

St David's Anglican Church Chelmer Graceville

MAP | 2021
21-25

Mission Action Plan 21-25/2021

Our Mission

“Releasing our Church for the Mission of Jesus Christ
– proclaiming the good news of Jesus Christ.”

God is intentional and missionary.

“God is intentional, and he has called us to be the same. God did not create the world by accident or chance. He did not make us at random. Living intentionally means to purposefully pursue the life God has called you to live. Intentionality requires deliberate action.” Shante May 2020

“Then Jesus came near and said to them, “All authority has been given to Me in heaven and on earth. Go therefore, and make disciples of all nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe everything I have commanded you. And remember, I am with you always to the end of the age. MATTHEW 28:18-20.

Our Vision

“Building a faith community at St David's Anglican Church Chelmer/Graceville:
learning, worshipping, proclaiming, and serving.”

Learning (Head), worshipping (Heart), proclaiming and serving (Hand).



OUR VISION

Flourishing faith communities: proclaiming and serving, worshipping and learning.

OUR VALUES

-  **Faithful** – steadfast in love for God and each other and steadfast in purpose to undertake God's mission
-  **Imaginative and creative** – being intentional about reforming culture and traditions for God's world
-  **Courageous** – to risk new things and where necessary, to make bold decisions
-  **Authentic** – being genuine and confident in living and speaking about what we believe as followers of Christ
-  **Comprehensive** – being welcoming and respectful of a broad range of ideas, people and approaches, and open to dialogue and learning

OUR KEY FOCUS AREAS

-  Comprehensive Anglican identity and purpose
-  Energising, nurturing and mobilising ACSQ's people
-  Flourishing parishes and faith communities
-  Engagement with each other and the wider community
-  Stewardship and sustainability of resources

*"I am the vine, you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." **John 15:5***

*"They are like trees planted by streams of water, which yield their fruit in its season, and their leaves do not wither." **Psalms 1:3***

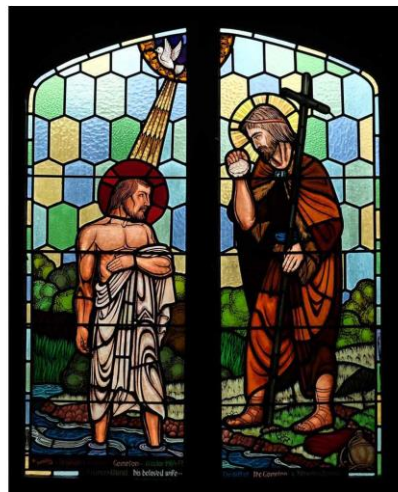
Values of St David's Anglican Church - Chelmer Graceville

In our church and personal lives, we seek to be: -

Being authentic in our relationship to God.
Intergenerational in desire and practice.
Generous in relationships.
Open communicators.
Family focussed.
Forgiving in nature.
Respectful and inclusive of age, gender, race, and creed.
Compassionate and friendly.
Connecting authentically with each other and the wider community.
Co-operative and involved in our church and its life.
Willing to change to grow.
Loving and caring.
Seeking harmony and stability in our lives.
Forward thinking.
Financially sustainable for the future.

