



SYDNEY ANGLICAN
PROPERTY

{Insert Parish name}

202#-20## Ministry Plan

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Sydney Anglican Property

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W <https://sap.sydneyanglicans.net/>

Document history and status

Revision	Date	Description	By	Review	Approved
1	07/02/2020	ACGC Template	Ross Jones	-	-
2	14/10/2024	SAP Template	Jimmy Petty	Priscilla Tran	Priscilla Tran

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Message from the Senior Minister

This is an opportunity for the Senior Minister to set an agenda for the period of the Ministry Plan (i.e. 1 year; 3 years).

This should be something personal to inspire parishioners to get on board with this plan and be active in its implementation. It should define the challenge and remind people that, with God, all things are possible.

{Insert name of Senior Minister}

Senior Minister

{Insert name of church/parish}



*Insert photo of
senior minister*

1. Strategic Context

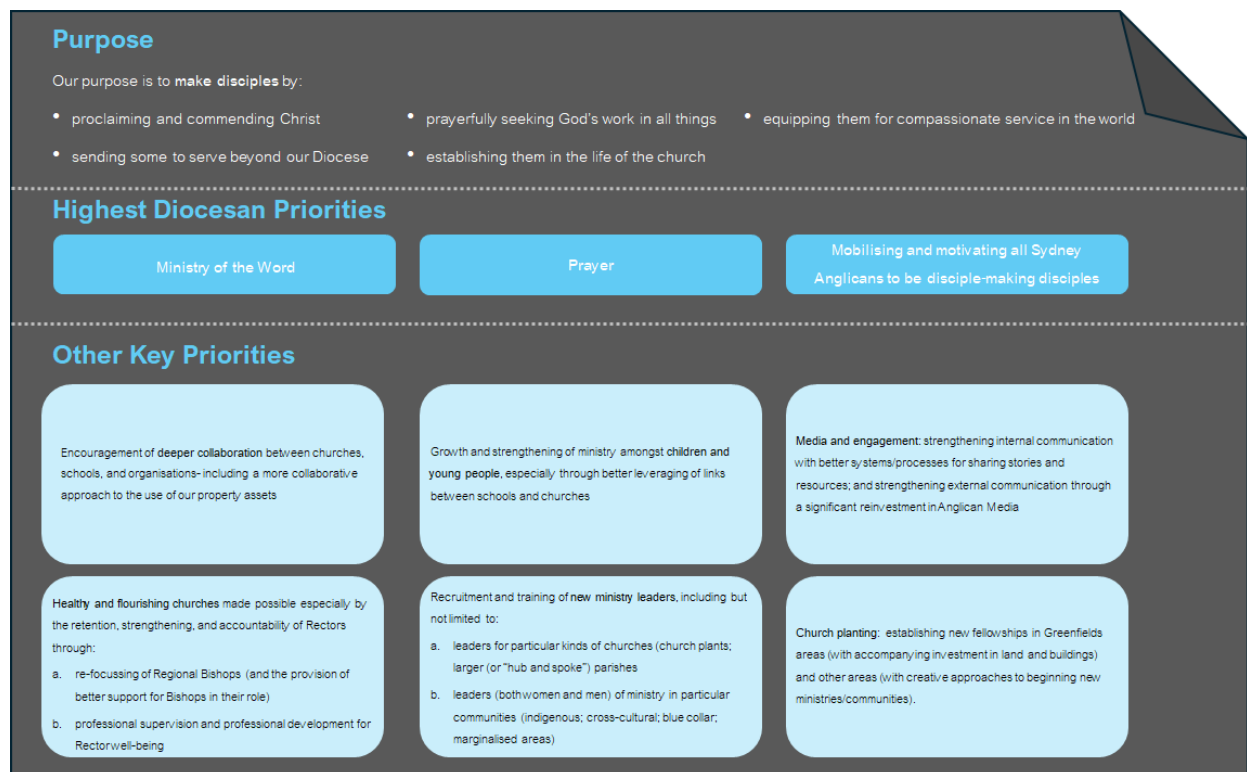
1.1 Diocesan Mission

Our Diocesan Mission drives everything we do in the Sydney Diocese. Our ‘purpose’ describes our overall direction under God and our ‘priorities’ serve as our guiding principles for our approach to ministry in the Diocese. The five purposes identified help us to focus on the key issues that, with God’s help, will see his Kingdom increased and strengthened across our parish and the Sydney Diocese:

- Proclaiming and commending Christ
- Establishing them in the life of the church
- Equipping them for compassionate service in the world
- Sending some to serve beyond our Diocese
- Prayerfully seeking God’s work in all things

While the Sydney Diocese has nine different priorities, there are three highest priorities from which the other nine derive:

- The ministry of the word
- Prayer
- Mobilising and motivating all Sydney Anglicans to be disciple-making disciples



{Add any other text connecting the Diocesan Mission to what the Parish is trying to achieve}

1.2 People in the Parish

It is always important to start with who we are trying to reach. As a church, we are about making disciples of all people. So our audience is:

