



VISION 2020.

st bart's

| Making and maturing disciples
of Jesus Christ for God's glory





It has been exciting this year to work with Parish Council to discern God's vision for our church. This process has involved listening to God, our church, and our local community. It has involved our small groups identifying core values, a parish survey, consideration of past planning processes, visiting churches (in Toowoomba, Brisbane, the Gold Coast, Melbourne, Tasmania, and Auckland), analysing our regional demographics, door-knocking in our local community, and a lot of prayer! The result is a vision that excites and inspires us. Throughout the process we have been mindful of two things.

First, as we seek to discern God's vision for our church, we are completely aware that it is God who does the growth. *"What, after all, is Apollos? And what is Paul? Only servants, through whom you came to believe—as the Lord has assigned to each his task. I planted the seed, Apollos watered it, but God made it grow."* (1 Corinthians 3:5-6) This passage has been a constant shaping force, reminding us that we are completely dependent upon God.

Second, that the mission of our church is to make and mature disciples of Jesus Christ for God's glory. In the Great Commission, Jesus clearly articulates that the central role of his disciples is to make and mature more passionate followers. *"Therefore go and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you."* (Matthew 28:19-20a) As we look to the future, we want to ensure that we do everything possible as a church to partner with God in this endeavor. We long to be a church that is characterised by disciple-making and maturing.

In order to fulfil our mission, we have developed this plan to help shape our priorities and focus as a church through our values, vision, and strategic directions. Accordingly, this document is split into three key sections for your consideration and prayer:



Throughout the discernment process, it has been exceedingly evident that this is how God is leading us. We are committed to making it a reality, and it is our earnest prayer that we as a whole church will embrace this vision.

*In gospel partnership,
Adam Lowe (Priest-in-Charge, St Bart's Anglican Church)*

**OUR MISSION:
MAKING &
MATURING
DISCIPLES
OF JESUS
CHRIST
FOR GOD'S
GLORY.**

Endorsements

BISHOP CAMERON VENABLES (REGIONAL BISHOP)

There is no doubt that many Parishes in the Anglican Church of Australia are in crisis. Most congregations are increasing in age and diminishing in size... and many people are fearful about the future. Yet in the midst of all this God continues to call people to relationship and community, and to faith filled lives that are characterised by hope, love, and purpose. I thank God for the leadership within St Bart's Parish that has made Vision 2020 possible, and for the clear goals and strategies that have been discerned and presented. May God who has given you this vision bless you in all things. Amen.

PARISH WARDENS (ROSS FORD AND DENNIS GAMBLE)

Throughout 2014 the Parish Council, under Adam's excellent leadership, has been working through a Strategic Planning process in seeking God's mind on how he wants us to make disciples in Christ, in our local community, Toowoomba, and the world. We have consulted and obtained ideas from our parishioners, small groups, other churches, and the community. Over the past 12 months we have watched a marked increase in young families, children, and teenagers attending St Bart's, and becoming involved in children's and youth ministries. Many gifted parishioners have stepped forward to help in these ministries. We have watched our teachers, and the teaching space get stretched with the rapid increase in numbers attending our children and youth ministries. As the year progressed, it became very clear that we have a serious need for a full-time Children and Families Minister, and a part-time Youth Minister. We need to appoint these two positions as soon as possible, and explore options to increase our teaching space.

As the Wardens of St Bart's we strongly support the Strategic Plan for our Parish, and ask that we, as a Parish Council, and then the Parish be asked to pledge a commitment to provide the extra funds for the above two positions and also to extend our facilities.



OUR VALUES.

AS WE SEEK TO FULFIL OUR MISSION OF MAKING AND MATURING DISCIPLES OF JESUS CHRIST FOR GOD'S GLORY, ST BART'S HAS FIVE CORE VALUES THAT SHAPE EVERYTHING THAT WE DO.

- 1.** Biblical
- 2.** Prayerful
- 3.** Proclaiming
- 4.** Relational and Inclusive
- 5.** Equipping, Mobilising, and Growing

**St Bart's
has *five* core
values that
shape every-
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we do.**

1.

