

14 February 2025



LITURGICAL  
SONG

PO Box 1871  
Wollongong DC NSW 2500  
Australia  
+61 414 436 017  
[info@liturgicalsong.com](mailto:info@liturgicalsong.com)  
[www.liturgicalsong.com](http://www.liturgicalsong.com)

ABN 23 976 079 300

## **Paul Mason**

# **Statement of Disclosure: All Material Personal Interests Relevant to My Roles and Responsibilities in the Australian Catholic Church**

It is a reasonable request to ask people to disclose all details of their material personal interests that are relevant to their roles and responsibilities in the Australian Catholic Church. For me to do this effectively, I need to explain my past and current roles and responsibilities in relation to all aspects of work in the Australian Catholic Church so that people can understand my vocation and mission within the church as well as the levels of authorities and responsibilities which have been given to me over the years. Only then is it reasonable to consider whether my current activities constitute a conflict of interest with your church organisation, your diocese or your parish rather than a confluence of my vocation and mission with that of your church organisation, your diocese or your parish.

I have served the Australian Church, the Diocese of Broken Bay, the Diocese of Wollongong, the Wahrenga Parish, the Northbridge Parish, the Naremburn Parish, the Lower North Shore Parish and the Lumen Christi Parish in many roles with varied responsibilities for more than thirty years with the objective of fulfilling my calling and the church's mission. I have served in numerous volunteer roles. Much of the information about my career in the Catholic Church is in the public square. There is a recent interview with me here: <https://www.catholicprofiles.org/post/an-interview-with-paul-mason>

I have also been remunerated by the church, providing directly for my material personal interests, in numerous part-time and full-time roles for more than twenty-five years and still continuing through the prior church organisation contributions to my superannuation pension plan.

## **BACKGROUND AND HISTORY OF MY MATERIAL PERSONAL INTERESTS**

### **Employed Roles - Lay Parish Pastoral Associate and Diocesan Liturgy Coordinator:**

After a long period of discernment I sought a vocational career within the Catholic Church and left the IT industry where I had been employed for more than 28 years.

To prepare myself for my new vocation as a minister of religion I undertook professional studies 2000-2003 at ACU for Master of Arts (Theology) prior to being installed in Naremburn and Northbridge Parishes. I then undertook further studies at Catholic Institute of Sydney and ACU 2004-2005 for Master of Arts (Liturgy). Excerpts of my thesis for MA (Liturgy) were published in 2007 in Worship Magazine (Liturgical Press: Collegeville, MN). All these studies were undertaken at my personal cost. I received no remuneration for my articles in Worship Magazine and other later publications.

I was initially employed by the Diocese of Broken Bay as a full-time professional minister of religion, with a stipend and material benefits including housing and a car. My remuneration was based on an equivalence of 85% of the remuneration package for a Priest. This package was initially set by the Broken Bay Diocesan Chancellor with the approval of the bishop, the parish priest and the parish pastoral council. Having received Bishop David Walker's Blessing, I was installed in 2004 as full-time Lay Parish Pastoral Associate in Naremburn and Northbridge Parishes in the Broken Bay Diocese, working to the direction of the Parish Priest Fr Michael O'Toole. I was also commissioned by Bishop Walker as a member of the Broken Bay Diocesan Liturgical Commission and as a Diocesan Master of Ceremonies for Episcopal Liturgies. As part of my ministry of religion as a member of the Broken Bay Diocesan Liturgical Commission I authored and presented numerous music and liturgy formation programs including the inaugural "Guidelines: Music Within the Mass" for the Diocese of Broken Bay and the Broken Bay Music Ministry Forum 2004-2011.