Matthew 16:26

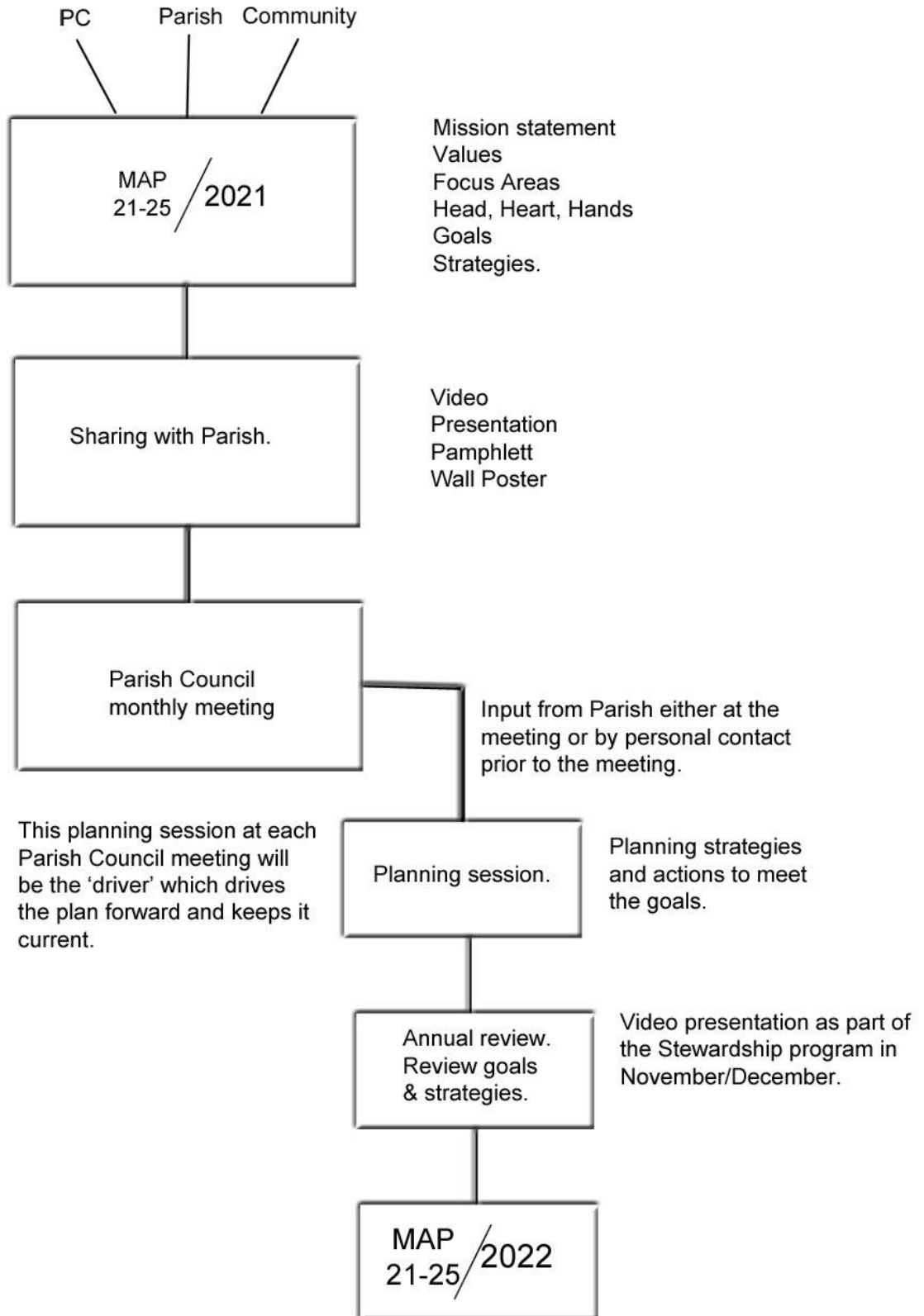
For what will it profit a man if he gains the whole world and forfeits his soul? Or what will a man give in exchange for his soul?



St David's and the Diocese

The goal of St David's MAP is to identify strategies to enhance its parishioners' opportunities to worship God, relate authentically to each other and to serve our community. In so doing we seek to reflect the plans of the Diocese in our own Parish plans.

MAP Process



Why do we need a Mission Action Plan?

One of the main challenges in life today is how to transform mission into action. Our mission is the same as Christ's mission. Additionally, the world is under constant change to which we need to adapt. Our challenge then is to follow Christ's mission while ensuring that we adapt to a changing community. It will not happen without a plan. A plan will not work unless we do something to make it happen. We need to do this intentionally. It is necessary to be intentional to turn mission into action.

So, our **Mission Action Plan** is the plan we need to follow to achieve our mission and sets out the things (actions) we need to do to make it happen.

