



MISSION ACTION PLAN

2021-2024

St Stephen's

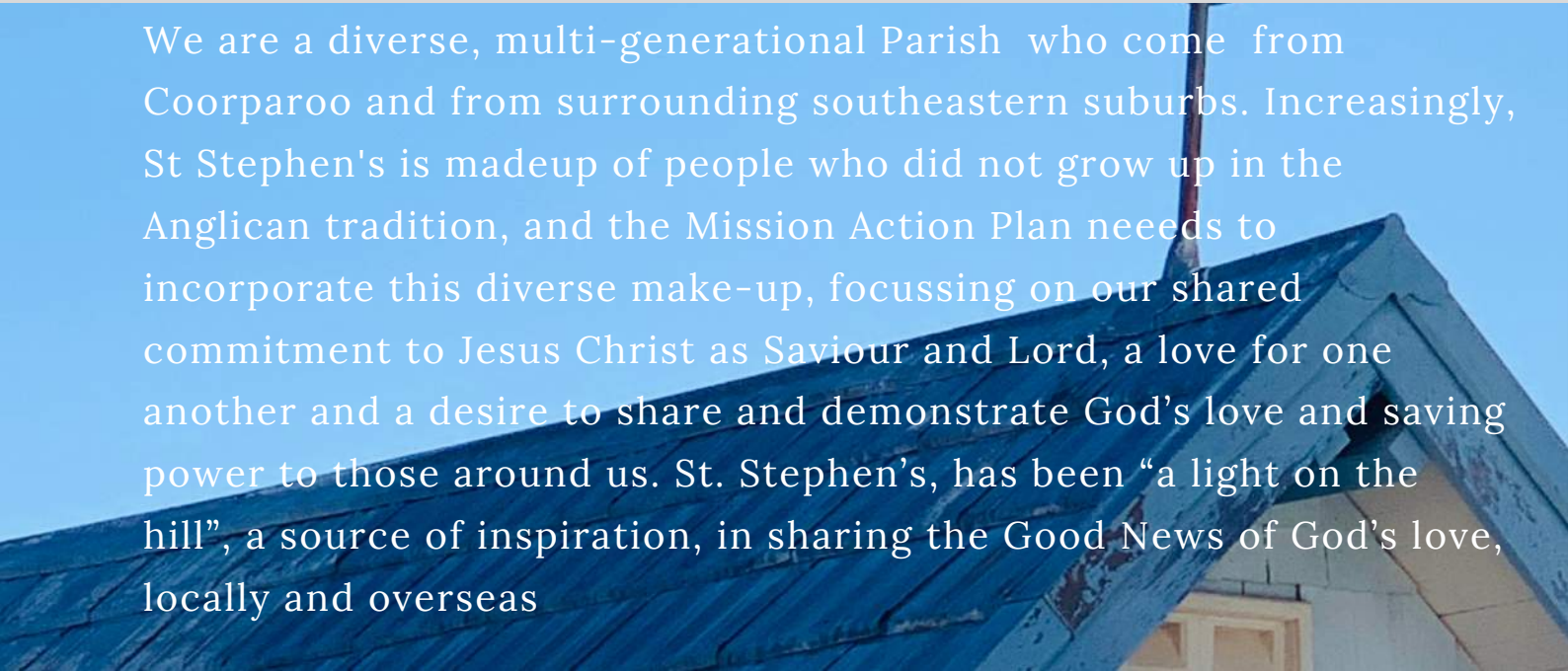
COORPAROO

WHERE WE ARE NOW

St Stephen's is, and has always been, a church committed to following Jesus and sharing the Good News in Coorparoo and beyond. We are a church in transition, after a number of somewhat difficult years, and this Mission Action Plan comes at a time when we are without a permanent Rector. We believe the next five years at St Stephen's will be particularly important in the nurture and growth of our current congregations.

On 12th June, 2021, thirty-two members of the Parish came together to plan our next three years. There was representation from each congregation. The day built on the activities undertaken in the two months leading up to the Planning day and incorporated information collected over this time. The resulting Plan has a focus on the first 12 months and it is recommended that further work is undertaken mid-2022 to plan for the following years.

