

Parish *St Andrew's Aberfeldie*

Vision *To become a visible community of Christ-like disciples, building a spiritual legacy of encouragement and hope*

Mission *Loving God; Living our Faith; and Making the Word of God fully known in the local community*

Values *Compassion, Tolerance, Forgiveness, Humility, Respect, Integrity, Honesty*

Strategy Plan 2017-2019

Goal	Outcome	Monitoring Process	Strategies	Resources	Resp'ble Person	Time-frame
Equip our people to make the Word of God known in the local community	75% of regular worshippers to have attended at least 1 formal education program by the end of 2017, and 50% of those to have undertaken 1 follow up program by the end of 2019	(a) Record of participants at each program (b) A written survey of participants at the completion of each program	<ol style="list-style-type: none"> 1. Offer a structured program of education during 2017 designed for people within the parish to 'grow' as disciples of Christ 2. Offer a structured program (when applicable) to those seeking to become disciples of Christ, to guide them as they come to faith 3. Offer Bible Study classes each year based on specific books from Scripture. 4. Provide Lenten and Advent studies each year 	<ol style="list-style-type: none"> 1. Church of England Pilgrim 'Follow' and 'Grow' course material 2. Annual plan of Bible Study classes, and Lenten and Advent Studies 	<ul style="list-style-type: none"> • Parish Priest • Mission & Ministry Team • Parish Council 	Ongoing
Engage with the local community to bring more people to the faith	New members to account for 20% of the total number of parishioners on the electoral roll by the end of 2019	Electoral Roll	<p>Target the local community (specifically including the St Andrew's Kindergarten community) with a range of activities (see list below) designed to bring them into contact with the church community on church grounds</p> <ul style="list-style-type: none"> • Mainly Music • Develop the parish's Social Media capability • Annual Church Fete • Neighbour Day • Blessing of the Animals • Special Events (Concert performances, Poetry Day etc) 	<ol style="list-style-type: none"> 1. Volunteers 2. Eventbrite.com.au 3. Church building 4. Memorial Hall 5. Marketing material 6. Finances 7. Website & Facebook 	<ul style="list-style-type: none"> • Parish Priest • Mission & Ministry Team • Parish Council • Mainly Music Coordinator • Wardens • Treasurer • Webmaster 	November 2019
Work with other Christian traditions to promote the Christian faith in the broader community	St Andrew's to partner in at least 3 ecumenical services each year	Services register	<ul style="list-style-type: none"> • Create a partnership with St John's Uniting Church Essendon, Our Lady of the Nativity Catholic Parish Essendon West, Essendon Baptist Church and Aberfeldie Baptist Church to hold combined eucharistic services in each church at least once during the year • Maintain and support EssACC links and activities 	<ol style="list-style-type: none"> 1. Church building 2. Volunteers (welcomers, readers, servers, hospitality) 3. Orders of service 	<ul style="list-style-type: none"> • Parish Priest • Wardens • Parish Council • Neighbouring Clergy 	Ongoing

Goal	Outcome	Monitoring Process	Strategies	Resources	Resp'ble Person	Time-frame
Strengthen the level of engagement with existing members of the parish	Underlying growth of 10% in the average attendance at weekly worship	<ul style="list-style-type: none"> Average weekly attendances at weekly worship for 2016 adjusted for known changes (i.e. death, aged care, etc) Average weekly attendances in subsequent years 	<ol style="list-style-type: none"> 1. Identify lapsed and/or irregular attendees at weekly worship 2. Investigate and analyse reasons for lapsed and/or irregular attendance 3. Develop a suitable appropriate 'marketing plan' to attract lapsed and irregular attendees to attend more regularly 4. Provide suggestion box and have informal chats with parishioners to identify their wants and needs from worship in order to ensure we are providing them with the appropriate liturgical and spiritual nourishment 5. Develop a quarterly newsletter to keep parishioners informed and abreast of what is happening in the parish and within the Melbourne Diocese. 6. Continue to foster a spirit of hospitality, welcoming and inclusiveness through ongoing parish groups (Thursday Guild, MSG, Men's Tea, Dinner Club and Coffee Group). 	<ol style="list-style-type: none"> A. Services register B. Parish Roll C. Detailed knowledge of the Parish Roll D. 'Marketing Plan' to attract lapsed & irregular attendees E. Suggestion box F. Parish Groups 	<ul style="list-style-type: none"> Parish Priest Mission & Ministry Team Parish Council Leaders of parish groups 	Annual review at the end of each Church year
Increase our level of mission to both the parish community and the local community	<ul style="list-style-type: none"> Regular visits to parishioners on Pastoral Care Roll Weekly Eucharist at Arcadia Aged Care Monthly Eucharist at one other aged care facility One new outreach program to be identified by the end of 2017 	<ol style="list-style-type: none"> (a) Pastoral Care Roll & Roster (b) Services Register (c) Mission & Ministry Team minutes 	<ol style="list-style-type: none"> 1. Establish (and maintain) a Parish Pastoral Care Roll and Roster which aligns pastoral care providers with parishioners identified as requiring regular pastoral visits 2. Maintain weekly Friday Eucharist at Arcadia Aged Care 3. Identify one other aged care facility in the community that would benefit from a monthly Anglican Eucharist 4. In conjunction with the goal of utilising church assets to secure the long-term financial security of the parish, consult with key members of the local community (i.e. Local State MP, Moonee Valley Councillors, and organisations such as Brotherhood of St Laurence, Anglicare and Caroline Chisholm Society) to identify the critical needs of the local community 	<ol style="list-style-type: none"> A. Parish Pastoral Care Roll & Roster B. Pastoral Care Volunteers C. Finances 	<ul style="list-style-type: none"> Parish Priest Wardens Mission & Ministry Team Pastoral Care Group 	Ongoing
Utilise church assets to secure the long-term financial security of the parish	Costs associated with employing a full-time parish priest to be covered by a source of income independent of parish giving	<ul style="list-style-type: none"> Parish Financial Reports Annual review of envelope giving 	<ul style="list-style-type: none"> Undertake a comprehensive review of parish finances and assets to identify alternative sources of income (apart from parish giving) to cover the costs associated with employing a full-time parish priest, and enable the money generated by fundraising activities to be spent on mission related activity within the local community Use of Grow 1 campaign 	<ol style="list-style-type: none"> 1. Parish finances 2. Parish assets (including buildings & grounds) 3. External Professionals (i.e. local state MP, local council planners, real estate developers, architects etc) 	<ul style="list-style-type: none"> Parish Priest Wardens Parish Council Treasurer Diocesan representatives Envelope 'recorder' 	November 2018