

# Georges River Presbytery Mission, Vision and Strategic Plan 2020 – 2025

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# Foundations for the Mission, Vision & Strategic Plan

## Introduction

This Mission, Vision and Strategic Plan outlines the development and implementation of a vital, growing and healthy Georges River Presbytery. The focus is upon equipping the local congregations and the Presbytery to fulfil the mission of Jesus. The vision is to see healthy growing congregations within the Georges River Presbytery. By 2025 the Georges River Presbytery will be known for passionately pursuing the mission of Jesus. The Presbytery will have at least four regional or hub congregations, plus 20 healthy growing suburban congregations and five new fresh expression or church plants. The Georges River Presbytery will also have completed the structural re-organisation to provide streamlined processes to allow effective decision making and fulfilment of the requirements of presbyteries.

**The Georges River Presbytery stands at a crossroads in its life. The choice we have is to structure ourselves for life and growth or to let the current situation take its course towards decline. As we make these bold steps, we should always remember that our God is a God that brings new life. - *The thief comes only to steal and kill and destroy. I came that they may have life and have it abundantly. John 10:10 NRSV***

## Rationale

Our world is in a state of unprecedented change. The last forty years have seen considerable advancements in technology. We are experiencing the most significant shift in communication in history, from landline phones to smartphones and interconnected devices. We are now seeing a generation growing up that doesn't know life without the internet, touch screen technology and the pressures of social media.

It is not just this rapid change in technology that has shifted. The way our society views the world has also moved in the last forty years. The shift from Modernity (a belief in science, absolute truth and one cultural narrative) to post-modernity (the re-emergence of spirituality, relative truth and numerous cultural narratives) has been at the forefront of this shift. Couple this with the rise of social media and our society continues to shift in new directions. It is now the person/organisation with the loudest voice (social influence and connections) that charts the course of society.

Social norms have also shifted. The church is no longer considered by many to be relevant. The definitions of what constitutes valid relationships have changed from previously held beliefs. All of this shifting culture norms challenges the church in how it relates to the community. For churches in the Western world, this change has serious repercussions. The church over a relatively short time has moved from being the centre of society and its moral compass to becoming a fringe voice. It doesn't take very long to find research and reports that support the notion that the church is in steep decline in the West. For instance, The

United States Census Bureau details a steady decline in church attendance. It reports that on average, in the past twenty years, four thousand churches in the United States have closed their doors each year. In that same time frame, 2.7 million church members have become inactive.

This decline in the church is more severe in Australia and exacerbated for the Uniting Church because of its age profile. Approximately 50% of people attending the Uniting Church in Australia are over the age of 70. If nothing else changes, the Uniting Church will be half the size it is today within a few decades.

This decline is something the Morgan Report alluded to back in 2006 when Ken Morgan wrote:

*For the vast majority of local congregations in the Presbytery, the 1950s and 1960s represent a golden era. Workshops revealed a common image of hundreds of kids in Sunday schools and youth groups such as brigades and OKs in the post-war boom period. This time was remembered with considerable nostalgia. Many congregations seem to be living off the last gasps of the momentum of Billy Graham crusades and the Sunday School movement of the late 1950s. Today the typical congregation in the Presbytery is closing down long-standing programs such as Sunday School – mainly for lack of able people to keep them running. The churches are aging, and most are constituted of predominantly those aged over 65.*

It is at this very time in history that the church needs to rediscover its calling and prophetic voice as our world and country wrestles with some unprecedented issues. A growing number of people in our community are struggling with mental health issues and loneliness as more and more experience social marginalisation and disconnection as well as broader issues such as justice for our first peoples and climate change. We believe the church can be a positive movement and needs to once again find its prophetic voice.

While the Georges River Presbytery finds itself in dire circumstances, the situation is not hopeless. Our hope is always Jesus. It is because of our hope in Jesus and the circumstances that we find ourselves that we believe it is time to reset the structures and direction of the Presbytery. A healthy, well-resourced and growth orientated Georges River Presbytery will be able to equip the Congregations of the Presbytery to take on the mission of Jesus in this rapidly changing world.