We are a diverse, multi-generational Parish who come from Coorparoo and from surrounding southeastern suburbs. Increasingly, St Stephen's is made up of people who did not grow up in the Anglican tradition, and the Mission Action Plan needs to incorporate this diverse make-up, focussing on our shared commitment to Jesus Christ as Saviour and Lord, a love for one another and a desire to share and demonstrate God's love and saving power to those around us. St. Stephen's, has been "a light on the hill", a source of inspiration, in sharing the Good News of God's love, locally and overseas



Vision: A loving community of Jesus' disciples making Him known.

WE FOLLOW JESUS

Jesus is at the centre of all that we do
We want all people to know God's love
and know Jesus personally



WE GROW DISCIPLES



Through Biblical teaching
By praying regularly
Through regular fellowship
By developing leadership
By raising up our next generation

WE ARE A LOVING FAMILY

We show grace and love
We forgive one another
We care for one another in practical ways
We intentionally connect



WE'RE COMMUNITY-FOCUSED

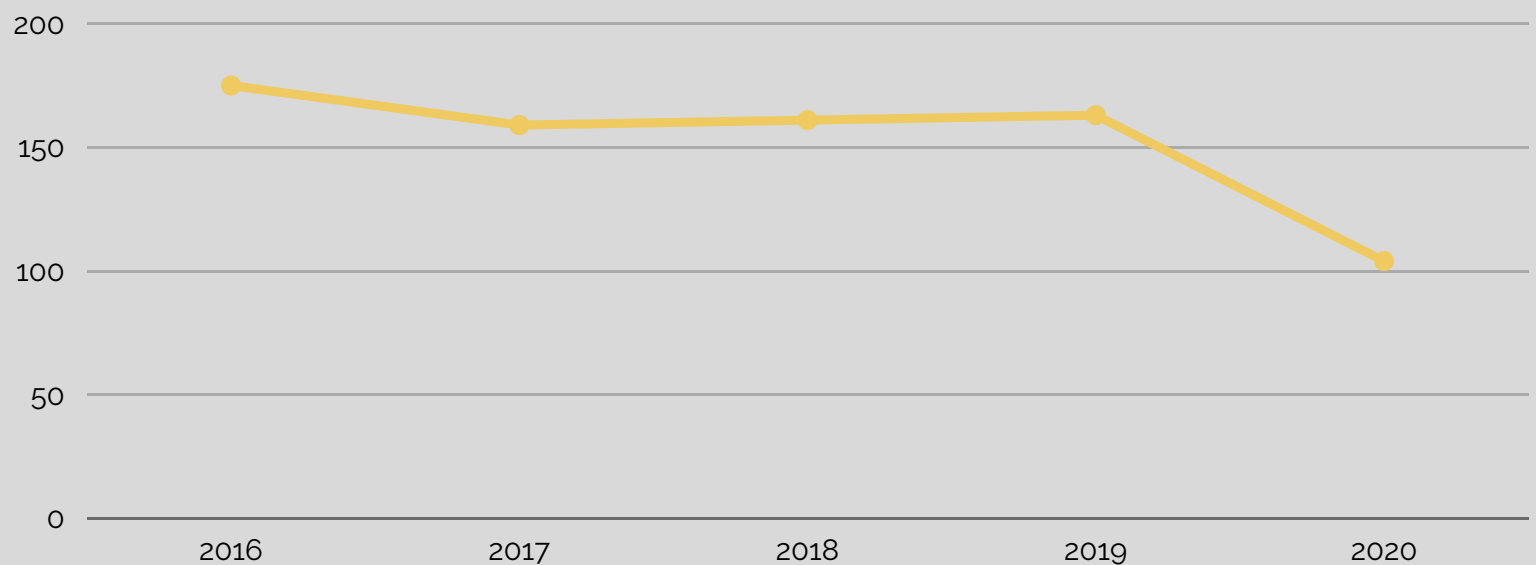
We find ways to connect with
and serve our community,
locally and globally



Mission: To make and mature disciples of Jesus, for God's glory.

OUR CURRENT STATE

St Stephen's, like all churches has been impacted by COVID-19. Numbers attending Sunday services declined in 2020 but they had already begun to decline in a pattern over the past 5 years. There are multiple factors which have contributed to this decline which is consistent across age groups.



