

# St Andrew's PRESBYTERIAN CHURCH PENRITH

## STRATEGIC PLAN 2013 - 2015

### Church Vision

Our Vision is to be a joyful community of God's people from many backgrounds growing to over 400 followers of Jesus by 2018, meeting for worship in large groups and for discipling and encouragement in small groups, as we live out the Great Commandment and the Great Commission in Penrith and beyond.

### Church Purpose

Our purpose as a church is to worship God by demonstrating His love as we share Jesus with others.

We achieve our purpose by:

*Worshipping our God with joyful praise;*

*Obedying God's Word, the Bible;*

*Reaching out, challenging the world for Christ; and*

*Demonstrating Jesus' love to one another.*

## STRATEGIC DIRECTIONS FOR 2013 – 2015

### STRATEGIC FOCUS/PRIORITY AREAS and GOALS

#### 1. PRAYER MINISTRY

(Oversight – Rev. William Morrow, Elder Simon Enese)

**PRIORITY AREA:** Prayerful support and encouragement for our congregation at Penrith to grow and develop as a church that is bathed in prayer.

**GOAL:** To recognise and value the power of prayer as central to everything we do, as individuals and as a church family.

**Target 1: To encourage and equip God's people to be more prayerful.**

*What do we do to try to achieve this target?*

- a) Provide training & equipping for prayer and invite congregation members to participate. *Schedule Jim Cymbala's prayer seminars, "When God's People Pray".*
- b) Provide training in leading public prayer. *For example: Intentionally schedule preaching on prayer: The Lord's Prayer, Paul's Prayers, Psalms and Other Old Testament Prayers.*

- c) Provide increased opportunities for church members to gather in prayer. *For example: Establish an additional prayer gathering, or, e.g. A prayer service/meeting.*

## **Target 2: To develop an increased focus on prayer within our congregation and church organisations.**

### ***What do we do to try to achieve this target?***

- a) Encourage all church groups/organisations to make prayer a vital part of their activity.
- b) Encourage groups to contribute regular prayer points for Contact and to prayer gatherings.
- c) Continue to include events and mission needs in the prayer calendar.
- d) Place prayer points in weekly newsletter.
- e) Place prayer points/articles in “Contact”.
- f) Seek expressions of interest from the congregation about those who would like to receive copies of prayer point letters from the missionaries we support.
- g) Invite people involved in prayer gatherings to submit articles to the Minister for possible inclusion in ‘Contact’.
- h) Include prayer calendar people in the congregational prayers at worship services.

## **2. WORSHIP and TEACHING MINISTRY**

(Oversight – Rev. William Morrow, Rev. Steve Mannyx)

**PRIORITY AREA:** God’s people worshipping Him in joyful praise and growing in godliness through Biblical teaching and the regular study of His Word.

**GOAL:** *To build up our Bible knowledge, strive to obey God’s Word and demonstrate our faith in all that we think, say and do.*

## **Target 1: To grow towards 80% of the congregation involved in Bible Study groups.**

### ***What do we do to try to achieve this target?***

- a) Identify people within the church not attending Bible Study groups and invite them to join a group.
- b) Encourage existing groups to grow by inviting others to join their groups and multiply, forming new groups.
- c) Oversee and select material for Bible Study groups to use.

- d) Introduce relevant series of studies covering specific areas of Christian life, as appropriate *e.g. prayer, evangelism, encouragement, PeaceMaker, etc*
- e) Train new leaders for Bible Study groups.

## **Target 2: To involve more people as active participants in the worship services.**

### ***What do we do to try to achieve this target?***

- a) Provide training for members to actively participate in our Sunday worship services (e.g. in prayer, Bible reading, service leading, music, leading singing, operating sound desk and computer).
- b) Create opportunities for people to be involved in services and encourage their participation.