Biblical:

We are Bible-based and gospel-centred, teaching and being guided by the Word of God in all matters of faith, life, and ministry. We are open to growing and seek to be fed by God's authoritative word.

2.

Proclaiming:

We proclaim the Good News of Jesus Christ, and are the fragrance of Christ in reaching out to the broad needs of a broken world (through word and action). We long to see our city transformed, partnering in the gospel with those near and far.

3.

Prayerful:

We are a house of prayer, individually and corporately totally dependent on God in all aspects of our life and ministry.

4.

Relational and Inclusive:

We are inclusive, honouring, and welcoming of a broad cross-section of people as family, and in all aspects of church life and ministry. We share life together through generous love and service.

5.

Equipping, Mobilising, and Growing:

We long for every person to be growing as the unique person God made them to be, so that they can both enjoy and partner with God, and with us in growing his kingdom in a broken world.

Dent 10: 12-

Psalm 19: 1-9

1 Cor 3: 3-9

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OUR VISION TOWARDS 2020.

WE BELIEVE THAT GOD WILL USE US TO MAKE AND MATURE MORE DISCIPLES OF JESUS CHRIST. THE VISION OF THE CHURCH WE WOULD LOVE TO BE (BY 2020) IS DESCRIBED IN THE FOLLOWING KEY AREAS.

- Bible Teaching
- Prayer
- Children and Families
- Worship
- Youth & Young Adults
- Men and Women
- Retirees and Seniors
- Small Groups
- Welcoming and Community
- Promoting the Gospel

Bible Teaching



By 2020:

- We are known for our great love for God’s Word and our belief in its power to transform lives.
- We have a reputation for excellent Bible teaching and deep engagement with the scriptures (as individuals and as an entire church).
- We teach the Bible in a clear and systematic manner – our ministers preach in an engaging and compelling way that proclaims the gospel, equips our people, and engages enquirers.
- We foster a culture in which people want to know and explore the Bible more.
- We have regular opportunities for people to be introduced to the Bible and equipped to read it.
- Our people are well equipped to read and study the Bible personally.
- There is an intentional approach to one-on-one mentoring and Bible teaching.
- Children regularly engage with the Bible throughout all of our children’s programs and ministries. They are taught from a young age how to engage with the Bible and apply it to their lives.
- Two to three times per year we run major Bible-based study series, teaching days, and training days.
- Small Groups are a critical way in which people dig deeper, apply the Bible, and learn more.



Prayer

By 2020:

- Our people are grounded in a biblical theology of prayer.
- We equip and encourage our people to have rich prayer lives as individuals, families, and as a church.
- We meet every term for 'all of church' prayer meetings that are attended by a broad cross-section of our church.
- There are opportunities at every service for personal prayer.
- We have a mature and well-trained team of prayers involved in the life of our church.
- We pray with a trust and reliance on God, giving thanks in all circumstances.
- Our regular service of prayer and healing has grown and includes a broad cross-section of our church (and beyond).
- We intentionally pray for our mission partners and areas of ministry (during services, in prayer notes, and with points included in our weekly news).
- We have a mature and confidential prayer chain for urgent prayer needs.

Children & Families



By 2020:

- A Children and Families Minister (supported by a strong team) leads and oversees this entire ministry.
- We are known as a great church for children and families.
- Our 9.30am service is family-friendly and accessible by families who are not yet Christians.
- Children are involved in the 9.30am service (e.g., up-front leadership).
- There is regular application of teaching/preaching to families.
- Leaders are equipped and encouraged for outreach with people who take part in our ministries that focus on connecting and loving our community (e.g., mainly music, Friday Kid's Club).
- We are actively recruiting and training children's ministry leaders.
- Have developed a model of small groups that work for families.
- We actively help families to disciple their children. Families are resourced to make not only the Sunday/Monday connection, but also to discuss, pray, and apply whatever may be the focus of our church's preaching series.
- Our crèche program caters for up to 50 children (possibly in two groups) every Sunday at 9.30am.
- Our Sunday School caters for up to 100 primary-aged children, split into three (or more) age groups.
- Our 9.30am service caters for 50 high schoolers every week.
- Our Friday Kid's Club has provision for up to 100 children every week.
- We have a clear approach to preparing and linking external baptism enquirers with the gospel and church.
- We have two holiday kid's clubs every year to help connect with families.
- Our site is maintained and improved to ensure a high level of safety for children.