Approximately
60% of St
Stephen's
belong to a
Connect Group



SWOP ANALYSIS

STRENGTHS

- Bible Based
- Diverse Age Groups
- Volunteers/Gifted People
- Staff
- People/Friendships
- Location
- Welcoming
- Congregational History
- Not defined by being Anglican
- Kids Ministry
- Teaching
- Parish Council and Leadership
- Youth Ministry
- Connect Groups
- Evangelical Heritage
- Fellowship
- Worship
- Mission
- Holding fast despite the challenges

WEAKNESSES

- Elite/'wealthy' congregation (vs poor and marginalised)
- Communication
- Lack of Encouragement to use Gifts
- Lack of Disciple structure e.g. Alpha
- Conflict Management
- Connecting People in (youth and young adults don't feel as connected as 7.30 or 9.30 congregations)
- Resting on our Reputation
- Training and Equipping People to Serve
- Staffing Lack of/Spread Thin
- 3 Services lack of Connectivity
- Building Condition and Use
- Website
- Lack of serious prayer Focus on being correct
- Lack of music ministry (organiser)

OPPORTUNITIES

- Better Communication
- Location
- External Faith Focus
- Prayer Ministry
- Peoples Gifts
- Structure Disciple Process
- Train up Leaders
- Young Adults
- Our Connections Into Community
- Finding Ways to Involve People
- Development of Hall
- Connect Groups
- Women's Ministry
- Men's Ministry
- Building Strong Loving Relationships in the Church
- Foster a Culture of Servant hood
- Application of scripture in Daily Life
- Kids Ministries
- Coorparoo Square
- Little Lambs
- Coffee
- Music outreach events

PRESSURE/PRAYER POINTS

- Lack of Communication
- Arrogance and Pride
- Sin
- Time Poor
- Nomination Process/Rector
- Lack of youth worker
- Youth Group
- Lack of Staff Development
- Division
- World's view of Religion
- Our Service to Others
- Spiritual Attack
- Potential Disconnection
- Complacency
- Competing Demands
- RI Threatened in School
- Management of Growth
- People's Past Experience
- No reminders to give offering during service, especially since COVID

WHO WE ARE AND WHAT WE ARE ABOUT

These themes emerged from the Mission Action Planning Day and activities

- Knowing God and Making Him known
- Connecting with one another
- Good Biblical Teaching
- Children's and Youth Ministries
- Connecting with our community
- Big, whole church gatherings
- A variety of service styles
- Growing and sending Missionaries



OUR PRIORITIES

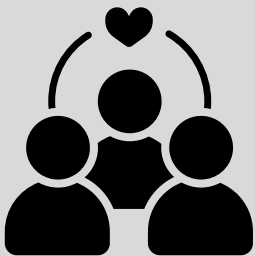
These priorities emerged from the Mission Action Planning Day and the activities leading up to this day



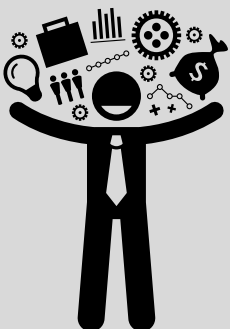
To reach our community
for Jesus



To use our God-given gifts
to grow disciples



To connect and care for
our church family



To use our God-given
resources for His glory

OUR PLAN

The following pages outline our current activities as they align with our priorities and a plan for the next 3 years.

In living out our Vision and Mission, we aim to be a church for all generations



Our Current Ministries



Children and Families

Little Lambs
Playgroup
Kid's Church
Sunday 9.30am
Religious
Instruction in
School

Youth and Young Adults

Rebel Youth Group
Friday nights
Young adults Bible
Study Monday and
Thursday nights
6.30pm Sunday
service for the young
(and young at heart)

Adults

Traditional Prayer
book service
7.30am Sunday
Mother's Union
meetings
The Village services



Connect
groups
Outreach
and
fellowship
events



PRIORITY 1: TO REACH OUR COMMUNITY FOR JESUS

MATTHEW 28: 18-20: GO AND MAKE DISCIPLES OF ALL NATIONS

GOAL	COMPLETION DATE	PEOPLE RESPONSIBLE	RESOURCES
1.1 Explore and Develop a strategy for engaging with our community and their needs	June 2022	Staff and PC	Varied and TBC
1.1.1 Use 2021 Census and Church life data to identify needs and opportunities	December 2021	PC	Census results Church Life Survey results