### **As a Lay Parish Pastoral Associate (2004-2011):**

I oversaw many of the pastoral care initiatives in Naremburn, Northbridge, Willoughby and Lower North Shore parishes. These included:

- Lay Presiding at Sunday Celebrations in the Absence of a Priest in the parish churches, the North Shore hospital chapel and the Paulian Villa Aged Care Home at Northbridge;
- Director of Music Ministries at Naremburn and Northbridge parishes;
- Sacramental Preparation of Children at Northbridge and Naremburn parishes;
- Sacramental Preparation of Adults, overseeing RCIA across all parishes;
- Adult Faith Formation across all parishes;
- Ecumenical Liturgies (3 per year with local Anglican, Uniting and Baptist churches);

- Parish Pastoral Councils (ex-officio);
- Parish Liturgy Committees (ex-officio);
- Coordination of the Parish Mergers Project for Lower North Shore (ex-officio).

**As a Diocesan Liturgy Coordinator (2011-2020):**

In 2011 I was commissioned by Bishop Peter Ingham as full-time Diocesan Liturgy Coordinator. I was also commissioned as Executive Officer of the Diocesan Liturgical Commission, commissioned as a member of the Diocesan Schools RE Standing Committee, nominated to the National Liturgical Council as Liturgical Consultant, and nominated to the National Liturgical Music Board. I also consulted to Bishop Peter Ingham in his role on the Bishops' Commission for Liturgy for the Australian Catholic Bishops Conference. I coordinated the 2014 Lift Up Your Hearts National Liturgical Conference.

In my role as Diocesan Coordinator of Liturgy for the Diocese of Wollongong 2011-2016 and Coordinator of Liturgy and Ministry for the Diocese of Wollongong 2016-2020. I authored and presented numerous music and liturgy formation programs for the Diocese of Wollongong. I published the Diocesan Liturgical Song Repertoire database.

I also coordinated the authorisation, preparation and conduct of episcopal liturgies including Chrism Mass, Confirmations throughout the Diocese, Ordinations and other Diocesan Masses. I published policies and guidelines for liturgy and music on the Diocesan website. I published suggested Liturgical Song Selections for Sundays on the Diocesan website. I coordinated the implementation of CathLink, the Diocese's Contact Management Database based on thankQ supporting CBC, Development and Fundraising, Professional Standards, Catechists, Instituted Ministry of Acolyte and Commissioned Ministry of Extraordinary Communion. In 2020 the hosting, updates and maintenance of the Liturgical Song Selections repertoire database transferred to Liturgical Song.

All the Diocesan Formation Materials, Policies and Guidelines that I authored and published through both Dioceses' websites were approved by the respective Diocesan Liturgical Commissions and Bishops to promote active lay participation in music and liturgy.

**As National Liturgical Consultant (2011-current), member of the National Liturgical Music Board (2012-2016), member of the National Liturgical Music Council (2016-2021), Chair and other executive roles in the Australian Pastoral Musicians Network (2010-current); member of the Australian Academy (2001-current):**

After gaining the approval of the National Liturgical Council at its National Conference meeting in Perth 4-7 February 2010, Angela Gorman (Bendotti), Justin Ankus and I incorporated the Australian Pastoral Musicians Network (APMN) in WA on 22 February 2010. The Chair of the Bishops Commission for Liturgy appointed me in 2012 to the Catholic Worship Book II sub-committee of the National Liturgical Music Board for review

and recommendations of Australian contemporary music. I authored and presented numerous music and liturgy formation programs and articles as a Consultant to the National Liturgical Council, as a member of the Australian Academy of Liturgy, as a member of the National Liturgical Music Council, and as Chair of the Australian Pastoral Musicians Network, an association modelled on the Broken Bay Music Ministry Forum and the National Pastoral Musicians Network (USA).

**As a Professional Singer and Musician (1971-current):**

I became a member of the musicians union in 1973 and have been remunerated for singing and playing piano and other instruments in bands since 1971. I have a material personal interest in providing professional services as a Director of Music Ministry, as a Music Coordinator at Mass, and as a singer and musician playing piano or organ at liturgical services. These roles I find personally fulfilling and I have undertaken all these roles in every parish I have been in over the past thirty-five years.

I volunteer my professional musician services for up to ten hours per week for no charge. I consider this contribution of time part of my tithing contribution to the parish.