### Reshaping for Growth

Glen Powell (Uniting Mission and Education Executive Director), tells the story that when he first started at Sydney Presbytery, he went on a staff retreat called “No Retreat”. The adage of “No Retreat” summarises a growing number of voices in Uniting Church Congregations, Presbyteries and the Synod that are calling for the UCA to draw a line in the sand and stop retreating. Marking a new era for the church that is about growth.

At the recent Synod 2019, the “Focus on Growth Proposal” was presented. The proposal states “That the Synod commit, over the next three years, that we will organise ourselves, and request our Presbyteries to so organise themselves, to prioritise and enable growth:

- in discipleship,
- in relationships,
- in number and
- in impact

within and through our congregations...” and the “...intended purpose of this proposal is to provide, should the Synod agree, a lens through which our Synod and Presbyteries may deliberately focus their life and witness over the next three years.”

The challenge has been made for Presbyteries to reorganise themselves for growth and to quote a famous line from the Shawshank Redemption, “I guess it comes down to a simple choice, really. Get busy living or to get busy dying”.

### The Mission of Jesus

This challenge for growth reflects the imperative Jesus gave to his disciples in Matthew 28:18-20 and also the new mission statement of Georges River:

#### **“Equipping the Church in the Mission of Jesus”**

This mission, vision and strategic plan has to be much more than mere words on a page. It needs to reflect the Mission of Jesus and the desire from Georges River Presbytery to serve the local congregation in fulfilling that mission.

According to the basis of Union, “The Congregation is the embodiment in one place of the One Holy Catholic and Apostolic Church, worshipping, witnessing and serving as a fellowship of the Spirit in Christ.”, (Basis of Union 1992 ed). The Presbytery affirms that it is the local congregation, in its local context where the mission of Jesus finds life and implementation.

And yet, in saying that, the Presbytery carries a degree of responsibility for the congregations within its function. Namely, “... to perform all the acts of oversight necessary to the life and mission of the Church in the area for which it is responsible... in particular exercise oversight over the congregations within its bounds, encouraging them to strengthen one another’s faith, to bear one another’s burdens, and exhorting them to fulfil their high calling in Christ Jesus. It will promote those wider aspects of the work of the Church committed to it by the Synod or Assembly.”, (Basis of Union 1992 ed). Presbytery must function well if congregations are to flourish. For this reason, the Georges River Presbytery vision statement is:

**“Georges River Presbytery exists to see healthy growing congregations within the Presbytery who will be known for passionately pursuing the mission of Jesus”**

The local congregation is about the mission of Jesus, the Presbytery is about equipping the congregations. In essence, the Presbytery exists to serve the local congregation, supporting, enabling and equipping the Church to fulfil the call and mission of Jesus.

This will look different from area to area and from congregation to congregation and from zone to zone. Mission in Rockdale will look different to mission in Bankstown. Mission in Bankstown will look different to mission in Engadine. The role of Presbytery is not to impose

a model of mission, but rather to help mission flourish across the Georges River Presbytery in the diverse and unique contexts of the local congregations. The Presbytery can do this by helping congregations discover their unique identity in Christ, develop a deep understanding of their missional context, and to help them understand what Jesus is calling them to do.

## Overview of the Mission, Vision & Strategic Plan

This mission, vision and strategic plan has been developed out of a number of consultations held across the Presbytery. These include the Pathways Project run by the Synod across all presbyteries, a facilitation day that further worked upon the data received from the Pathways Project, with a specific aim to identify what is a healthy presbytery. A listening Day that heard the stories of hope across the Georges River Presbytery was also held to hear how God has been working within the life of the church and continues to work within the churches of the Georges River Presbytery.

In preparing the Mission, Vision and Strategic Plan the strategy team has sought to find the best model, that represents the Presbytery in its current state and capabilities while looking towards the future with an achievable vision that requires the Presbytery to deeply trust in the provision and transformative power of God.

The mission, vision and strategic plan has also heeded the feedback from churches and individuals across the Presbytery. This feedback has been wide and varied, which in essence reflects the nature of the Presbytery itself. The basis for the mission, vision and strategic plan are the dreams, hopes, concerns and thoughts of the people and churches within the Georges River Presbytery.