Worship

By 2020:

- We have three regular and distinct Sunday services that are shaped to intentionally meet our missional vision.
- Our services are vibrant and joyful, with distinct styles, creativity, compelling preaching, and genuine community.
- We joyfully and reverently celebrate the sacraments.
- Each service has a maximum of 300 adults.
- Each Sunday (across all services) has an overall Sunday attendance of 500 adults and 150 children.
- We have a monthly prayer and healing service that is mature in nature.
- The music at our services is inspiring and uplifting.
- We offer other mid-week services for the building up of God's people.
- We reach people who cannot leave their homes or who reside in nursing homes.

Youth & Young Adults



By 2020:

- Our Youth Group is led by a Youth Minister every week, with an average attendance of up to 50.
- Youth and Young Adults are involved with leading Kids Club.
- Our Youth Minister actively seeks to strengthen relationships with the older participants of the weekly Kids Club.
- There is a vibrant (and growing) youth discussion group at the 9.30am service.
- A large evening service has been established that, whilst multi-generational, is targeted to 15-25 year olds.
- We have an active group of young adults who mentor younger people.
- There is a clear strategy and ministry to reach students at USQ.
- There are numerous small groups that focus on a young adult demographic.
- There are special events for youth (especially leveraging Easterfest) that focus on evangelism and discipleship.
- Every year there is at least one camp offered for youth.
- We have a strong connection with our local schools (primary and secondary) and partner with our chaplains such that young families are referred to our church. Chaplains assist us in identifying needs to which our church can respond.
- We have a strong relationship with Anglican schools in Toowoomba.
- We have clear pathways to help assist youth and young adults to discern God's call upon their life.



Mens & Women

By 2020:

- We offer specific men's and women's ministry that enables all members to be equipped, taught, trained, encouraged, and cared for in ways that recognise and respond to gender-specific needs.
- We tailor some of our gender-specific events for outreach and discipleship.
- There is a lay person primarily responsible for the men's and women's ministries respectively.

Retirees & Seniors



By 2020:

- We outreach to retirees and seniors, especially through the 7:30am service.
- As people move to Toowoomba, especially to retire, we are recognised as a great church to connect with.
- We recognise that the needs of people changes across a life-time, and accordingly adapt to meet those needs.
- Our pastoral care program is led by a minister with teams of people providing genuine pastoral care.
- We provide transport (buses and cars) to enable people to come along to our services.
- All of our people feel genuinely loved and cared for.
- We have small groups running in all of the major nursing care facilities that we are linked with.
- We have regular opportunities for fellowship, such as morning teas, gardening groups, and craft groups.
- We equip our people for evangelism to retirees and seniors (especially those embedded within those communities).



Small Groups

By 2020:

- We have a strong collection of groups that meet at various times and locations.
- Our groups study the current sermon series, always seeking to make and mature disciples.
- 80% of our members are part of a small group, with very high attendance rate.
- New people rapidly join small groups as they join our church.
- Our small groups are rich learning environments, but also the key mechanism for support and fellowship.
- Our groups deeply connect our members and mobilise them for mission.
- Groups are a key forum through which people's gifts are discerned and encouraged.
- There are small group options for families with children.
- We are actively identifying and training new leaders.
- Groups have a cultural and systematic approach to multiplication.
- All of our groups intentionally hold events to invite new people along.



Welcoming & Community

By 2020:

- Our entire congregation understands their role as welcomers.
- We have a strong welcoming culture that extends beyond a simple 'hello', and focuses on ensuring people feel welcomed, included, and part of our church.
- We have developed a strong invitational culture in which our members regularly invite their peers, colleagues, friends, and family along to services, special events, and/or small groups.
- There is a clear process for welcoming and integration, enabled by a strong team.
- We have a high-quality set of promotional materials that assist us to welcome and engage people.
- Our physical space is welcoming and greatly enables a welcoming experience.
- People's sense of welcome begins with an excellent and engaging website.
- People of every background are made to feel welcome and included.
- There is a real depth of relationships that people can develop quickly at our church.