**As the Parish Director of Music Ministry:**

Responsible for engaging and rostering musicians and cantors and providing formation. I held this position in the Naremburn, Northbridge and Lower North Shore Parishes from 2004-2011 and in the Lumen Christi parish from 2011-2013 and again from 2020-2023.

**As a Music Coordinator:**

My current rostered contribution as a Music Coordinator is between three and seven hours per week, averaging 5 hours per week. I fulfil all aspects of the role of Music Coordinator as described in the Vision for Liturgical Music Ministry, including:

- selection of music from the Liturgical Song Selections suggested for the liturgy,
- preparation of music set lists,
- distribution of set lists to musicians, cantors and choir members via email,
- preparation of sheet music on my iPads,
- preparation of PowerPoint slides on my MacBook Pro,
- personal practice of music,
- rehearsal with cantors, choir and other musicians,
- briefing of presiding priest prior to start of Mass,
- leading singing and playing piano accompaniment for the assembly throughout Mass,
- completion of One License reporting requirements.

Cf. the description *Formation - Vision for Liturgical Music Ministry* at Australian Catholics: <https://www.catholic.au/s/article/Formation-Vision-for-Liturgical-Music-Ministry>

### **As a Professional Composer (1974-current):**

I began composing music for a jazz band in 1974. I wrote my first liturgical music in the 1990's and my first Mass Setting, *Mass of Glory and Praise*, around 2000. Willow Publishing published *Mass of Glory and Praise* in 2004, my first Volume of psalm settings *Psalms For All Time*, in 2007, my first hymn *Love Never Ends* in 2009 in *As One Voice - Next Generation*. With the introduction of Third Edition of the Roman Missal in 2010, Willow Publishing published my revised settings of two Masses *Mass of Glory and Praise 2nd Edition*, *Mass Shalom 3rd Edition*, and a third Mass setting *Mass of the Saints*. In 2016 my exclusive publishing arrangements with Willow Publishing ended and I established *Liturgical Song* publishing (see below). I now have more than 130 published compositions and more in the pipeline. Most are included in the Diocesan Repertoire database.

I still retain a presence in Willow Publishing's *As One Voice* Volume 1 (10 compositions) and *As One Voice Next Generation* (1 composition) hymnals. Twenty of my compositions are included in the Catholic Worship Book II hymnal. My compositions are widely used throughout Australia and have become very popular. I am currently the most listed living Australian composer in the One License Australian Top 500 lists, substantially because of the popularity of two Mass Settings - *Mass Shalom* and *Mass of Glory and Praise*. These Mass settings were among the six Mass settings recommended by the Australian Catholic Bishops Conference to all parishes and dioceses. Both *Mass Shalom* and *Mass of Glory and Praise* have been chosen for many significant National Celebrations of Mass including Ordinations, Plenary Masses, and 3 of the 5 APMN Conference Masses. It should be noted that I had no role in the selection of my Masses for promotion by the ACBC or inclusion in CWBII or music selection decisions by Conference Liturgy Committees.

The Diocesan Communications Director selected many of my compositions for inclusion in Diocesan Lenten Programs, Podcast Masses during COVID, *Mass For You At Home* weekly national broadcast Mass (Channel Ten), and other Diocesan programs. My song *Power of the Spirit* was selected as the Wollongong Diocesan Plenary Song and the 2019 APMN Conference Song. It has also been used in *Mass For You At Home*. My *Mass of the Saints* was selected by the Homebush Seminary Music Director to be taught to Seminarians there. *Mass of the Saints* was later selected for use as the regular Mass Setting for *Mass for You At Home*. I did not request and was not paid any commission. I did not charge for providing copies of sheet music to musicians and singers for use in the recording of these songs. I did not charge any mechanical or synchronisation royalties. I simply retained my copyright in the music.

Many of my compositions have been recorded by commercial artists such as Kamahl, publishers such as Willow Publishing, the Diocese of Wollongong and various podcasters. They have made recordings of my compositions available through various media such as

Lenten Program CDs, TV Broadcasts, YouTube and Spotify. All such compositions remain © Paul Mason with all rights reserved.

