

Glebe Road, Ipswich Uniting Church

Vision and Strategic Plan for Ministry and Mission 2016 – 2018

with integrated Action Plans 2017 – 2018

Approved by Congregation: November 26, 2017

Growing Community

The nature of Strategic Planning is that it is a living and breathing process - ongoing and evolutionary. It is reliant upon the wisdom and revelatory nature of God and responds to the needs and passions of those who live and breathe it. This is what we discern at this time based on seeking God's wisdom and guidance through prayer, church surveys and times of visioning, dreaming and sharing.



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Feedback and suggestions are always welcome - preferably in written form to churchcouncil@gleberd.com.au, the church office or to any Church Council member.

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Who are we?

We are a people on a *faith journey* ...

... seeking to be led and empowered by the Spirit of God to reach and influence lives, to serve as Christ's hands and feet,

... called to "Act justly and to love mercy and to walk humbly" with God.

Micah 6:8

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What is our vision?

Growing Community.

What is our purpose?

*Across all aspects of church life and activity we are **growing community** by:*

- focusing on **FAITH** through
 - Spirit led worship, Biblical teaching and intentional prayer to build up and nurture a vibrant and relevant faith community
- focusing on **LOVE** through
 - unity, connectedness and belonging to value and encourage every member
- focusing on **ACTION** through
 - identifying, nurturing and using the gifts and graces God has given to equip us to make a difference in our world

How do we deliver?

Our church will seek to deliver our vision by empowering the congregation through the seven Ministry Teams under which the activities of our church are managed and supported. Oversight is provided by the Church Council.

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Church Council

Church Council strives towards *“building up the congregation in faith and love, sustaining members in hope, and leading the congregation to a fuller participation in Christ’s mission in the world.”*

Church Council Regulations 3.1.2.a

Strategies:

1. *Discern the heart and purpose of God for our church community by* committing to ongoing reflection and review of the strategic plan.
2. *Value the contributions and potential of our faith community by:*
 - a. encouraging and enabling people to discern their gifts and graces;
 - b. enabling members to actively participate in the life of the ministry and mission of this church family and beyond.
3. *Recognize the importance of body ministry by* actively engaging with and encouraging all Ministry Teams to:
 - a. identify their
 - i. current responsibilities;
 - ii. current needs;
 - iii. planned actions;
 - iv. future priorities.
 - b. discern the most appropriate leadership and composition of Ministry Teams;
 - c. encourage creativity and ownership of Ministry Teams to implement the vision.
4. *Cultivate connectivity between Ministry Teams and Church Council* by being actively engaged with the teams.
5. *Discern the heart of the congregation* in reviewing worship service composition and times.
6. *Fulfil accountability obligations* by recognising and undertaking all requirements associated with Uniting Church Management and Leadership.

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Children, Youth and Families Ministry Team

This Team will give oversight, support and energy to the further development of ministries with children, youth, young adults and families.

Strategies:

1. *Value children youth and families by* facilitating the gathering of 'families' and leaders to discuss Children's, Youth and Family's needs and services across the church

Actions:

Facilitate a consultation process which intends to:

- a. Identify people who are interested in the planning and implementation of appropriate programs to meet those needs.
 - b. Discuss intentional links between families of each of the services.
 - c. Seek feedback regarding suitability of service times.
 - d. Invite suggestions for equipping families for life – e.g. parenting, behaviour, budgeting.
 - e. Process feedback and work with the people who have been identified from discussion group to implement the relevant suggestions.
2. *Value children and youth by* investigating avenues for providing space for children and youth to explore their faith through worship, small groups, Extreme, and youth ministry

Actions:

Investigate aspects of:

- a. Worship
 - (i) Consult and work with Worship Ministry Team and Minister;
 - (ii) Endeavour to incorporate something that includes children in the 8.15 service;
 - (iii) In 10.15 service, have children contribute for the whole service e.g. the 5th Sunday of the month.
- b. Small Groups
 - (i) Already taking place with Year 5 and above on a fortnightly basis;
 - (ii) Identify leaders and helpers who can take part with this group;
 - (iii) Explore suitable Sundays for this to happen.
- c. Extreme
 - (i) Identify new leaders;
 - (ii) Identify an Assistant Co-ordinator.

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d. Youth Ministry

- (i) Identify new leaders;
- (ii) Investigate an ongoing Support Team;
- (iii) Recognise the Parent Liaison Team;
- (iv) Investigate different programmes to explore the faith journey of our youth.