Promoting the Gospel

By 2020:

- Our people are equipped, encouraged, and inspired to promote the gospel with their whole lives.
- We have a culture of evangelism.
- We constantly identify, train, and release our evangelists to exercise their gift.
- We hold regular events that are focused on outreach and making initial contact with people.
- There are regular opportunities - through courses such as Alpha and Christianity Explored - for people to learn more about Jesus.
- Our relationship with our mission partners is genuine and dedicated. We pray for, financial support, and participate with our selected mission partners wherever possible and appropriate.
- We are committed to social transformation, seeking to transform our city (region, and beyond) for good.
- We identify the needs in our community, and seek to help make positive change through the active proclamation of the gospel (words and deeds).
- We have regular social events that help us to invite people and engage with them more readily.



OUR STRATEGIC DIRECTIONS.

AS WE SEEK TO FULFIL THE VISION THAT WE BELIEVE GOD HAS LED US TO, THERE ARE FIVE KEY STRATEGIC DIRECTIONS WE WILL PURSUE OVER THE COMING THREE YEARS. AS WE APPROACH 2018, WE WILL THEN DISCERN A FURTHER SET OF STRATEGIC DIRECTIONS THAT WILL HELP US STEP TOWARDS OUR VISION 2020 AND BEYOND.

- 1.** Ministry Involvement and Leadership
- 2.** Staffing
- 3.** Discipleship and Evangelism
- 4.** Children, Families, and Youth
- 5.** Facilities

MINISTRY INVOLVEMENT AND LEADERSHIP

- Develop a clear structure for teams and roles to enable the ministry and mission of our church.
- Where appropriate, appoint lay (honorary) directors of these teams.
- Intentionally help people to discern their gifts and passions.
- Train and equip people for ministry in our local church across a range of areas.
- Ensure prayer for ministry and mission is integrated throughout everything we do.
- Develop a process for our leaders to set goals for growth and be developed.
- Help leaders to review ministries in line with our values and vision.
- Setup a training centre that will offer a range of courses on a regular basis (e.g., Introduction to the Bible, Small Group Facilitation, Christianity Explored, Promoting the Gospel) to equip our (and other) people.

STAFFING

Existing Staffing:

- *Senior Minister (Rector/Priest-in-Charge)*: leads vision and strategy, is responsible for the morning congregations, leads our staff and parish council, has oversight for teaching, releasing people to use their gifts, and generally oversees the life of our church.
- *Assistant Minister (Pastoral Care Coordinator)*: oversees the pastoral care ministry. This includes the leadership of the pastoral care team involved in visiting, home communions, emergency assistance, ministry in nursing homes and villages, and funerals.
- *Assistant Minister (Honorary)*: contributes to the preaching ministry of the church and assists the senior minister in the implementation of our vision and strategy.
- *Church Manager*: supports the ministry and mission of the church with regards to finances, plant, and governance. Leads the consultation, planning, and implementation processes relating to our site development.
- *Office Administrator*: provides admin support to our ministers, staff, and teams. Oversees production of materials for services, is responsible for our cloud-based people database, manages bookings, and processes wedding, baptism, and funeral administration.

New Staffing:

- *Full-time Children & Families Minister*. The focus of this role is to oversee (strategically and pastorally) the entire 'St Bart's Kids' ministry, develop existing leaders, explore connections with schools, grow new leaders, disciple existing and new families, and preach on occasion.
- *Part-time (1 day/week) Youth and Young Adults Minister*. The focus of this role would be to support the existing youth group and Sunday activities. It would also focus on developing leaders, discipling youth and young adults, and connecting with high schools.
- *By mid-2018 we should evaluate the appointment of an additional Associate Minister* (who can focus on the planting of an evening congregation, specific ministry portfolios, and share in regular preaching). If resources are available earlier, this role could be fast-tracked.