MAP Process

1. Making the plan - The plan of broad goals and strategies is made in consultation with the Parish Council and Parishioners.
2. Putting the plan into action – At each Parish Council meeting, detailed plans will be made to move the MAP forward. Other relevant people may also be included in this planning.
3. A feature of the process will be a continuous review at Parish Council as goals are achieved. They will then be reported to the Parish in the Weekly Bulletin. Written updates to the MAP will be made to the published document on an annual basis and communicated to the wider Parish community.

Head, Heart and Hands

An additional dimension to the process is that we need to be meeting the knowledge/learning needs of our parishioners extending their knowledge of God (Head), attending to the emotional/social/spiritual needs of our parishioners deepening their love of God (Heart), and to share our faith by serving ourselves and the wider community and proclaiming the good news of Jesus Christ (Hand).

Head, Heart and Hands will be embedded in the life of the church as the face of the MAP.

Key Areas of Focus

Embedded in Head, Heart and Hand are five key areas of focus.

1. Growing and sharing our faith. – Bible study etc, relevant worship, music
 2. Families, children, and youth – bringing families to church, engaging youth in Christ.
 3. Organisational structures and finance. – communication, volunteers
 - a. Including compliance procedures.
 - b. Infrastructure – redevelopment and rationalisation of buildings.
 4. Participation in the wider community both Christian and secular communities.
 5. Building a financially sustainable future.
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GOALS

Head – to extend our knowledge of God in Christ.

Goal 1.0 – To develop a learning plan to extend our knowledge of God in Christ.

- Strategies
 - Adult
 - Off course such as Bible 360 and Pilgrim
 - Regular Bible study group (Wednesday)
 - Annual Lenten study group
 - Start additional discussion groups like ‘Sat Chat’.

Infrastructure requirements: Built for purpose meeting spaces within the church for people to meet, to share, reflect and plan. (Stage 1 redevelopment)

Human resource requirements – leaders trained to lead study groups. Form an Education Group.

Jesus answered, “My teaching is not my own. It comes from the one who sent me.”
John 7:16

Strategies:

- Children and youth
 - Re-engage families linked to the church.
 - E.g., re-engage families who have christened children at St David’s over the past 5-8 years. Encourage participation in Sunday School.
 - Sunday school
 - Catechesis of the Good Shepherd
 - Preschool play group and music group.
 - Encourage participation in Ichthus camping program.
 - Engage youth with contemporary worship aids.
 - Develop digital communication projects for young people to engage with e.g., short topical videos for services.
 - Livestream support

Infrastructure requirements – Built for purpose spaces for children’s activities which provide opportunities for play, learning and sharing that is considerate of proximity while minimising sound transmission. Sound desk and AV infrastructure. (Stage 1 & 2 redevelopment)

Human resource requirements – lay people to lead groups, youth co-ordinator (lay or staff).

*“Train up a **child** in the way he should go; even when he is old, he will not depart from it” _ Proverbs 22-6.*

Goal 1.1 – To skill people with the IT skills required to run the Parish Office and worship services.

Strategies: –

Have access to an IT person to conduct training in

- Website, Facebook and general IT management
- Worship Extreme
- Livestream
- Maintaining Parish records electronically.

Infrastructure implications – Telecommunication and electronic infrastructure to enable the church to Livestream services and provide audio-visual capabilities to enhance the worship experience.

Human resource implications – Trainers from within or outside the Parish.

Goal 1.2 – To ensure that new and existing staff are up to date with knowledge and skills in managing the compliance requirements of the Church e.g., WH&S, Blue Cards, Safe Church requirements, registers etc.

- Strategy – Existing staff or wardens manage a program of training.

Goal 1.3 – Building effective leadership both lay and ordained.

Strategies: -

- Train lay people to take roles in worship services e.g., LAs, readers, Sunday School etc.
- Train lay people to run bible study and discussion programs.
- Train group/committee leaders.
- Current leaders to actively encourage involvement.

“For lack of guidance a nation falls, but victory is won through many advisers.”—Proverbs 11:14

2 Peter 3:18

“But grow in the grace and knowledge of our Lord and Saviour Jesus Christ. To him be glory both now and forever! Amen.”