The facilitated mission planning day held on the 9th of March 2019 identified for the Presbytery four strategic areas of focus and three core strategic values. These strategic areas of focus and values are shown in the following infographic:



EQUIPPING THE CHURCH IN THE MISSION OF JESUS

These four strategic areas of focus as well as the three core strategic values are further explained on the following pages and form the overview of the strategic plan for the presbytery.

# Core Strategic Areas of Focus

## Mission

*We will equip Congregations within the Presbytery to go out to do the work of Jesus Christ, in word and deed. As a Presbytery we look to increase the number of people who are Christians, we seek to expand the missional capability of the Congregations and to provide a positive impact upon our communities.*

1. Focus on growth and healthy vibrant congregations.
  - a. 25 by 2025.
    - i. In addition to the regional / hub churches
    - ii. 20 vibrant healthy suburban congregations
    - iii. 5 fresh expression / church plants
2. Increase the effectiveness of Mission Planning within Congregations.
  - a. Mission Plan Audit with all Congregations (*Done as part of the Life and Witness Process*)
  - b. Regular Mission Planning Workshops, utilising UME expertise.
  - c. Develop Mission Planning Proforma documents / templates based upon the type of mission planning undertaken for Congregation and Presbytery use.
  - d. Mission Planning for growth
3. Restructuring Congregations and Presbytery for effective mission.
  - a. Develop 3-4 zones within Presbytery that each has at least one Regional Church or Hub Church.
    - i. Congregations will be consulted about zoning. 4 potential zones could be:
      1. Canterbury Bankstown Zone
      2. Bayside Zone
      3. Georges River Zone
      4. Sutherland Shire Zone
    - ii. Zones are not another layer of governance
    - iii. Zones work on a functional level to provide strategic infra-structure and support systems for the churches within the zone.
  - b. Mission planning based upon Zone needs
  - c. Strategic Congregation mergers for growth and to have greater impact within the community
  - d. Work within Uniting Church Regulations to streamline Presbytery Committees
  - e. Develop Presbytery Resource Facility
4. Identification and equipping of congregations that can become regional/hub congregations.
  - a. Key focus of Presbytery Mission Leader staff position.
  - b. Explore and define what Regional Church / Hub Church look like. Develop step process which will help congregations move to become a Regional / Hub Church.
  - c. PRC and Standing Committee (Mission and Leadership Minister / Officer) working with Congregations and Church Councils to self-identify if they are or have the potential to become a regional / hub congregation.
  - d. Staff the Regional / Hub Church for effective ministry and growth.
  - e. Redevelop or create new property locations for the Regional / hub churches.
  - f. Develop linkages between Regional / Hub Church and smaller congregations in the zone.



## Stories of Mission



*On the 8<sup>th</sup> of January 1994, the Jannali-Como area was ravaged by bush fires. Jannali Uniting Church opened their church, became the clearing house for donations and a major centre for helping the grieving community. This was a major response to a community in crisis and JUC rose to the occasion. It made me see that if this is a church at work, then this is a church that I would like to be involved with.*

*Barbara Moore, Jannali Uniting Church*

*I was asked to create a children segment for our Christmas Carol event. Certain members told me there would be no children at the service. We prayed and approximately fifteen children under the age of ten turned up.*

*We now have twelve to twenty-five children in our Church service every week as well as an active playgroup.*

*The hand of God has been repeatedly visible over the past few years at Menai-Illawong Uniting Church.*

*Ron Huntington  
Menai-Illawong Uniting Church*



5. Identify and foster potential church plants or fresh expressions mission initiatives.
  - a. Presbytery Staff position to include a fulltime staff position that focuses upon mission development, Church growth, Fresh Expressions and Church Planting.
  - b. Potential Church Plants / Fresh expression (Refer to Page 17) Locations.
  - c. Encourage churches to engage with community needs, with a view that a Fresh Expression Church might be developed from that engagement.