DISCIPLESHIP AND EVANGELISM

- Develop clear discipleship pathways that focus on making and maturing.
- Offer a range of courses on a regular basis to help our people to grow.
- Equip our people with skills to share the gospel in their everyday life.
- Orientate our activities to be purposeful in evangelism.
- Develop strategies to increase our engagement in the local community, including schools.
- Be educated on needs that are relevant to our community.
- Be actively working to transform our city for good – be leaders in social transformation.
- Be leaders in the stewardship of God’s creation.
- We provide regular opportunities for high quality marriage preparation and courses.
- Setup a training centre that will offer a range of courses on a regular basis (e.g., Introduction to the Bible, Small Group Facilitation, Christianity Explored, Promoting the Gospel, parenting) to equip our (and other) people.

CHILDREN, FAMILIES, AND YOUTH

- Appoint a Children and Families Minister to lead and grow this ministry.
- Actively equip parents and grandparents in the discipling of their children.
- Actively ensure our 9.30AM service is appropriate for families and for families exploring Christianity/faith.
- Develop and grow the St Bart’s Kids Sunday morning ministry, along with the recruitment and development of a strong team.
- Develop a clear approach to connect with and disciple external baptism families.
- Appoint a part-time Youth Minister to lead and grow these ministries.

FACILITIES

- Facilities are currently stretched and will limit the children and families ministry if the rate of growth continues.
- Our facilities must enable us in our desire to grow and train disciples.
- Any further building must be flexible in nature, and able to support a wide variety of activities and ministries.
- A task group will be formed to discern and cost the best approach to extending our facilities (and in consultation with the entire community of St Bart’s).
- The task group would also consider any interim solutions to increase capacity.
- A report with recommendations (regarding site development) would be presented by the beginning of term 2 (2015) for consideration and support of the parish.

HOW WE CAN MAKE THIS HAPPEN

A. WE NEED FINANCIAL COMMITMENT

To resource the strategic directions for 2015-2018 (in addition to the current level of financial commitment), we will require over three years (approximately):

\$90,000 per year for a full-time Children & Families Minister	\$270,000
\$15,000 per year for a part-time Youth and Young Adults Minister	\$45,000
Total (incremental) Staffing Costs	(\$105,000/year) \$315,000

These funds will be sourced exclusively from our giving and generosity. This is an ambitious plan, but we're confident that this is the direction that God is leading us as a church. We are seeking pledges over a three-year period either from three contributions (one in each of the three years), or a regular weekly (or monthly) donation in addition to and separate from your regular giving. Accompanying this brochure will be a pledge form, which we ask you to prayerfully consider by completing and returning. We are an incredibly generous church and with God's help we can achieve this.

B. WE NEED PRAYER

Prayer underpins everything we do at St Bart's. From the beginning of the planning process, the Parish Council has completely acknowledged that we need to be completely dependent on God – for his vision, his faithfulness, and his provision. It is always God who does the growing! We need to come to God with thanksgiving – for all that he has done and is doing in our midst. Please join with us in praying that we would be faithful as a church as we seek to make and mature disciples.

C. WE NEED OWNERSHIP

Parish Council has spent much of this year listening to God, listening to our church, and also listening to the community of St Bart's. This Vision 2020 has incorporated feedback from Small Groups, our parish survey, church visits, door knocking, consideration of past visioning, and much more. In order for us to embrace and implement this vision, it can't just be Parish Council's vision, but our vision as an entire church. Every one of us has a part to play in praying, participating, and supporting the implementation of God's vision.

If you have any questions or comments, please feel free to contact Adam (adam@stbarts.com.au) or any of our Parish Council members.



AILEEN HAYES
Barbara L. ...

*Heavenly Father, we thank
you for the amazing and
loving community that you
have built at St Bart's.
We thank you for the vision
you have given us, as we
have discerned your will for
our future together. By your
Holy Spirit, help us to give
ourselves, our gifts, our time,
our energy, and our finances
to bring this vision into
reality. As we seek to make
and mature disciples of
Christ, may we always seek
to give glory to you.
In Jesus' name, Amen.*

stbarts.com.au