

ST PAUL'S ANGLICAN CHURCH WEST TAMWORTH

Mission Action Plan

July 2018 (Draft)

INTRODUCTION

At one level, you and I, the people of St Paul's Anglican Church West Tamworth, do not need to formulate what this document refers to as a 'Mission Action Plan' (MAP). The reality is that you and I are not the ones who get to determine who we are as a Church and what we are on about. Such fundamentals are already laid out for us so very clearly in the Scriptures. The big questions of why we exist, who we are, and what we're meant to be doing as a Christian Church have already been answered. Those things are not up for decision.

So why develop a MAP at all ? That's a good question and one worth answering.

While the Bible does answer those crucial questions, it's still more than helpful to articulate and make explicit exactly HOW we intend to go about being what God has called us to be. We need to get our God given mission as a Church crystal clear in our heads and in our hearts. It's this that enables us to know where and how to direct our resources in our Lord's service and as we wait for his return. If we are NOT clear on who we are and what we're meant to be doing, the chances are that we will waste or misdirect precious energy, time, focus, money, and other limited resources on things that are not in line with our core business.

Unlike God, our resources are limited. We cannot do everything. This means we are forced to make difficult decisions as to where to direct those limited resources of time, energy, passion, focus, and money. It's healthy for any Church to be constantly challenging itself with questions like, 'Can we possibly be serving our Lord better ? Are we focused on what Jesus wants us to be focused on ? Are our resources being utilised well in the mission or are they being misdirected towards things that are peripheral ? How can we grow and extend our work in the Lord's name ? What can be done now to ensure that gospel ministry through this Church continues into the future ?

That is the purpose of this document – to work hard at getting all of us 'on the same page', to be clear as to what we're on about as a Church, and to all be directing our efforts towards the same explicitly stated aims and objectives.

A brief word about St Luke's Loomberah. There are of course many things in this MAP that transfer directly and apply equally to St Luke's. No doubt the Key Ministry Areas we have identified would receive a hearty endorsement from the leadership of St Luke's. But quite understandably, there are many details in this document that are not at all applicable to the Loomberah context. The Leadership team of St Luke's will need to work with this MAP in terms of what is and what is not applicable to their circumstances. St Luke's is under no obligation to adopt any part of this plan without first considering how it plays into their situation.

I look forward to discussing the content of this MAP with all of you in the coming weeks and to working together to make St Paul's and St Luke's as effective as possible in serving our Lord Jesus Christ.

Darrell Parker
Senior Minister (on behalf of Parish Council)

THE MISSION ACTION PLAN

In formulating this MAP, Parish Council has used as its key resource the Mission Action Plan developed by Anglicare Sydney and the Anglican Department of Evangelism Diocese of Sydney. The MAP document was launched by Archbishop Peter Jensen in 2004 and has since been utilised by many Churches in assisting them to plan more effectively for gospel mission.

The MAP Process We Have Followed

The Map process is very clear and deliberate and can be summarised as below:

(a) Biblical Foundations:

- The importance of *Intentionality* in ministry, God has worked to a plan – so must we
- Are we ready ? Getting prepared for *intentional* ministry
- Core Biblical Values: What are our Biblical ‘essentials’ as to what our mission is and how we are to go about that mission ?

(b) Analysis:

- Where are we now ? What are our current ministries and how well are they working ?
- What’s happening out there in the world ? Who are the people we are seeking to reach ?
- What do we consider to be our Key Ministry Areas ? (KMAs)

(c) Mission:

- Why does St Paul’s exist, Our Foundational / Missional Statement
- What are our future aims and objectives in each of our KMAs ?
- Communicating our Mission Action Plan (MAP) to the wider congregation
- Keeping the MAP alive over the longer term

(d) Strategy:

- How do we intend to hit where we are aiming with our KMAs ?
- Prioritising key short term objectives
- What are the action steps needed ? How do we make these things happen ?
- Deciding upon a periodic and honest evaluation of progress

Parish Council, over a number of meetings, undertook parts (a) and (b) of the MAP process. For the sake of simplicity and clarity, the detail of our work is not included in this document. Should any members of our Church family wish to access these details, especially our Core Biblical Values, our analysis of current ministry at St Paul’s, and our analysis of the society we are seeking reach, they are more than welcome to do so by calling the church office.