My compositions are covered by Liturgical Song's Member Publisher agreement with One License. They have proved popular throughout Australia and are strongly placed in the 2024 One License Top 500 for Australia. The following is indicative of their popularity:

- 3 of the Top 10 most reported songs;
- 7 of the Top 20 most reported songs;
- 14 of the Top 50 most reported songs;
- 18 of the Top 100 most reported songs;
- 29 of the Top 500 most reported songs.

As a professional liturgical music composer, I have often been commissioned to write school songs and parish songs over the years. For example, in the recent case of Lumen Christi I was commissioned to compose their parish hymn - *We Are Called*. In all cases of commissioned works I do not request and have never been paid any upfront commission. I do not charge for providing copies of sheet music to the commissioning parishes, schools, parishioners and parish musicians. I have always retained my copyright in the song composition and retain any incomes arising from One License reporting. For example, in the reporting period last year Liturgical Song earned \$9.15 in royalties through One License for the composition *We Are Called*.

### **As Publisher and CEO of Liturgical Song (2016-current):**

Liturgical Song publishes sheet music for a range of composers including Fiona Dyball, Roger Heagney, Paul Mason, Ann Millard, Colin Smith and others. The business has invested in musical instruments, recording equipment, printing and binding equipment, and IT resources for typesetting, digital recording, website construction and maintenance.

Liturgical Song sells a range of liturgical music resources for parishes and schools including spiral-bound books of sheet music, CDs, MP3 Playlist Downloads, eBooks, Single Psalm Downloads, and Single Song Downloads.

In 2021 Liturgical Song was contracted by the Australian Catholic Bishops Conference to undertake the reformatting of the B5 Pew Edition of Catholic Worship Book II into Digital WideScreen PowerPoint Presentation Slides. The project completed on schedule in July 2022. The ACBC is yet to make the resources available.

Liturgical Song is an Australian publisher of liturgical music, providing resources for parishes and schools for use by musicians and singers at their liturgical celebrations. Lumen Christi Parish and the Diocese of Wollongong are among the many parishes and

dioceses throughout Australia that have purchased resources from Liturgical Song from time to time.

Liturgical Song is also a provider of typesetting services for liturgical music. I provide my typesetting services at \$64 per hour. At times I have donated free of charge ad hoc typesetting services to parishes and the Diocese of Wollongong. For larger projects, such as the Australian Catholic Bishops Conference Digital Hymnal Project, I enter into a formal agreement for the cost and effort spent in completing the project.

### **As a Published Author (2007-current):**

Many of the formation programs, policies and guidelines I have written for the Diocese of Broken Bay and Diocese of Wollongong have been distributed and published widely in the Australian Church. I authored numerous articles for publication in the Australian eJournal of Theology, the Newsletter of the Australian Pastoral Musicians Network, various publications of the Diocese of Wollongong, Liturgy News, Australian Catholics, The Summit, other magazines and Catholic websites. My thesis and academic research papers have also been published widely. Many have been published in peer reviewed journals and magazines, such as *Worship* (Collegeville) and *Australian Journal of Liturgy*. Others have been published in books, such as the recent *Mystery & Mission: The Art of Liturgical Celebration* (Liturgy Publications: Brisbane, 2024).

### **Summary**

All published articles authored by me and authorised by Catholic Diocese of Wollongong remain © Catholic Diocese of Wollongong with all rights reserved. They continue to carry the authority of the Bishop until they are formally abrogated.

All other published articles and book chapters authored by me remain © Paul Mason with all rights reserved.

All compositions by me remain © Paul Mason with all rights reserved.

All recordings made by the Catholic Diocese of Wollongong of compositions that are copyright © Paul Mason remain © Catholic Diocese of Wollongong with all rights reserved; except that Liturgical Song has the rights to reproduce, publish, communicate publicly perform and adapt the recordings free of charge.

All synchronisations made by the Catholic Diocese of Wollongong of compositions that are copyright Paul Mason remain the © Catholic Diocese of Wollongong with all rights reserved; except that Liturgical Song has the rights to reproduce, publish, communicate, publicly perform and adapt the videos free of charge.