mary's need?

In the journey together, please keep everyone involved in your prayers. Please offer your kindness to one another as change can be difficult.

Your support during this period and your assistance in welcoming the Master of Music, Principal Organist, and Vocal Coaches upon their appointments would be greatly appreciated.

Fr Fernandez is available meet with you to discuss any questions or concerns you may have. You can email him directly at dean.cathedral@perthcatholic.org.au.