Heart – to deepen our love for God and for one another.

*"9. This is how God showed his love among us: He sent his one and only Son into the world that we might live through him. 10. This is love: not that we loved God, but that he loved us and sent his Son as an atoning sacrifice for our sins. 11. Dear friends, since God so loved us, we also ought to love one another." **1 John 4: 9-11***

Goal 2.0 – Deepen Our love for God

Strategies: -

- Maintain traditional Anglican worship services on Sundays (7:30am) and Wednesdays.
- Provide new more liturgically relaxed and interactive forms of worship on Sundays (9:30am).
- Ensure that children of all ages actively participate in worship.
- Be up to date in use of worship and communication technology.
- Encourage people to support Simon Kim (and the Korean church) into the Anglican community.
- Develop and train people for prayer ministry team.
- Develop and train people for audio-visual ministry in worship.
- Seek to recruit musicians and music teams.
- Train people as welcomers

Infrastructure requirements – Appropriate toilet facilities for an ageing population which meet disability access requirements.

Be sure you know the condition of your flocks, give careful attention to your herds; for riches do not endure forever, and a crown is not secure for all generations. ' —
Proverbs 27:23-24

Goal 2.1 - Deepen Our love for one another, friends and family.

Strategies: -

- Maintain and grow a pastoral care committee.
 - Develop ways of maintaining adequate communication between parishioners.
 - Develop ways for family and friends to be involved in church.
 - Ensure that older, ill and isolated parishioners are not forgotten . . . visitation, home communions, sharing parish information.
 - See ways of drawing 'edge' people into fuller congregational life e.g., those who have had children baptised here or married here
 - Dialogue with young families and teens to seek ways of helping them to participate in congregational life.
 - Provide opportunities to fellowship together eg parish dinners, fete
 - Provide opportunity for fellowship with the Korean congregation.
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- Develop formal dialogue with Ps Kim and Korean congregation re eventual incorporation into the St David's congregation

- Provide all-age fellowship events.
- Seek opportunities for small group development.
- Youth activities either within the church or with other churches in the local area.

Infrastructure implications – Kitchen facilities which meet health codes developed on the church site. (Stage 1 redevelopment)

Human Resource requirements – clergy and lay people to do visitations.

Hand – seeking to serve those in the local community.

*“Give generously and generous gifts will be given back to you, shaken down to make room for more. Abundant gifts will pour out upon you with such an overflowing measure that it will run over the top! Your measurement of generosity becomes the measurement of your return.” **Luke 6:38***

Goal 3.0 - Provide support for disadvantaged people in our community.

Strategies: -

- Offer support to support groups e.g., victims of violence or domestic abuse, homeless, out of work.
- Encourage Coles/Woollies etc to set up collection spots for items for donation of shopping items for distribution to disadvantaged groups.
- Contact other churches to seek out the possibilities of working together.
- Identify our capacity and options to help e.g., providing meals, hampers etc.
- Promote the Inala food collection.

Goal 3.1 – Proclaiming our faith in the wider community.

Strategies: -

- Through acts of service in times of need – e.g., response to 2011 flood.
- Through promoting St David’s in all aspects of our lives.
- Provide ministry in aged care facilities.
- Ensure that residents and businesses in local streets are included each week in the intercessions.
- Advertise and promote St David’s in the local social media opportunities.
- Advertise Christmas and Easter events.
- Advertising and encouraging the community to attend St David’s events e.g., fete.
- Promote and run morning teas in the church which are open to all.

Goal 3.2 – Provide an informational program on issues of community need.

- Organise informational talks on topics of interest and need “St David’s Talks” e.g.
 - Aged care (Anglicare)
 - Parenting/childcare
 - Living with a Tween
 - Health
 - Finance (Centerlink entitlements etc)
 - Lifestyle choices in the local area.

Provide short courses for the local community in :- computer technology – emails, social media (Facebook etc), navigating websites, reacting on-line (forms etc)

Infrastructure requirements – AV equipment sufficient to run a multimedia event.