## Resources

*We will support, encourage and resource the Congregations within the Presbytery so that they may be healthy, vibrant, faithful communities of believers.*

1. Identify areas of need within congregations.
  - a. Pastoral Relations Minister to work with PRC and Congregations
  - b. Encourage churches to be future and growth focused
  - c. Utilise Vital Ministry consultations to help find areas of needs.
  - d. Pastoral Relations Minister to provide appropriate support to congregations as needed. (this is not just to fulfil preaching shortages)
2. Provide training and support to church councils to fulfil their role.
  - a. Regular face to face training provided on key issues facing church councils, ie finance, governance
  - b. Online resources to help church councils with their role
3. Develop a Presbytery resource centre.
  - a. This is the location for the presbytery offices
  - b. The resource centre has space to hold training events
4. Presbytery meetings to focus upon support, encouragement and resourcing.
  - a. Presbytery will meet 6 times a year (4 regular business meetings and 2 open meetings)
  - b. Presbytery meetings will include time for networking
  - c. Presbytery meetings will look to have guest speakers
  - d. Presbytery meetings will hear and champion congregational activities
  - e. Presbytery meetings will seek to have Synod involvement as warranted
5. Resource the development and growth of youth / young adult / children's ministries.
  - a. Youth / young adult / children's ministry will be a growth and focus area for the Presbytery
  - b. Set aside budget to fund ministry youth / young adult / children's ministries.
  - c. Link with the Synod Pulse initiative

## Governance

*We will take seriously our role as a Presbytery and provide the best possible structures and support for the Congregations entrusted into our care.*

1. Develop lifegiving streamlined governance processes, procedures and structures.
  - a. Work with the Synod to develop a new committee structure for the Presbytery to fulfil the obligations of the Presbytery
  - b. Develop a congregation risk and compliance management package
2. Staff the Presbytery for growth and change.
  - a. Role specific staffing model
    - i. Mission and Leadership Minister/Officer
    - ii. Pastoral Relations Minister

- iii. Business Manager
    - iv. Administration Assistant
  - b. The specific roles relate to specific Presbytery Committees
    - i. Mission and Leadership Minister/ Officer relates to Standing Committee
    - ii. Pastoral Relations Minister relates to Pastoral relations Committee
    - iii. Business Manager relates to Property Committee and Standing Committee
- 3. Develop financial stability of the Presbytery.
  - a. Develop a Presbytery Property and Financial Portfolio that will cover the staffing and running costs of the Presbytery
  - b. Establish a Mission Fund / Seed Fund for the use in development of Regional/Hub Church, Church plants and Fresh Expression Churches.
  - c. Develop financial sustainability by decreasing ongoing cost across the Churches within the Presbytery
- 4. Develop and implement a communications strategy.
  - a. Website redevelopment
  - b. Access to Synod Electronic Documents and Records Management System
  - c. Provide summaries of Presbytery meeting to all congregations
  - d. Encourage congregations to respond to correspondence in short time frame
  - e. Encourage and help all congregations to have internet access
- 5. Implement Life & Witness and Vital Ministry consultations across the Presbytery.
  - a. For effective governance the PRC will use the Life & Witness consultation process to assess congregational health and growth
  - b. Resource PRC to implement Life and Witness consultations with every congregation on a 5-yearly cycle.
  - c. For effective governance the PRC will use the Vital Ministry consultation process to assess Specified Ministers health, growth and effectiveness in their ministry placement.
  - d. Resource PRC to implement Vital Ministry consultations with every specified minister within the Presbytery on a 2-yearly ministry appraisal cycle inline with the NSW/ACT Synod documentation.
- 6. Encourage the redevelopment of properties to enhance mission and financial potential.
  - a. In development of Regional/Hub Churches, congregational proprieties will need to be redeveloped to meet the need for growth and mission.
  - b. Re-structure the Property Committee to allow expertise in property development to be involved
  - c. Implement a Property Mission audit

## Leadership

*We will build a culture of leadership and leadership development that seeks to provide best practice in our partnership in God's mission.*

- 1. Develop a mentor program to develop leadership skills within Congregations and the Presbytery.
  - a. Work with UME to provide training on mentoring leaders
  - b. Mentoring of leaders an integral part of Regional/Hub Churches
  - c. Work with UTC to provide student placements within the regional/hub churches
- 2. Invest in young leaders.
  - a. Encourage and develop networking and collaboration with Young leaders within the Presbytery
  - b. Integrate with Pulse