OUR FOUNDATIONAL MISSIONAL STATEMENT

Parish Council were unanimous in its decision to draft a new Foundational / Missional statement to replace the current version: ‘Love God, Love His people, Love His Word’. After much prayer, consideration, and debate, the following statement was agreed upon.

St Paul's Anglican Church West Tamworth

We are a people who are,

Saved by Jesus Christ

Growing in Jesus Christ

Proclaiming Jesus Christ

This statement is designed to perform a twin function:

- (a) To constantly remind us as members of who we are as a Church and of our primary purpose.
- (b) To be a brief snapshot for outsiders that captures and communicates the essence of who we are.

The new statement will feature prominently on new church signage, on our correspondence, during services on the screen, and in our printed matter such as in our regular weekly bulletin and on advertising material designed to promote events being run by St Paul's or St Luke's.

OUR KEY MINISTRY AREAS (KMAs)

Under the MAP process, a Key Ministry Area is a part of our ministry we consider to be:

- # Thoroughly biblical.
- # Essential and utterly indispensable in fulfilling Christ's mission.
- # An aspect of ministry that we are absolutely committed to.

The challenge with listing our KMAs is to have enough of them such that all essentials are covered, but not so many that our task becomes burdensome and unachievable. Our considered list is as follows:

- (1) Prayer
- (2) Mission
- (3) Discipleship and Training
- (4) Children and Youth
- (5) Pastoral Care
- (6) Ministry Support

GOAL SETTING FOR ALL KMAs

The aim at this point of the MAP process is to list our goals and objectives under each KMA in order to move each key area of ministry forward into the future. Below is an explanation of what follows so readers are in the best possible position to understand the work that has been done.

Under each KMA there are a number of items listed:

- a) The **blue** title is the KMA that is being addressed.
- b) Points that are black and begin with an '#' are the key objectives under that particular KMA.

c) The **green** points listed beneath the key objectives and that begin with a dash ‘-‘ are the actions Parish Council has identified that will contribute to fulfilling the key objective.

It is of course impossible to be addressing the key objectives under all KMAs simultaneously. Our resources are limited and we wish to avoid our many objectives and items to be actioned becoming an unachievable burden. An effort has been made therefore to identify one or two key objectives under each KMA that will be the focus of our initial efforts to improve our ministry in all KMAs.

The two priority key objectives as identified by Parish Council (#) are listed first and second under each KMA title.

To the left of all key objectives (in **red**) is an assessment of the importance of each key objective measured in terms of it being High (H), Medium (M), or Low (L) priority, and whether it ought to be addressed in the Short Term (ST), Medium Term (MT), or Long Term (LT). Key objectives that are of an ongoing nature are identified as such.

(A) PRAYER

Making prayerful dependence on God central to all we do:

- | | |
|-----------------|--|
| Priority | - Establish and continue regular and multiple opportunities for group prayer |
| Ongoing (H) | - Periodic Biblical teaching on prayer |
| | - Communicate answers to prayer to the church membership wherever possible |
| | - Develop a network of prayer triplets |
| | - Parish Council to meet from 7pm for prayer to open it's regular meeting |

(B) MISSION

Ensuring our support of mission beyond Tamworth / Loomberah remains a key focus:

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|-----------------|--|
| Priority | - Develop a policy document to govern our support of mission beyond our region |
| | - Improve our missionary links, sharing information, encouraging prayer |
| Ongoing (H) | - Limit our mission associations so as to support those we commit to well |
| | - Regular updates and prayer opportunities in our normal services |

Building connection, ministry, and witness in our own locality:

- | | |
|-----------------|---|
| Priority | - Better utilising our local contacts in our two playgroups for outreach |
| Ongoing (H) | - Invest in growing our relationship and connections with our Primary Schools |
| | - Door knock and letterbox drop our local areas when appropriate |
| | - Seek out creative avenues of service and exposure to our localities |

Growing a witnessing / evangelistic culture at St Paul's and St Luke's:

- | | |
|-----------------|---|
| Priority | - Constant reinforcement of Christ's call to disciple making, 'drip messaging' |
| On-going (M) | - Improved sharing of personal testimony in our public gatherings |
| | - Educating members that they are our 'entry points', not our doors and events |
| | - Continuing and improving our support of children's / youth camp ministries |

Regular opportunities to bring people to events where the gospel will be spoken:

- Priority** - Invitation Services
On-going (H) - Christianity Explored
- Women's, men's, and youth events
- Occasional special events such as Parish Dinners, guest speakers