## **Target 3: To provide a range of worship services to grow God's people.**

### ***What do we do to try to achieve this target?***

- a) Grow and develop the 10.30am and 7.00pm worship services.
- b) Provide appropriate worship styles for each service (*e.g. music and order*)

## **Target 4: To provide a range of resources and opportunities for Christian growth.**

### ***What do we do to try to achieve this target?***

- a) Make books and other literature available to members to develop their walk with God and to encourage the use of this material through book reviews.
- b) Encourage participation in conferences and training events, *e.g. MKC, Equip, Teaching and Training Women, etc.*
- c) Encourage and enable mature Christians to mentor younger Christians in their walk with God.
- d) Encourage our church families to pray together everyday
- e) Encourage families to have devotions/bible readings together everyday.  
*Suggestions of suitable materials to be provided via newsletter or 'Contact'.*

### **3. FELLOWSHIP and PASTORAL CARE MINISTRY**

(Oversight – Elders John Pickering, Bob Green, Neil Sperinck)

**PRIORITY AREA:** Strengthening relationships within our church family as we provide loving care and support to each other, enjoy fellowship together and welcome new people.

**GOAL:** *To reflect God's love for us as we show genuine loving care and support for all within our church community.*

#### **Target 1: To develop a more effective and practical pastoral care program for our members.**

*What do we do to try to achieve this target?*

- a) Use established church groups as primary basis for pastoral care model.
- b) Ensure that new model provides support options for newcomers.
- c) Maintain an up-to-date church directory and facilitate the communication of members' special needs for prayer/support.
- d) Conduct regular gatherings for equipping and encouraging pastoral carers.
- e) Provide regular Child Protection training for all children's workers.
- f) Encourage those who trust in Christ to express their commitment to Him and His church by becoming a communicant member of our church.

#### **Target 2: To provide more regular opportunities for fellowship and social activities.**

*What do we do to try to achieve this target?*

- a) Develop and provide training for intentional encouragement of church members.
- b) Encourage increased participation in children's ministry events.
- c) Set up a workable plan for organising regular church social events.

#### **Target 3: To further improve our systems for follow-up and contact with new people.**

*What do we do to try to achieve this target?*

- a) Organise regular "welcome" events for new members and families.
- b) Organise leaflets and other material to promote the church and its ministries.
- c) Send out birthday cards to all children until end of primary school.
- d) Provide training for intentional welcoming of people to church and other activities.
- e) Develop a strategy for following up newcomers.

## **4. CHILDREN'S and YOUTH MINISTRY**

(Oversight – Rev. Steve Mannyx, Elders Geoff Westcott, Warwick Dunn)

**PRIORITY AREA:** The spiritual growth and teaching of children, youth and young adults in the truths of the Bible so that they will trust in Jesus and follow Him.

**GOAL:** *To provide a range of opportunities for children and youth to learn about God's Word, supporting and encouraging them to develop a lasting relationship with Jesus.*

### **Target 1: To promote and develop the Kids' Church Ministry.**

***What do we do to try to achieve this target?***

- a) Publish regular articles and reports in "Contact".
- b) Develop a Gospel-engaging program for Kids' Church.
- c) Invite parents to send/accompany children to crèche.
- d) Build up by assessing and providing training and support for current leaders, as well as recruiting and training up new ones.
- e) Promote Kids' Church program at STAKZ and in SRE classes in schools.
- f) To assess and monitor the effectiveness of teaching and learning programs.

### **Target 2: To support and develop our children's ministry activities.**

***What do we do to try to achieve this target?***

- a) Promote and encourage involvement of our congregation in the range of children's ministry programs we already have operating.
- b) Support existing leaders and train up new ones to get involved.
- c) Raise up new people to teach/help children in SRE classes at school.
- d) Promote Youth Group program to children attending Kids' Church, STAKZ, Kids' Holiday Club.
- e) Advertise and promote these STAKZ and Kids' Holiday Club programs in community/newspapers and distribute to kids in SRE classes in schools.
- f) To assess and monitor the effectiveness of teaching and learning programs.

### **Target 3: To facilitate and support ministry programs for our youth and young adults.**

***What do we do to try to achieve this target?***

- a) Build a youth and young adult ministry where young people are trained to be disciples of Jesus – including special initiatives and events.
- b) Build a program for training young leaders (*eg. Timothy 2 model*).
- c) Encourage young people and congregation to train as leaders/helpers.

