



Mission Action Plan

2021-2024

Mid-year review 2022



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

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

Background

In August 2021, following extensive collaboration and discussion, St Stephen's Coorparoo endorsed its 3 year Mission Action Plan for 2021-2024. This included a 6 monthly review and traffic light report to provide a snapshot of progress against each commitment. This report is outlined below with recommendations for action and changes. The intent of this report is NOT to point fingers or be critical but rather, to enter into a process of reflection and review with some guiding questions:

- Was this activity and/or timeframe realistic?
- Is it still a priority or have things changed?
- If it is still a priority, what could we do to help it happen?

It should be noted and celebrated that even in a year with no Parish Priest/Rector, the community, staff and locums who have served St Stephen's faithfully this year have achieved an enormous amount (and this report is really just a small part of a much larger picture). We are thankful to our God who has been our Sustainer, our comforter and our rock during this time.

The traffic light system used in this report is defined as follows:

- **Green – On track – Action achieved as described and within specified timeframe**
- **Yellow – Underway – Action achieved with minor variation – could be a time-frame issue (we may have been a little over-ambitious) or progress is close to the target and moving in the right direction.**
- **Red – Not on track – Action has not happened – this is a good reminder to review if it is still a priority and place it on the PC agenda for follow up.**

The traffic light ratings attributed to actions contained within the St Stephens Mission Action Plan are summarised in the following table:

	Priority Area 1	Priority Area 2	Priority Area 3	Priority Area 4	Total
On Track	4	6	4	5	19
Underway	4	5	2	1	12
Not on Track	1	2	1	-	4
TOTAL	9	13	7	6	35

Our current Activities

In living out our Vision and Mission, we aim to be a church for all generations. The image below captures our current activities. It should always be noted that the Mission Action Plan is a snapshot of priorities set for a period of time and that many of the activities below continue to faithfully serve God and our community.

The graphic features a central title 'A church for all generations' in large, bold, black font. Below the title is a silhouette illustration of a human life cycle: a crawling baby, a toddler, a young girl, a young woman, a woman carrying a bag, a woman with a cane, and an elderly woman with a cane. Below this illustration are three columns of text, each representing a different age group. At the bottom, a large heart shape contains the text 'Connect groups Outreach and fellowship events', flanked by two large, stylized arrows pointing left and right.

A church for all generations

Children and Families	Youth and Young Adults	Adults
Little Lambs Playgroup Kid's Church Sunday 9.30am Religious Instruction in School	Rebel Youth Group Friday nights Young adults Bible Study Monday and Thursday nights 6.30pm Sunday service for the young (and young at heart)	Traditional Prayer book service 7.30am Sunday Mother's Union meetings The Village services

Connect groups Outreach and fellowship events

PRIORITY AREA 1: To reach our community for Jesus

Goal	Action	Due Date	People Responsible	Comments
1.1 Explore and Develop a strategy for engaging with our community and their needs	1.1.1 Use 2021 Census and Church life data to identify needs and opportunities	December 2021	Whole church (survey completion) PC and Staff (analysis)	Planned for data to be explored by December 2021 but delay in Church Life Survey being received has pushed timeframes back. Suggest this will have occurred by June 2022 if CLS data has been received by then.
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 (Rankins) TBC Liam	3 x successful Gingerbread events held with a number of non-church families attending. Men's night held with Alan Moore as guest speaker Women's event combined with Gingerbread night Several Youth events held including Life Nights, ice-skating and regular youth group activities.
	1.2.1 Craft Group established as an outreach activity	September 2021	Juliet	
	1.2.2 Parenting Teenagers Course Outreach (5 weeks)	December 2021	Heather and Graeme Smyth	Course was advertised and dates set but no uptake from people to attend. Perhaps end-of-year timing impacted. Held over until 2022.
	1.2.3 Committee Established to develop a centenary outreach strategy	September 2021	PC and subcommittee (Diane Vandenburg)	Working group formed and activities and planning underway
1.3 Complete Communications plan/strategy focussed on how we can be known in the community	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), Communications committee - replacement	Timing issue – will be completed in next 6 months
	1.3.2 Re-visit and adopt visual design work, incorporating new vision and mission	December 2021	Communications committee and Office staff	Timing issue - New design work has been done – may need reviewing by PC before adoption

PRIORITY AREA 1: To reach our community for Jesus

Goal	Action	Due Date	People Responsible	Comments
1.4 To actively encourage and engage missions support opportunities	1.4.1 To profile Missions opportunities and activities in church services and the newsletter	Ongoing (at least monthly)	Missions Prayer Group	Regular inserts in newsletter, promotion of CMS summer school
	1.4.2 To promote opportunities for short-term missions and volunteering	December 2021	Missions Prayer Group	Promotion of CMS Summer school. Other opportunities?