PRIORITY 1

TO REACH OUR COMMUNITY FOR JESUS

GOAL	COMPLETION DATE	PEOPLE RESPONSIBLE	RESOURCES
1.2 To hold 4 community outreach events or activities /year which could include: <ul style="list-style-type: none"> • Gingerbread Night • Men's Event • Women's Event • Youth Event 	December 2021	Juliet TBC TBC Youth Pastor	Varied and TBC
1.2.1 Craft Group established as an outreach activity	September 2021	Juliet	Varied and TBC
1.2.2 Parenting Teenagers Course Outreach (5 weeks)	December 2021	Heather	Course materials
1.2.3 Committee Established to develop a centenary outreach strategy	September 2021	PC	Varied and TBC

PRIORITY 1

TO REACH OUR COMMUNITY FOR JESUS

GOAL	COMPLETION DATE	PEOPLE RESPONSIBLE	RESOURCES
1.3 Complete Communications plan/strategy focussed on how we can be known in the community	October 2021 (report at November PC)	Communi- cations committee	Plan template, Meeting time
1.3.1 To update our signage/board on outside of church to communicate St Stephen's services and vision	October 2021	Peter Waddington (removal), Communi- cations committee - replacement	Finance for equipment and signage
1.3.2 Re-visit and adopt visual design work, incorporating new vision and mission	December 2021	Communi- cations committee and Office staff	Style guide, finance for new materials (letterhead etc.)

PRIORITY 1

TO REACH OUR COMMUNITY FOR JESUS

GOAL	COMPLETION DATE	PEOPLE RESPONSIBLE	RESOURCES
1.4 To actively encourage and engage missions support opportunities	June 2022		
1.4.1 To profile Missions opportunities and activities in church services and the newsletter	Ongoing (at least monthly)	Mission Prayer group	Time
1.4.2 To promote opportunities for short-term missions and volunteering	December 2021	Mission Prayer group	Time, emails

PRIORITY 2: TO USE OUR GOD-GIVEN GIFTS TO GROW DISCIPLES ACROSS THE LIFESPAN

1 PETER 4:10: USE YOUR GIFTS TO SERVE OTHERS

GOAL	COMPLETION DATE	PEOPLE RESPONSIBLE	RESOURCES
2.1 To effectively support and grow our ministries to children and families 2.1.1 To grow Little Lambs helpers/2nd facilitator by regularly asking and providing feedback on the ministry	December 2021	Sarah Pfeffer, Juliet, whole church	testimonies, church notices, work of mouth
2.2 To grow and sustain a vibrant youth and young adults ministry. 2.2.1 To employ a youth/young adults pastor	July 2021	Wardens and recruitment panel	Finance (in budget) and admin support
2.2.2 To grow the youth group in numbers and depth (20 regular attenders)	June 2022	Youth Pastor and team	Youth pastor and team
2.2.3 To Support the training of youth ministry and volunteer team through at least one camp or training event/year	June 2022	Youth Pastor and team	Finances (in budget)

PRIORITY 2

TO USE OUR GOD-GIVEN GIFTS TO GROW DISCIPLES ACROSS THE LIFESPAN

GOAL	COMPLETION DATE	PEOPLE RESPONSIBLE	RESOURCES
2.2.4 To facilitate a strategy for effective communication with youth/young adults by identifying tools/channels	December 2021	Communications committee, youth leadership team	online platforms, personal relationships
2.2.5 To encourage growth of young adults ministry through Connect groups and interactive worship at 6.30pm service	December 2021	Youth pastor and 6.30pm coordination team	youth pastor and young adults
2.3 To equip all Parishioners to share their faith and grow disciples through training and encouragement	June 2022	Ministry Team	Training resources and/or Alpha course
2.3.1 To engage with discussion and sharing faith through Connect groups and/or Alpha Course	June 2022	Ministry team	

PRIORITY 2

TO USE OUR GOD-GIVEN GIFTS TO GROW DISCIPLES ACROSS THE LIFESPAN

GOAL	COMPLETION DATE	PEOPLE RESPONSIBLE	RESOURCES
2.4 To Connect with and grow disciples as adults 2.4.1 To connect effectively with 30-50+ people through Connect groups	December 2021	New Connect group Convenors for this age group	online platforms, personal relationships, Resources
2.4.2 To research what is working effectively in other churches to disciple this age group.	December 2021	PC	other churches
2.5 To equip all Parishioners to serve using their God-given gifts 2.5.1 To leverage Elvanto for rostering and upskilling Elvanto users	June 2022 December 2021	Ministry Team Staff and Ministry team	Elvanto, time, training