- the wider population in the parish who don't know Jesus
- the people within our parish who want to mature as disciples

Some information that can help in this regard includes:

- Population statistics
 - Current census information for the wider Parish vs current similar congregation statistics. (**Note:** See recent parish catchment demographic reports here: [https://sap.sydneyanglicans.net/strategy/parish-catchment-demographic-reports/.](https://sap.sydneyanglicans.net/strategy/parish-catchment-demographic-reports/))
 - Population projection statistics vs current similar congregation statistics (see above note).
 - The above statistics could be included as Error! Reference source not found. with a summary of key points written in this section.
 - Is parish representative? What are the gaps? The above two bullet points are important but having the ministry team assess the implications of the statistics is most important. How is the ministry of the parish going to adapt and morph to effectively share the Gospel and grow disciples with the people resources that the congregation has now and is there a need for that to change in the future? Examples might be:
 - You have a congregation of predominantly aging people with a predominantly Anglo-Saxon background. The wider parish is a growing young family area with an increasing population from the sub-continent. What are some considerations for ministering to this audience in the future?
- Consultation with local councils and community groups
 - A rich source of community need is the community services section of local councils. It is important for churches to have a good relationship with local government and we can do this by demonstrating we are good community members.
 - It is important that Council sees us as actively helping the community. We can do this by asking Council what are the community issues they are struggling with.
 - Once again, it is the analysis of this information by the ministry team that is important. If the community need is better transport infrastructure, there is a little we, as a church, can do to assist. However, if the issue is that youth have no facilities and they are bored leading them to vandalism and other petty crime, then as a church we can prayerfully come up with some innovative ideas to fill the gap (eg tailor the youth group activities to better meet the needs of local youth, look at developing a skate park on church property to provide a space for young people etc).
 - **Note:** In this section, it would be a description of the needs expressed by Council. The solutions would be addressed in the strategic plan part of this document.

2 Who We Are

Things to be included in this section are:

- A brief summary of the parish history
- Church service ministries
 - A brief description of the church services and their focus. It is useful to consider why you have these services.
 - Attendance statistics for the past 10 years by service, gender, age and ethnic background if available
 - Also provide statistics of transfer growth vs new conversions if available
- Non-church service ministries
 - Description of the each of the specific ministries and their purpose. Include why they started (ie was it due to a keen parishioner with gifts; was it to address a community need; was it a strategic initiative to reach a sector of the parish population).
 - This description should include any specific ministries that aren't congregation focussed (eg ESL, Men's shed, counselling services, Jesus Club, Christian Surfers etc)
 - Templates are provided in Error! Reference source not found. to assist in analysing each of the ministries in its current form and what it needs to do in the future. These can be used for the detail and summarised in this section.

3 Strategic Plan

This is the meat of the plan. After analysing the area and who we are as a church, this section is about mapping out the future under God's guidance.

Much of the information in existing ministries will come from the bottom-up efforts of each of the ministry leaders as they prepare information in Appendix A. However, this will only provide information on existing ministries. The analysis may show that there are some new ministries that the church should engage in. These need to be addressed in this plan section.

3.1 Vision

When developing a vision/mission statement, try to focus on the "why". Most organisations focus on the "what" (eg "we are going to be the biggest most vibrant church in the Sydney Diocese"). Sounds impressive, but why do you want to be that? Some answers could include that you have a huge ego and want to be the biggest and the best in whatever field you engage in. Another possibility could be that you have a strong drive to see as many people come to know Christ as possible. The "why" is what inspires people to engage and get involved.

3.2 How we'll get there

The "how" are the strategies and actions you develop to get a range of things done that help you move towards your vision and mission. Don't get too caught up in having perfect words for strategies and actions. The important thing is that people who have to implement these have the clarity to know what they need to do. If you have a waffly strategic statement, you will need lots of actions to clarify for people how they are actually going to implement the strategy.

There are a range of strategic frameworks you can use for ministry from groups like Vinegrowers, CMD, Geneva Push and Reach Australia. One model is the 5Ms:

- Mission - helping people encounter Jesus
- Membership - connecting and caring within our church family
- Maturity - growing as we take steps in our faith journey
- Magnification - celebrating the greatness of God in lives of worship
- Ministry - joyfully and boldly serving our church family and wider community.

The framework could also be to look at the Diocesan Mission and develop a parish response to priorities.

Whatever framework is chosen, it is useful to have strategies and actions written down, have responsibility assigned and timing estimated so progress can be tracked. The following is an example of what could be used:

No.	Strategies/Actions	KPI	Owner	Timeframe
1	{Insert strategy}			
1.1	{Insert first action}	How will you know the action has been successful?	Who will be responsible for this action	Q3 2020
1.2	{Insert second action}			
1.3	{Insert third action}			
1.4	{Insert fourth action}			

These strategies should also consider any building and property issues, including the need for off-site facilities. Additionally, if any strategies have significant budget implications, they should also be identified and a budget estimated to enable Wardens and the Treasurer to consider in consultation with the Ministry Team.