Human resource requirements – lay people, outside organisations.

*“For even the Son of Man did not come expecting to be served by everyone, but to serve everyone, and to give his life as the ransom price in exchange for the salvation of many.” **Mark 10:45***

ENABLERS

A church is primarily for parishioners to be learning about, worshipping, proclaiming, and serving God. To enable people to do this requires resources. The following resource areas and actions are those which will enable St David’s to meet its mission and vision.

These resource areas are:

**Asset Management (infrastructure)
Human Resource Management
Financial Sustainability**

Asset management (Infrastructure requirements)

The MAP 2015-2019 described the need for a planned response to the issues of high costs of maintenance for the buildings on the St David’s site taking up the three corners of the intersection of Chelmer St East and Appel St. The plan was to, firstly, move the church activities currently undertaken in the St David’s Memorial Hall onto the church site. Stage 2 will provide outdoor deck areas for socialising and for youth education and to duplicate the hall facilities on the church site.

The long-term goal of several MAP cycles or 10 years, is to rationalise the infrastructure of the Parish to provide, not only for the present needs of the Parish, but for the needs of future generations.

We seek to have the infrastructure to meet the present and future needs of the Parish. We aim to provide: -

Worship spaces.

A space for socialising.

Adequate amenities (office, kitchen, toilets, storage)

A Christian education space for youth and adults.

A Rectory.

An income stream from our infrastructure to provide a financially sustainable future.

Stage 1 (2021): redeveloping the church footprint is underway. Included in the project are: -

An area for the Parish Office. (Amenities)

A kitchenette facility for morning teas and light meals etc. (Socialisation and amenities)

Disability toilet facilities. (Amenities)

A quiet area suitable for Sunday School activities. (Education)

Stage 2 (2022): Planning will begin after completion of Stage 1. Building a covered deck with underneath storage facilities on the north-western elevation of the church. Provide some off-street parking along Chelmer St East.

Stage 3 (2022-2025): Financial sustainability – the Hall site and the Rectory site with their buildings need to provide for a financially sustainable future.

Human resource requirements.

1. At least one full time clergy.
2. Education - Develop training programs within the Parish to skill lay people in running and managing church programs.

Organising and running Bible study programs

Facilitating discussion groups.

Managing projects e.g., fetes, fairs.

Organising and managing events e.g., community education programs

Running Sunday School classes.

IT skills for managing the sound desk for church services.

3. Youth programs – Employing a Christian youth worker.
4. Admin support – Skilled IT support staff

Actions:

1. Training programs
 - Facilitating groups

- Managing the sound desk
 - COVID warden
 - Leading Sunday School classes
 - IT staff training
2. Youth support worker – work towards having a youth worker in the Parish.
- Identify the role, its component tasks and skills.
 - Identify and train lay people in the interim.

Financial sustainability.

The demographics of the members of the Parish are skewed towards the older age groups. These parishioners are mostly retired with fixed incomes. Forward planning for the Parish necessitates moving towards financial sustainability. The goal for financial sustainability is an income stream producing \$70,000 to \$100,000 per annum.

Current 2021 income stream from assets:

Hall - \$23,000 per annum

Rectory - \$38,000 per annum.

Income from the rectory is offset by a housing allowance or by rent for a full time Rector to live offsite.

The Hall is our main asset producing an income stream of \$23,000 per annum. This amount is insufficient for long term financial sustainability.

The assets not redeveloped need to realise: -

- A Rectory
- An income stream of \$70,000 to \$100,000 per annum.

Action: Form an Asset Management group to investigate options for realising the goal of a Rectory plus substantial income stream.

Initial planning will begin in 2021/2022 planning the needs for a rectory and an income stream in the light of the current assets.

Current assets available for redevelopment: -

The church site. – under redevelopment Stage 1 and Stage 2.

Two Buildings: -

The hall.

The Rectory.

Five blocks of land: -

Two blocks where the hall is located (subdivided)

Three blocks where the Rectory is located. (Not subdivided)