- c. Provide funds for Young Leaders to attend conferences
    - i. Fund 8 leaders per year (2 from each zone)
  - d. Develop combined worship events for young adults and youth
- 3. Develop a succession planning process for key positions within the Presbytery and Congregations.
  - a. Work with ACOMP for a better process when ministry positions become vacant
  - b. Openness to find the right person for the job – willingness to recruit beyond the Uniting Church as needed.
  - c. Develop a skill matrix for committee positions
  - d. Nominations committee for Presbytery Positions
  - e. Mentoring people to take upon leadership roles
- 4. Implement discipleship training across the Presbytery and Congregations.
  - a. Training ministers and congregations in discipleship
  - b. Create an education committee?
  - c. Run regular training on evangelistic courses
  - d. Encourage congregations to be running discipleship courses within their congregation

## Core Strategic Values

### Collaboration

1. We will foster and encourage Congregations and the Presbytery to work together for the fulfilment of mission.
2. We will foster and encourage Congregations to work together in worship, mission and service.
3. We will foster and encourage a collaborative approach to new developments in Congregations and among Congregations.
4. We will foster and encourage the development of team ministry within Congregations, the Presbytery and across multiple Congregations.
5. We will foster and encourage collaboration in youth / young adult / children's ministries.

### Identity

1. We will develop a clear understanding of who we are as a Presbytery.
2. We will develop a clear understanding who we are as a Church.
3. We will develop a clear understanding who we are in Jesus Christ.
4. We are called to be disciples.
5. We are a welcoming, loving community of believers.
6. We are expectant and confident that God is guiding and leading the church.
7. We commit to become a Presbytery that champions youth / young adults / children's ministries.

### Diversity

1. We are a church that is made from diverse people. We celebrate and encourage that diversity.
2. We will build relationships with the various diverse groups within the presbytery.
3. We will build cultural awareness within the Presbytery.
4. We will understand the differing needs of the diverse groups within the presbytery and the community.
5. We will encourage a diverse range of gifted people to be involved in leadership positions.
6. We will create a safe place where all feel welcomed and can be heard without judgement.

## Stories of our values - Collaboration

*I saw God working last year when Oatley and Hurstville (South) youth groups combined to do an event. It was a very successful event and the reason I find this significant is because even though it may seem little, in young people's eyes its big. A certain person told me that God does things in mysterious ways and that everything happens for a reason.*

*Moana Moala (12 years old)  
Oatley Uniting Church*

## Stories of our values - Diversity



*There is an autistic child coming with his Grandma and/or mum. At first, he didn't settle in and yet the church team continued to welcome and care for them.*

*The mum shared with me how much she had appreciated how we include, embrace, welcome and show the love of God and how another group (a playgroup) had asked them not to come.*

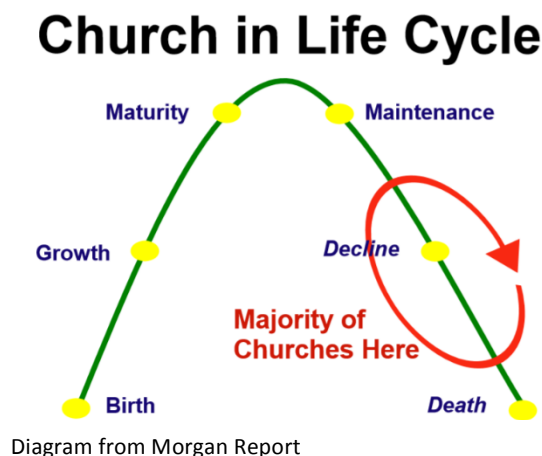
*This is significant because our genuine act has revealed the grace and love of God and enabled us to connect with and build a relationship a diversity of people in the community.*

*Il-Woong Kim  
Lugarno-Peakhurst Uning Church*

## Background Information

### Church Life Cycle

At the writing of this Mission, Vision and Strategic Plan, there were over thirty-five congregations in the Presbytery at various stages of the Church Life Cycle. In his report back in 2006, Ken Morgan identified the majority of UCA congregations in the Georges River Presbytery as in “decline”. The purpose of this strategic plan is not to identify what congregations fall into what stage of the life cycle. However, the Presbytery is asking all congregations to prayerfully consider wherein the church life cycle their congregation might be.