Initiating and growing a new gospel work in Westdale:

- Priority** - Local carols event in December 2018
(M) (MT) - Run a Christianity Explored Course in 2019 / 2020
- Aim to begin a mid week BBQ and Bible Church in 2020 (would need a team)

Participating in the Commission for Evangelism and Mission (CEM) 2019 / 2020 focus:

- Priority** - Training in personal witness through 2019 (Stephen Abbot)
(M) (MT) - The year 2020 to be a concerted effort in outreach and evangelism
- Working with the other Tamworth Anglican Churches in some combined events

(C) DISCIPLESHIP and TRAINING

Ensuring sound Biblical teaching through preaching remains central to all we do:

- Priority** - Ensure only suitably trained and gifted people are appointed to preach
Ongoing (H) - Encourage regular on-going training and development of our preachers
- Provide for occasional assessment and constructive critique for our preachers
- Ensure our preachers receive appropriate encouragement

Growing and resourcing our small group Bible Study network across all demographics:

- Priority** - Delegating oversight of our small group network to an appropriate lay person
Ongoing (H) - Writing or sourcing resources for our small groups
- On going training and encouragement for all small group leaders
- Periodic opportunities for all small groups to be studying the same content

Developing a 'one to one' Bible reading culture:

- Priority** - Delegate to appropriately trained and motivated lay person to facilitate
(M) (MT) - Provide training in 'one to one' Bible reading ministry
- Facilitate the 'pairing up' of appropriate pairs and / or triplets

Establishing our Church Retreat as an annual event:

- Priority** - Establish a working group to oversee management of this event
(M) (LT) - Build this event into our regular annual pattern / program

Training and encouraging people in godliness through personal prayer and Bible reading:

- Priority** - Provide ongoing resources to facilitate personal Bible reading and prayer
Ongoing (H) - A voluntary 'buddy' system where accountability for the above is encouraged
- Encouraging our members to read quality Christian books (our new library)

Systematic and thought through program of training in all relevant KMA's:

- Priority** - The why and how of sharing the gospel with our personal networks
Ongoing (M) - Bible Study Leader Training
- Lay Preacher training and opportunity for practice and constructive feedback
- Public Bible Reading, Corporate Prayer, Welcoming at church

Initiating and supporting Year 13 and MTS training opportunities:

- Priority** - Look to identify and approach suitable candidates
(M) (MT) - Developing flexible programs to fit a variety of opportunities and candidates
- Utilising our link with Felsted in the U.K for Year 13 positions

(D) CHILDREN AND YOUTH

Employ an additional member of staff dedicated to youth ministry:

- Priority** - Direct bequest investment income to supporting this ministry long term
(H) (ST) - Aim to have a youth minister in place by early 2019
- Develop detailed but achievable Job Description

Continue to invest heavily in our ministry to children and youth (MK, KC, Energise, Fusion)

- Priority** - Better resource and support our Sunday children's and youth ministry leaders
Ongoing (H) - Youth Minister to provide direct support to Energise and Fusion leaders
- Senior Minister and Associate to support children's ministry workers

Establish or grow other children's and youth ministries:

- Priority** - Invest in our relationships with our schools, Tamworth West / Westdale
(M) (MT) - Mid week Kid's Club
- Regular promotion of camping ministry opportunities to children and youth
- Deepen our support of Tamworth High Schools Scripture Board

Investigate further ways of partnering with Calrossy Anglican School:

- Priority** - Possible sharing of staff worker to benefit both entities
(L) (LT) - Seek to improve the promotion of Fusion at Calrossy

(E) PASTORAL CARE

Establish a working group to actively pursue care of our members (Network Care):

- Priority** - Delegate leadership to an appropriate lay person to lead this team ministry
(H) (ST) - Possible employment of a suitable person for one to two days per week
- This team to oversee hospital and home visitation / home communion

Proactively grow a hospitality ministry:

- Priority** - Meals to the needy
(H) (ST) - Integrating new people into their respective congregation
- Periodic new comers dinners
- Encouragement to be opening our homes to one another

Establish, resource, and support a Nursing Home visitation team:

- Priority** - Delegate leadership to an appropriate lay person
(M) (LT) - Establish clear boundaries with the other Tamworth Anglican parishes

(F) MINISTRY SUPPORT

Increase administrative support to full time equivalent position:

- Priority** - Clearly identify where the un-met administrative needs are
(H) (MT) - Free ministry staff, where appropriate, from unnecessary administrative burdens

Improvement to Church signage

- Priority** - Install a high visibility changeable sign on Bridge Street
(H) (ST) - Improve church Office and Residences signage
- Replace current church sign at the Church Street entrance

Undertake investigation and formulation of a long term site plan:

- Priority** - Employ an appropriate consultant to think strategically and 'out of the box'
(H) (MT) - Decide on the issue of selling or not selling land
- Decide on the future of the current Church Hall
- Develop a long term plan to improve our use of our site for ministry purposes

Safe Ministry

- Priority** - Do all within our power to protect vulnerable people in our sphere of influence
Ongoing (H) - Ensure all necessary policies, protocols, and procedures are in place
- Meet all of our mandatory recording and reporting responsibilities
- Ensure all our workers with vulnerable people are fully cognitive of their obligations
- Fulfil all our obligations with respect to training and appointment of leaders

Dependent on the long term site plan, undertake to build a new 'Ministry Centre':

- Priority**
(H) (LT)
- Open a building fund
 - Purposefully consider what facilities would benefit ministry into the future
 - Have concept and design plans drawn and debated
 - Aim to build a new facility on a stage by stage basis

Aim to purchase or build a third residence for an additional member of staff:

- Priority**
(L) (LT)
- Perhaps building on church owned land in Westdale

Actively developing our regular 'giving' and other means of raising funds for ministry:

- Priority**
Ongoing (H)
- Periodic Biblical teaching on what genuine Christian giving looks like
 - Production of a new financial support pamphlet
 - Establishing appeals for particular projects
 - Promotion of the use of bequests

ACTING ON OUR PRIORITY GOALS IN KMAs

The next step in the MAP is to begin proactively working towards achieving our identified key objectives in each of our KMAs. Work will of course continue in the areas we have identified as ongoing but focused effort and other resources will be dedicated to the immediate goals we have set for ourselves. This, by its very nature, means that some of our identified objectives will be placed, for a time, on the 'back burner'.

What this also means is that our staff, our Parish Council, and other key leaders within our congregations will be approaching members of the Church to get involved in the various endeavours designed to move us forward in achieving our immediate goals. Very little of what is set out in this document is achievable if the required investment of time, people, finances, and passionate conviction comes from just a few rather than the whole.

ASSESSING OUR PROGRESS

Parish Council has already begun to consider how we might, after set periods of time, evaluate our progress in achieving the goals that have been set. This will require honest and perhaps painful self assessment as we measure our successes and failures. This MAP will serve little purpose unless we hold ourselves accountable for how effective we prove to be in achieving our goals. From time to time it will be necessary, in light of progress (or the lack of it) to alter the details of the MAP itself.

THE NEXT STEPS, A TIMETABLE

Parish Council have determined that the following time table be followed as the MAP is made known to all members of the St Paul's and St Luke's communities and as we seek to adopt the plan.

- a) Sunday July 8th 2018: The MAP to become available to members online and in hardcopy.

- b) Sunday July 29th: Focus in all services on praying for our ministry plans for the future. Following services on this day, the Church Wardens will lead a dedicated time of prayer focused on our MAP.
- c) Sunday August 5th: All four congregations to have separate meetings following services on this day to provide an opportunity for member feedback on the plan and for members of Parish Council to answer questions. Opportunity for written feedback will also be provided prior to these meetings.
- d) Parish Council will then consider the feedback received and amend the MAP where it feels amendment is necessary. All feedback and comment will be considered with due thought, prayer, and process, but Parish Council does not guarantee that said feedback will be incorporated into the final plan.
- e) The amended MAP will then be taken to the Annual General Meeting (AGM) on Sunday August 26th. The aim at the AGM will be to adopt the MAP as the agreed plan that will, in large measure, govern our efforts to further our ministry in the Lord's name in all our KMAs.

We, the members of Parish Council, look forward to discussing the content of the MAP with you as the key stake holders in the plan that is ultimately adopted. The success of the MAP is dependent on all of us 'buying in' and 'owning' the plan. St Paul's and St Luke's is the Lord's Church, but you are members of the body. We encourage you to read, consider, comment, and then invest deeply in our combined efforts to be faithful in serving the mission given to us by our Lord Jesus Christ.

Darrell Parker



Senior Minister (on behalf of the members of Parish Council)