3. *Value young children and families by creating connections with baptism families*

Actions:

Support the work of Family Connexions (previously known as Cradle Roll):

- a) Ensure effective communication between the Ministry Team and Family Connexions;
- b) Ensure co-ordination between Family Connexions, Prayer and Pastoral Care Team and Lead Minister to maintain follow up process with families
- c) Review the responsibilities and processes of Family Connexions

4. *Ensure accountability by attaining and maintaining 'accreditation' as a child-safe church*

Actions:

- a) Ensure that we follow the Plan of Action as approved by Church Council

5. *Support leaders by providing appropriate teaching and training opportunities*

Actions:

- a) Be proactive in seeking training opportunities through Synod, Presbytery and other agencies;
- b) Investigate establishing our own training programme;
- c) Train leaders using updated and reviewed Leadership Manual;
- d) Opportunities for First Aid and CPR;
- e) Fire training;
- f) Where necessary offer funding to youth and children's leaders attending training programs

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Worship Ministry Team

This Team will give oversight, support and energy to the further development of all worship services.

Strategies:

1. *Enable Spirit-led worship* by investigating worship service options that allow the Holy Spirit to move.

Actions:

- a. Discern about the creation of Visioning Teams for each service of worship;
- b. Establish a Creative Arts Team (Comprising banners, mural's etc.);
- c. Establish a Performing Arts Team. (Comprising dance, drama etc.)
- d. Establish a Digital Arts Team (Comprising multimedia, slides etc)

2. *Value children and youth* by investigating options for including children and youth in existing services.

Actions:

- a. Develop the involvement of children and young families in Sunday morning worship and explore the engagement of youth in Sunday morning worship.
- b. Work with the Children, Youth and Young Families team to invite HIVE youth who don't attend Sunday worship to come along.
- c. Create opportunities for young people to be involved in the music team

3. *Enhance worship experiences* by evaluating the number and timing of Celebration services; encouraging more people to participate in the music team for celebration services; and discussing the potential for youth involvement in a Sunday evening worship activity.

Actions:

- a. Discuss the frequency and dates/themes of celebration services for 2018 and include the Celebration Service planning team in that conversation
- b. Discuss future possibilities for the evening service.

4. *Respond to faith journey needs* by exploring options for specific teaching series' e.g. - discovering gifts and talents.

Actions:

- a. Meet with Discipleship Ministry Team to discuss possible preaching series for 2018 in consultation with the Minister.

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5. *Ensure effectiveness by clarifying the roles and procedures for preparation of different services.*

Actions:

- a. Revisit a list that defines and describes the different roles undertaken in each of the 8:15, 10:15, 6pm, mid-week and celebration services. (e.g. worship leader, team leader etc.)

6. *Explore ways to create a more welcoming and vibrant space for worship that grows community.*

Actions:

- a. Plan a refurbishment of the foyer space
- b. Continue to ensure consistent computer technology across all services.

7. *Grow community in the congregation's worship.*

Actions:

- a. Encourage participation in celebration services by promoting the services amongst the congregation
- b. Grow a sense of community in each of the worship services

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Prayer and Pastoral Care Ministry Team

This Team will give oversight and energy to the further development of prayer ministry and the pastoral care network across the congregation.

Strategies:

1. *Value personal contact and support by monitoring and adjusting the Pastoral Care Network to cater for newcomers and changes in circumstances and needs.*

Actions:

- a. Further allocation of carers
 - (i) Identify and appoint more new carers to expand the Network.
- b. Communication with current carers
 - (i) Maintain regular contact with each carer.
- c. Pastoral care training programs
 - (i) Investigate pastoral care training programs
 - (ii) Plan and conduct a pastoral care training program

2. *Enable church-wide prayer growth by instigating opportunities for corporate, personal and intercessory prayer and learning about prayer.*

Actions:

- a. Investigate starting a weekly prayer time
- b. Plan and prepare another 24 hour prayer vigil

3. *Value newcomers by developing and promoting a pathway for enfolding new people into the Congregation.*

Actions:

- a. Welcome Packs
 - (i) Maintain the number and currency of the welcome packs in the foyer
 - (ii) Encourage welcomers and stewards to distribute the Welcome Packs
- b. Bible Study & Cell Groups
 - (i) Develop a process, in partnership with the Discipleship Ministry Team, to enfold new people into Bible Study and Cell Groups
- c. Education & Encouragement
 - (i) Equip people across the congregation with the skills and confidence to be more welcoming, friendly, invitational and hospitable.
- d. Welcoming Events
 - (i) Conduct regular events to welcome new people into the life and ministry of the congregation.
 - (ii) Plan and undertake Culinary Connexions in consultation with the Fun & Friendship Ministry Team.