PRIORITY AREA 2: To use our God -given gifts to grow disciples across the lifespan

Goal	Action	Due Date	People Responsible	Comments	
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	3 x new volunteer helpers and an additional day/week	
	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	New Youth Minister recruited and installed
		2.2.2 To grow the youth group in numbers and depth (20 regular attenders)	June 2022	Youth Pastor and team	Numbers growing steadily: Approx 15 currently
	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	Have not yet locked in a camp but regular week by week mentoring and feedback for youth-group leaders. 2 x New youth group leaders in 2022.	

PRIORITY AREA 2: To use our God-given gifts to grow disciples across the lifespan				
Goal	Action	Due Date	People Responsible	Comments
	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	Timing issue: Will occur in 2022
	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 service coordination team	Young Adults Connect group on Monday Nights "Life Night" once/term Food on the Fourth Night once/month
2.3 To equip all Parishioners to share their faith and grow disciples through training and encouragement	2.3.1 To engage with discussion and sharing faith through Connect groups and/or Alpha Course	June 2022	Ministry Team	Has not yet occurred in systematic way although some Connect groups have had these discussions and youth group completed Alpha in 2020/2021
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	Has not yet Occurred. Will be placed on PC agenda
	2.4.2 To research what is working effectively in other churches to disciple this age group.	December 2021	PC	Timing issue – has not yet happened – will need to be placed on PC agenda for March 2022
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	December 2021	Staff and Ministry team	Elvanto promoted and parish encouraged to 'sign up' and download the App etc. Has begun to be used for rostering in 2022
	2.5.2 To Provide training and regular serving opportunities across all ministry areas	At least 2 training sessions before end of 2021	"Ministry leads"	Sound training and training in 'streaming' 9.30 service conducted. Further training for 6.30 service participants needed

PRIORITY AREA 2: To use our God -given gifts to grow disciples across the lifespan				
Goal	Action	Due Date	People Responsible	Comments
2.5 To equip all Parishioners to serve using their God-given gifts	2.5.3 To grow the skilled volunteer base	Monitored and reported every 6 months	PC	Baseline for first 6 months is 50 volunteers. Further work needed to monitor growth in numbers and skills. To be tabled at PC
	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	'Leads' not yet confirmed although some discussion has occurred at PC Needs to be added to PC agenda

PRIORITY AREA 3: To connect and care for our church family				
Goal	Action	Due Date	People Responsible	Comments
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)	Steve and Anne Heap	Welcome lunches occurring regularly
	3.1.2 To have enough Connect groups for regular sign-ons through building new leaders and providing resources	Reported quarterly at PC	PC	Office records indicate approximately 12 Connect Groups with approx. 70-80 attendees Needs to be added to PC agenda for regular review including age distribution.
	3.1.2.1 To develop Connect group Coordinators for each service 3.1.2.2 To meet quarterly to develop and distribute resources	October 2021	Connect Coordinators and Ministry team	Some communication and coordination occurring. Need to determine service contacts/coordinators for Connect groups Has not yet occurred
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	Almoner identified and appointed

PRIORITY AREA 3: To connect and care for our church family				
Goal	Action	Due Date	People Responsible	Comments
3.2 To care for the practical needs of Parishioners including transport and food.	3.2.2 To contact people on a regular basis and visit those who are lonely	Ongoing	7.30 congregation, Ministry team as able	The 7.30 congregation does this on a regular basis
	3.2.3 To provide transport for those wanting to come to church	Ongoing	Church Members	There is an informal system off transport provided for those who need it
	3.2.4 To develop a Pastoral Care Network for 9.30 and 6.30 congregations	December 2021	9.30: Rose and Andrew Rankin	Some people identified and pastoral care occurring but formal network not yet established.

PRIORITY AREA 4: TO USE OUR GOD-GIVEN RESOURCES FOR HIS GLORY				
Goal	Action	Due Date	People Responsible	Comments
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	Short-term renovations on track for June 2022. PC agreed to longer-term redevelopment planning over next 3 years
	4.1.2: Redevelop toilets, child toilets and kitchen + connection between hall and outdoor area	June 2024	Building (Master-plan) subcommittee	Masterplan subcommittee formed and meeting. Redevelopment of this space on the agenda
4.2 To provide functioning and safe office space for church staff	Plan for re-development and identification of office space.	June 2023	Building (Master-plan) subcommittee	Masterplan subcommittee formed and meeting. Redevelopment of this space on the agenda. Further information regarding timelines will be provided at next report.
4.3 To transform the Stephen Centre as a part of the life-journey of St Stephen's (focusing on	4.3.1: Re-stumping for stabilisation	December 2021	Building Committee External consultants	Building is currently stabilised with Acro props

youth/young adults)				
PRIORITY AREA 4: TO USE OUR GOD-GIVEN RESOURCES FOR HIS GLORY				
Goal	Action	Due Date	People Responsible	Comments
4.3 To transform the Stephen Centre as a part of the life-journey of St Stephen's (focusing on youth/young adults)	4.3.2 Provide a home/dedicated space for youth and young adults	December 2021	Building sub-committee	Space identified but not yet being used.
	4.3.3 To develop the Stephen Centre as a fit-for-purpose youth and young adults space	June 2024	Building sub-committee	Included in Master-planning considerations