3.3 Expected outcomes

This section is a way of rounding up the specifics that we hope to see if we implement this Plan effectively:

- Insert each of the expected outcomes

4. Property Strategy

This will come out of the property implications of issues raised in the various ministry strategies in **Appendix B**. It should cover, as a minimum:

- The good qualities and inadequacies of the current buildings and property to meet the ministry strategy
- The problem to be addressed or the issue to be overcome/opportunity to be explored by the property strategy
- The current and future needs (uses and areas) for each property/building.

Appendix A. Demographics

Include the existing demographics from the most recent and the future population growth projections within the geographical parish boundaries (refer to recent Parish Catchment Demographic reports here: [https://sap.sydneyanglicans.net/strategy/parish-catchment-demographic-reports/.](https://sap.sydneyanglicans.net/strategy/parish-catchment-demographic-reports/))

Additional to the population and church profile demographics, consider including some financial information here to provide an idea of actual vs budget performance for the past 10 years. This will assist in determining if additional income is required from the parish or other income sources to enable the ministry plan to be implemented, the vision achieved and more people coming to know Jesus and then growing deeper in their relationship with him.

Appendix B. Specific Ministry Plans

The tables in this appendix would be filled in for all existing ministry/evangelism initiatives and for any new ministry/evangelism initiatives. These would help inform the strategic and actions in **Section Error! Reference source not found.** of this plan.

It will also help to answer questions to enable the preparation of a property strategy for the parish. The parish property strategy should be linked directly to the ministry/evangelism plan. It should address:

- the good qualities and inadequacies of the current buildings and property to meet the ministry strategy
- the problem to be addressed/issue to be overcome/opportunity to be explored through the property strategy
- the current and future needs (uses and areas) for each property/building.

Current Status

Brief description of the ministry			
Need for the ministry			
Aims/goals	•		
	•		
	•		
	•		
	•		
Target audience			
Attendance	How many people currently attend or are affected by the ministry?	How many people are involved in leading the ministry?	
Past growth	<i>Describe if the ministry has been growing/stagnant/declining over the past 3 years and provide an indication of the pace of change (eg grew by 50% over past 3 years)</i>		
When	Day	Start time	End time
	How flexible are these times/days?		
	<i>Describe if the ministry must take place on these days and at these times or could it happen on alternative days and/or times.</i>		

Location	Where does the ministry take place? (what part of the church property)	Is there an alternative location on the church property that would better suit this ministry? If "yes", where?	If the ministry currently takes place on the church property site, could it operate effectively off-site? If "yes", where?
Logistics	Where are materials/equipment for the ministry currently stored?	Is this currently adequate?	If "no", please describe the limitations/conflicts.
	Are there any conflicts (eg sharing locations or storage etc) with other ministries?	If "yes" please describe these conflicts.	
	Is availability of parking an issue for this ministry? (Yes/No)	If "yes" please describe how much more parking would be required.	
Other constraints	Are there any other constraints/conflicts affecting the growth of this ministry?		
	•		
	•		
	•		

Future Status

Desired Growth

Under God, what is the desired growth of the ministry over the next 5 years?	
<i>Estimate the % increase of people attending the ministry</i>	
<i>Estimate the additional leaders required</i>	

Strategies/actions to facilitate this growth?

Strategy/Action	What is this expected to achieve	If possible provide an estimate of cost
<i>(e.g Strategy: More effectively reach out to the surfing youth of X Parish.</i>		
<i>e.g. Actions: Hold an early BBQ breakfast on Saturday and Sunday mornings with free bacon and egg rolls and a 2-ways to live.</i>	Have X church more widely known in the local surfing community.	\$200 per week
<i>Have speakers at youth group once a term from the Christian surfing community.</i>	Attract more young people from the surfing community to hear the Gospel from someone they know and respect to challenge them but to also get them accustomed to youth group.	\$0

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<p><i>Promote the X Church counselling services through Y and Z Boardriders clubs</i></p>	<p>Enable young surfers to make the connection between the group caring enough to provide breakfast in the carpark and the group that is giving them mechanisms to assist with their mental health.</p> <p>Also, to provide them with a caring group for if/when they or their friends find themselves couch surfing after a domestic break-down.</p>	<p>\$0</p>
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Technology

Technology requirement	What is this expected to achieve	If possible provide an estimate of cost

Location & Logistics

Will the current space used for the ministry be able to accommodate this growth? (Yes/No)	If “no” how much extra space will be required:	
	for the ministry? <i>(provide best estimate in m2)</i>	for storage of materials/equipment? <i>(provide best estimate in terms of a multiple of the current storage eg twice as much space or 3 times as much space etc)</i>
With this level of anticipated growth, will available parking be a constraining issue? (Yes/No)	If “yes” please describe how much more parking would be required.	

Gaps/Risks/Partnerships

Describe any gaps/risks that are likely to constrain the proposed level of growth
•
•
•
Identify any local churches we can partner with to grow this ministry
•
•
•