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Discipleship Ministry Team

This Team will give oversight and energy to the further development of cell groups, bible studies, educational and discipleship programs, as well as the training and equipping of leaders.

Strategies:

1. *Connect and support people* by establishing and expanding the network of small groups comprising: cell groups, Bible study groups, and home groups.

Actions:

Bible Teaching

- a. Term 4, 2017 – Stewardship “Spirited Generosity” preaching & small group study series.
- b. Term 1, 2018 - Confirmation teaching & Animate “Practices” study group
- c. Term 2, 2018 - “Spiritual Gifts” teaching & study group
- d. Term 3 & 4, 2018 - possibly “Emotionally Healthy Church” teaching & study group and “Five practices of a Fruitful Church” teaching & study group

Small Groups

- a. Further develop the formation of new groups by personal invitation to suitable leaders and encouraging congregation to be part of a group.
- b. Term 1, 2018 - start 4 new groups

2. *Empower leaders* by:

- a) conducting leadership development for existing and new leaders based upon their current needs and circumstances
 - (i) Explore ways to offer support, encouragement and training to leaders
 - (ii) Conversations with potential leaders for formation of new groups
- b) providing discipleship and study resources for small groups.
 - (i) Advertise groups in notices and website, especially new groups
 - (ii) Publicize and make the listings of all group resources available to new leaders and groups

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3. *Value new comers by developing an effective process for enfoldng people into new small groups.*

Actions:

- a. Receive information from Prayer & Pastoral Care Ministry Team from Welcome Pack regarding newcomers seeking involvement in a small group.

4. *Value intentional commitment to teaching and learning about our faith journeys by investigating and identifying opportunities for focused learning events.*

Actions:

- a. Themes for focus in 2018 have been identified (see point 1)

5. *Support the ongoing ministry and mission of the church by identifying and implementing a suitable planned giving program and conduct it on the foundation of the new Vision and Strategic Plan.*

Actions:

- a. Term 4, 2017 - Implement "Spirited Generosity" preaching and study groups.
- b. 2018 Part 2 of "Spirited Generosity"
- c. 2019 Part 3 of "Spirited Generosity"

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Service and Outreach Ministry Team

This Team will give oversight and energy to the further development of ministries that enable us to serve, advocate for and reach out to, people in our local, regional and global communities.

Strategies:

1. *Enhance connections across and beyond the church body by liaising with existing outreach activities to provide support and encouragement:*
 - (i) Glebe Garden Club;
 - (ii) Silkstone Eisteddfod
 - (i) Habitat for Humanity
 - (ii) Team Timor
 - (iii) Carols in the Park
 - (iv) Queensland Community Alliance
 - (v) ANZAC Day Hospitality
 - (vi) Kids Hope *
 - (a) Advertise for more mentors.
 - (i) Mainly Music *
 - (a) Encourage more men to volunteer as helpers.
 - (i) School Meals*
 - (b) Label meals with a positive verse and identify that they are provided by Glebe Rd UC.

(* denotes that while these are outreach ministries, they are the primary responsibility of the Children, Youth & Families Ministry Team and all suggested strategies will be passed onto the CYFMT)

2. *Value our international mission partners by continuing support for the Glebe Rd / Timor-Leste partnership and investigating further opportunities to foster interaction and mutual love and support.*

Actions:

- (a) Provide ongoing support for the work of Team Timor, especially the Dental Project.

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3. *Continue to enhance our Church/Community relationships by investigating leadership opportunities and community partnerships for*
 - i. Carols in the Park;
 - ii. Anzac Day service;
 - iii. School Meals Program;
 - iv. Queensland Community Alliance – Ipswich.

Actions:

Carols in the Park

- (a) Enhance the ministry of prayer support, established last year, for this event.

Prayer for various ministries

- (b) Encourage worship leaders to pray for various ministries in worship
- (c) Include in the weekly Notice Sheet an encouragement to pray in a seven day cycle for the seven Ministry Teams and the various groups and activities that are related to each Team.

Visibility in the community

- (d) Investigate the purchase of a vertical banner for use at public events to identify the presence and involvement of people from Glebe Rd UC.
- (e) Encourage and support the appointment of a publicity coordinator
- (f) Investigate the suitability of special shirts to be worn by people from Glebe Rd UC for use at public events to identify our presence and involvement.

4. *Build positive and ongoing relationships by facilitating ways to help the community within and beyond church boundaries.*

Actions:

- (a) Provide our details to the Ipswich City Council Directory and My Community Directory
- (b) Ensure we have the most recent details for the City Council Directory, the My Community Directory and Ipswich Emergency Relief Services.