## **Target 4: To reach out to parents in Children's/Youth programs.**

*What do we do to try to achieve this target?*

- a) Distribute suitable materials to parents of children/youth (e.g. *Contact*).
- b) Develop events/opportunities for building relationships with parents.

## **5. COMMUNITY OUTREACH and WORLD MISSIONS MINISTRY**

(Oversight – Elders Ron Norman, Kevin Sylvester, Craig Morrison)

**PRIORITY AREA:** The development of a Bible-based missionary focus and a desire to share the gospel and so make disciples of Jesus within our local community and across the world.

**GOAL:** *To develop a personal mission focus as we serve God, sharing Jesus with others – in our own local community and beyond.*

## **Target 1: To equip the congregation for evangelism and provide opportunities in which they can share Christ.**

*What do we do to try to achieve this target?*

- a) Provide training in sharing Christ with others.
- b) Develop connections with the community through church programs (e.g. *Bible study, youth group, STAKZ, Kids' Holiday Club, worship services, gospel presentations*).
- c) Organise gospel presentation events that will be attractive and inviting to members of the community.
- d) Provide evangelistic material for members to use to present the gospel.
- e) Develop and organise ministries that address community needs with gospel driven service.
- f) Workshop what we can do as a church to reach out to our community.

## **Target 2: To develop a stronger missions focus across our congregation.**

*What do we do to try to achieve this target?*

- a) Actively encourage link missionaries through emails, emails, care packages, Skype, letters, phone calls, visitation etc.
- b) Continue monthly focus on financial support for missionaries through mission envelopes.

- c) Encourage the congregation through preaching, mission events (e.g. Reach Out, Mission Focus day/week/month) and guest missionaries.
- d) Encourage all church groups in their support of their adopted missionary/s.
- e) Encourage the MAG to promote missions and coordinate support of missionaries.

### **Target 3: To promote our church and engage the wider community with the Gospel.**

#### ***What do we do to try to achieve this target?***

- a) Provide a leaflet advertising church programs and activities for distribution.
- b) Encourage the Committee of Management to promote church events of community interest in the local media.
- c) Encourage the fete committee to provide opportunity for people to learn about the LORD Jesus Christ and about the church and its programs (*e.g. distribution of show bag*).
- d) As a long-term goal, to be involved in planting new congregations in the local area.

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# **Monitoring & Evaluation of the Strategic Plan**

Regular monitoring by Session with an annual review and evaluation and reporting to members of the congregation re progress and achievements.

Feedback from NCLS church surveys and surveys of congregational members and church groups will also be useful in determining progress and achievement, as well as for planning future directions.

- Each person in our congregation is encouraged to contribute to the success of our church strategic plan by using his/her gifts and talents.
- Each church group has a responsibility to ensure that its programs and activities support the implementation of our church strategic plan.
- The Session has a responsibility for overall implementation, ongoing monitoring and conducting an evaluation of our church strategic plan.
- The Session also has the responsibility for preparing a summary report of our progress and achievements to the congregation annually.
- All members of our church family are invited to contribute new ideas and suggestions for implementation and improvement of the plan.

## **What it means to be responsible for oversight of a strategy**

### **Performance of a strategy**

The person responsible for a strategy will seek to execute and implement that strategy.

### **Delegation within the strategy**

The person responsible for a strategy will delegate tasks with that strategy as appropriate in consultation and liaison with the elder/s responsible for that Focus Area.

### **Building a team**

The person responsible for a strategy will build a team as appropriate to share the practise of that strategy in consultation and liaison with the elder/s responsible for that Focus Area.

### **Interaction with responsible elder**

The person responsible for a strategy will interact with the elder/s responsible for that Focus Area.

### **Reporting to session**

The person responsible for a strategy will report as appropriate to the session through the elder/s responsible for that ministry on the working of the strategy.

*\* Any member wishing to discuss any aspects of this Strategic Plan is invited to contact one of the ministers or elders.*