PRIORITY 2

TO USE OUR GOD-GIVEN GIFTS TO GROW DISCIPLES ACROSS THE LIFESPAN

GOAL	COMPLETION DATE	PEOPLE RESPONSIBLE	RESOURCES
2.5.2 To Provide training and regular serving opportunities across all ministry areas (at least 2 training sessions before end of 2021)	December 2021	Ministry area 'leads'	Time, training resources
2.5.3 To grow the skilled volunteer base	Monitored and reported every 6 months	PC	Elvanto
2.5.4 To empower and support those with passions for ministry areas (eg Men's, women's ministries to develop these areas	Establish/ Confirm 'leads' by October 2021	Staff and PC	Volunteers' time

PRIORITY 3: TO CONNECT AND CARE FOR OUR CHURCH FAMILY

GALATIANS 6:2: CARRY ONE ANOTHER'S BURDENS

GOAL	COMPLETION DATE	PEOPLE RESPONSIBLE	RESOURCES
3.1 To welcome new people and help them feel connected through meaningful social engagement			
3.1.1 To provide a quarterly welcome lunch for new-comers	Quarterly (June, September, December)	Stephen and Anne Heap	Advertising, food
3.1.2 To have enough Connect groups for regular sign-ons through building new leaders and providing resources .	Reported quarterly at PC	PC	Report, resources, time
3.1.2.1 To develop Connect group Coordinators for each service	October 2021	Connect Co-ordinators and Ministry team	Report, resources, time
3.1.2.2 To meet quarterly to develop and distribute resources			

PRIORITY 3

TO CONNECT AND CARE FOR OUR CHURCH FAMILY

GOAL	COMPLETION DATE	PEOPLE RESPONSIBLE	RESOURCES
3.2 To care for the practical needs of Parishioners including transport and food.			
3.2.1 To appoint an Almoner to coordinate care concerns and food for 7.30 service.	July 2021	7.30 service and Almoner	Time, food, understanding of regulations
3.2.2 To contact people on a regular basis and visit those who are lonely	Ongoing	7.30 congregation, Ministry team as able	Phone, time
3.2.3 To provide transport for those wanting to come to church	Ongoing	Church Members	Car, phone, time
3.2.4 To develop a Pastoral Care Network for 9.30 and 6.30 congregations	December 2021	9.30: Rose and Andrew Rankin	Varied

PRIORITY 4: TO USE OUR GOD-GIVEN RESOURCES FOR HIS GLORY

PROVERBS 3:9: HONOUR THE LORD WITH YOUR WEALTH

GOAL	COMPLETION DATE	PEOPLE RESPONSIBLE	RESOURCES
4.1 To have a fit-for-purpose and safe area for pre-school aged children and carers 4.1.1: Re-develop outdoor play area	June 2022	Sarah Pfeffer External consultants	Funding for capital works (existing grant/special offering)
4.1.2: Redevelop toilets, child toilets and kitchen + connection between hall and outdoor area	June 2024	Building sub-committee	Funding for capital works
4.2 To provide functioning and safe office space for church staff	June 2023	Building sub-committee	Funding for capital works

PRIORITY 4

TO USE OUR GOD-GIVEN RESOURCES FOR HIS GLORY

GOAL	COMPLETION DATE	PEOPLE RESPONSIBLE	RESOURCES
4.3 To transform the Stephen Centre as a part of the life-journey of St Stephen's (focusing on youth/young adults) 4.3.1: Re-stumping for stabilisation	December 2021	Building Committee External consultants	Funding for capital works (existing grant/special offering)
4.3.2 Provide a home/dedicated space for youth and young adults	December 2021	Building sub-committee	Funding for capital works
4.3.3 To develop the Stephen Centre as a fit-for-purpose youth and young adults space	June 2024	Building sub-committee	Funding for capital works



Reporting

Progress reports against this Mission Action Plan will be developed every six months for consideration by St Stephen's Parish Council.

A Traffic Light Report will provide a snapshot of progress against each commitment and will be supplemented by narrative reporting of highlights and areas of concern, with recommendations for action and changes.