5. *Grow the Glebe Rd UC Advocacy Group*

Actions:

- (a) Promote the Group through the Notice Sheet.
- (b) Personally invite people to join the Group

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6. New Initiatives

Strategic Projects

- (a) Be more intentional around the selection and support of particular projects. For example, the good choice of Red Bags and encouraging the whole congregation to participate.

Prison Ministry

- (b) Grow our support for, and engagement with, Prison Ministry.

Evangelism

- (c) Teaching people how to share their faith meaningfully.

New Convenor

- (d) Enhance the functioning of this Ministry Team by the appointment of a new convenor.

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Fun and Friendship Ministry Team

This Team will give oversight and energy to the further development of specific fellowship groups and social activities across the life of the congregation.

Strategies:

1. *Recognise the value of fun and friendship by organising social and fellowship events to foster our growing together as a healthy church.*

Actions:

- a. Organise a cross-age Trivia Fundraiser in conjunction with Team Timor.
 - b. Extend invitation to attend Moogerah Passion Play 2018, in conjunction with April 2018 'Riskies' event.
 - c. Explore the possibility of conducting a Children's Musical in 2018.
 - d. Investigate options for a Church Picnic / BBQ.
 - e. Investigate with the Discipleship Ministry Team alternate year events such as:
 - Discipleship/Teaching/Fun weekend
 - Church camp
 - f. Make it known that the Fun and Friendship Committee is available to other Ministry Teams in the church to assist in organising activities.
2. *Value social and life-sharing opportunities and activities through the support and encouragement of*
 - i. Riskies
 - ii. Craft, Coffee and Chat
 - iii. Art for Pleasure
 - iv. Women's Fellowship
 - v. Waterers and Weeders

Actions:

- a. Promote the existing social groups by encouraging membership / attendance through Church Notices, Announcements in worship.
- b. Acknowledge and affirm the work of these groups through celebrating special events.
- c. Support the Minister to be available on a regular basis to encourage these activities.

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Resource Ministry Team

This Team will give oversight and energy to the further development of administration, communication, property maintenance, information technology and financial resources.

Strategies:

Acknowledge the need for good financial, property, staffing and administrative practice by:

1. Monitoring and implementing the 10-year Maintenance Plan.

Actions:

- a. Review to ensure all actions are completed/actioned and initialed;
- b. Draft Spreadsheet to be completed;
- c. Final Plan completed, updated and stored safely

2. Ensuring security and fire safety procedures are in place and followed.

Actions:

- a. Appoint personnel for security and fire safety;
- b. Training for all leaders;
- c. Review training guidelines/procedures each year (includes keys etc.);
- d. Conduct Fire Evacuation each year for all worship services and groups.

3. Undertaking a facility usage review.

Actions:

- a. Review on a yearly basis;
- b. Review costing structure 3 yearly, (CPI applied annually)
- c. Ensure external parties have current Third Party liability insurance;
- d. If an incident occurs for external users, a copy of report is to be sent to Church Council via the Resource Team.

4. Managing staffing matters.

Actions:

- a. Review staffing requirements for Church prior to Budget considerations;
- b. Create a register of the skills of volunteers and update yearly.

5. Overseeing personnel matters.

Actions:

- a. Circulate position descriptions for Publicity & Communication Coordinator & Fundraising & Grants Identification & Application Officer for a submission of interest;
- b. Explore options for other volunteer positions as necessary.

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6. Managing the church technology and communications requirements.

Actions:

- a. IT group to produce/submit a procedures manual for IT in the Church;
- b. IT group to produce/submit a list of hardware/software and upgrade requirements;
- c. Manage and update church website;
- d. Set up a Facebook page and have a single point of contact to monitor the on-going Facebook material; this will be linked to the Publicity & Communication Coordinator role
- e. Ensure there is a balance of online and printed material.

7. Fulfilling all financial accountabilities required by the Uniting Church.

Actions:

- a. Review financial delegation authorities;
- b. Have financial books audited yearly;
- c. Ensure counting of offerings and other money collected is undertaken by at least 2 people;
- d. Review cash handling, petty cash banking procedures.

8. Loaning of Church Property equipment.

Actions:

- a. Review items that can be loaned and review procedure annually.

9. Managing Church property.

Actions:

- a. Ensure insurance is renewed and adequate to our needs;
- b. Undertake 6 monthly Manse inspections;
- c. Ensure copyright needs are reviewed and adequate for our needs;
- d. Produce copyright usage.

10. Fundraising to replace church roof.

Actions:

- a. Raise awareness of the need for the roof replacement;
- b. Conduct activities to raise funds;
- c. Identify funding sources (e.g. grants) – this activity is linked to the Fundraising & Grants Coordinator role

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