### Zones

In the facilitated day held at Penshurst Uniting Church on the 29th of June 2019, several table discussions expressed an interest in clustering existing congregations around “hub” or “resourcing” congregations. One participant commented that we create zones around the major shopping centres in the Georges River Presbytery; namely Bankstown, Hurstville and Miranda. Some participants felt that a cluster of six to eight congregations was ideal, and perhaps a fourth zone could be created around Rockdale Plaza/Kogarah Hospital. The notion of clustering around the major shopping centres and public spaces provide some guidance on how the Georges River Presbytery could think about missional zonings; it wouldn’t necessarily mean that the corresponding churches to those shopping centres would become the hub/resource churches for their zones. This decision would come after a period of discernment consultation by Presbytery and the local congregations.

It needs to be made clear that zones are not a new level of governance. Zones within the Georges River Presbytery are not for oversight, rather to resource and organise congregations around mission and growth.

It also needs to be made clear that these zones will only be developed after extensive consultation and that congregations can choose whether to participate in the zoning or not. However, as this will be the primary way the Presbytery will help support the mission of Georges River, more focus and energy will be given to those congregations that do participate.



In the Facilitation Day conducted at the Penshurst Uniting Church on the 29th of June, one participant created a helpful way of categorising the sort of congregations that might exist in our Presbytery into the future. These fell into four broad categories:

### Resourcing/Hub Congregations

As mentioned above, these four zones would be clustered around major shopping centres/public spaces in the Georges River. With the help of Presbytery, each of these zones would have a resourcing or hub church. Whose primary purpose would be to grow to a size that not only sees their congregation flourish but would also look to resource and support the mission of six to eight churches clustered around them.

Ideally, the congregations of these churches would have 200 plus members and employ multiple ministry agents/staff that could take on specialised roles. Part of the staff role would be to help resource smaller churches for mission and leadership development as well as providing resources for children, youth and family ministry.

### Suburban Congregations

Six to eight of these congregations would be a cluster around a resourcing/hub church. Ideally, these congregations would have 50 plus members and would be able to afford at least one fulltime ministry agent.

The aim for the churches in these clusters is to support and complement the missional endeavours of the congregations around them. For instance, if one had a strong social justice group, rather than other congregations starting a new groups members would join the existing group. If a congregation in a cluster had an op-shop, ideally volunteers could be staffed from neighbouring churches as well.

### Fresh Expression Communities

Fresh expression communities or churches are faith gatherings that look different from the traditional form of church. Some prevalent examples of this in the Uniting Church are “Messy Church” and “Café Church” however fresh expression communities are not limited to these versions of church.

What sets them apart from other churches is that these Fresh Expression Communities exist solely for those that are not currently a part of a church. Moreover, the people they



are trying to reach are unlikely to walk into what we might term a “traditional” church building.

Fresh Expression Gatherings don’t necessarily take place on Sunday morning but can take place anytime

*“Start with the Church & the mission will probably get lost. Start with mission & it is likely that the Church will be found.”*

*Graham Cray, Mission Shaped Church (2009: 124)*



throughout the week. Fresh Expression Gatherings don't necessarily have all the worship components you would find in a standard service. For example, a Fresh Expression Church might be a mid-week "Dinner Church" where worship is centred on sharing a meal.

### Legacy Churches

These are churches that have not seen anyone new attending recently and are comfortable with the small community of believers that attend. These churches will not be forced to close down, but they will be asked to reflect upon what legacy they might leave behind for the next generation. This might include opening the way for a new church plant or fresh expression in their location.

*Having moved from Adelaide to Sydney in 1980 and then to Jannali in 1983, I had an interaction with a vibrant congregation, Jannali Uniting Church. This was at the time when two Congregational and one Methodist congregations came together. Here was an active and working church and because of this, I was brought back to Christ and the church.*

*Norman Blair  
Jannali Uniting Church*



# First Implementation Steps

## A Bold Challenge

25 by 2025 – In addition to the three- four Regional / Hub Churches, Georges River Presbytery seeks to have at least twenty vibrant, healthy suburban congregations and five fresh expression communities or church plants by 2025.

How will we identify these twenty vibrant and healthy congregations?

- Fifty plus members, and growing
- Able to afford at least one full-time ministry agent and exploring future staff appointments
- Vibrant Worship services
- A focus on mission
- A generous church
- A church open to change
- A safe church

If we were to break into 4 zones, each zone would have one regional / hub church, five healthy suburban congregations and one to two fresh expressions communities by 2025.

## Staffing

Back in 2006, Ken Morgan in his report called for three Presbytery placements. We believe that a well-resourced and functional Presbytery has appropriate and adequate staff to meet the current needs and future developments. We believe that at least three new staff positions plus the current office administration role are required to meet the challenges of this ambitious strategic strategy. To have this level of staff is both financially prudent and strategic in bring growth and health to the Presbytery. The three new placements are as follows:

### Mission and Leadership Minister/Officer.

This role will function similar to an executive minister and will report to and implement any decision taken by the Standing Committee. A vital component of this role is to provide mission strategy across the congregations of the Presbytery. We believe this role should be at the top of the staff structure as we think that it is mission and strategy that should drive this Presbytery in the future.

### Pastoral Relations Minister

Working inline with the mission and strategy of the Presbytery, this role will seek to ensure the health and vitality of ministers as well as congregations. This role will report to and implement any decision taken by the Pastoral Relations Committee.

### Business Manager

This role will oversee the Presbytery's finances and property, ensuring the Presbytery and its Congregations are compliant with both UCA regulations and compliance laws. This role will report back to and implement any decision taken by the Property and Finance Committee.

We believe this is the start, not the end of Presbytery staffing.

## Assumptions that underpin the Mission, Vision and Strategic Plan 2020-2025

1. The Presbytery is not functioning as well as it should
2. Congregations feel unsupported
3. Lack of collaboration
4. Lack of trust
5. Pressure on Church Councils with governance and compliance
6. Decreasing number of Congregations
7. Decreasing size of Congregations
8. Decreasing participation in Presbytery
9. Lack of sense of belonging to the Presbytery
10. Lack of communication within the presbytery and between the congregations and Presbytery
11. Funding Presbytery has changed and needs to adapt
12. Staff needed for growth and change
13. There are a large number of lazy assets within the Presbytery and Congregations
14. Overload on Presbytery Committees
15. Society has changed
16. Technology has shifted
17. Need to follow through on Synod decisions

### Strategy Team

Rev. Simon Lee - [simon@nbu.org.au](mailto:simon@nbu.org.au) - 0408 675 117

Rev. Cameron Eccleston (UME) - [CameronE@nswact.uca.org.au](mailto:CameronE@nswact.uca.org.au) - 0457 782 549

Barbara Moore - [Barbara@asciisoftwaresolutions.com.au](mailto:Barbara@asciisoftwaresolutions.com.au) - 0412 445 402

Richard Hanna - [rjhannaqs@gmail.com](mailto:rjhannaqs@gmail.com)

Shane Slade - [snslade@live.com.au](mailto:snslade@live.com.au)

Ana Otila - [anaotila0511@gmail.com](mailto:anaotila0511@gmail.com)

Rev. Charissa Suli - [CharissaS@nat.uca.org.au](mailto:CharissaS@nat.uca.org.au)

Rev. Graeme Watkins - [rev.g.watkins@outlook.com](mailto:rev.g.watkins@outlook.com)

## Resolutions

for Tuesday 12 November 2019 Meeting of the Georges River Presbytery

**That Georges River Presbytery resolve to:**

1. Receive the revised report titled “Georges River Presbytery Mission, Vision & Strategic Plan 2020-2025” Revision 4 dated 23 October 2019.
2. Request Georges River Presbytery Standing Committee:
  - a. Implement the Mission, Vision & Strategic Plan as soon as possible; and
  - b. Report, at least, to every Georges River Presbytery Meeting on progress.