

A young child with light hair, wearing a denim jacket and a patterned skirt, is riding a grey tricycle. The child has a surprised or excited expression. The background shows a nursery setting with a chalkboard that has "DALIA" and "KIDS" written on it, and a white chair with a patterned cushion. The entire image has a light blue tint.

**A CHURCH FOR
LINDISFARNE**

**MAKING
DISCIPLES OF
JESUS**

2021-2026

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OUR CONVICTIONS

Before we think about who we are as a church, or where we are going in the future it's important we stop and remind ourselves about who God is, what we believe about him and how that shapes our actions going forward.

Jesus Christ is head of the church and he has sent us to make disciples by word, prayer and service; supported by fruitful godly leaders, God being our provider, and us stewards of His gifts.

Jesus Christ is head of the church...

We are confident because we know that God is working out his sovereign purposes, and that his church will prevail because Jesus is its Lord and Head. We respond in humble service to his Lordship in the power of his Spirit.

And he has sent us to make disciples...

Propelled by God's love, the purpose of the Church is to go into all the world and to make disciples of Jesus, baptising and teaching them to obey everything that Jesus commanded. There are many good things we could do, but this is our primary task and the centre of all our activity.

By word, prayer and service...

God builds his church by preaching the Word, and through the prayers of his people, supported by their loving service of the world. Anglican spirituality is based on the biblical gospel, and is expressed in our ministry of Word, sacraments and prayer, and through acts of service.

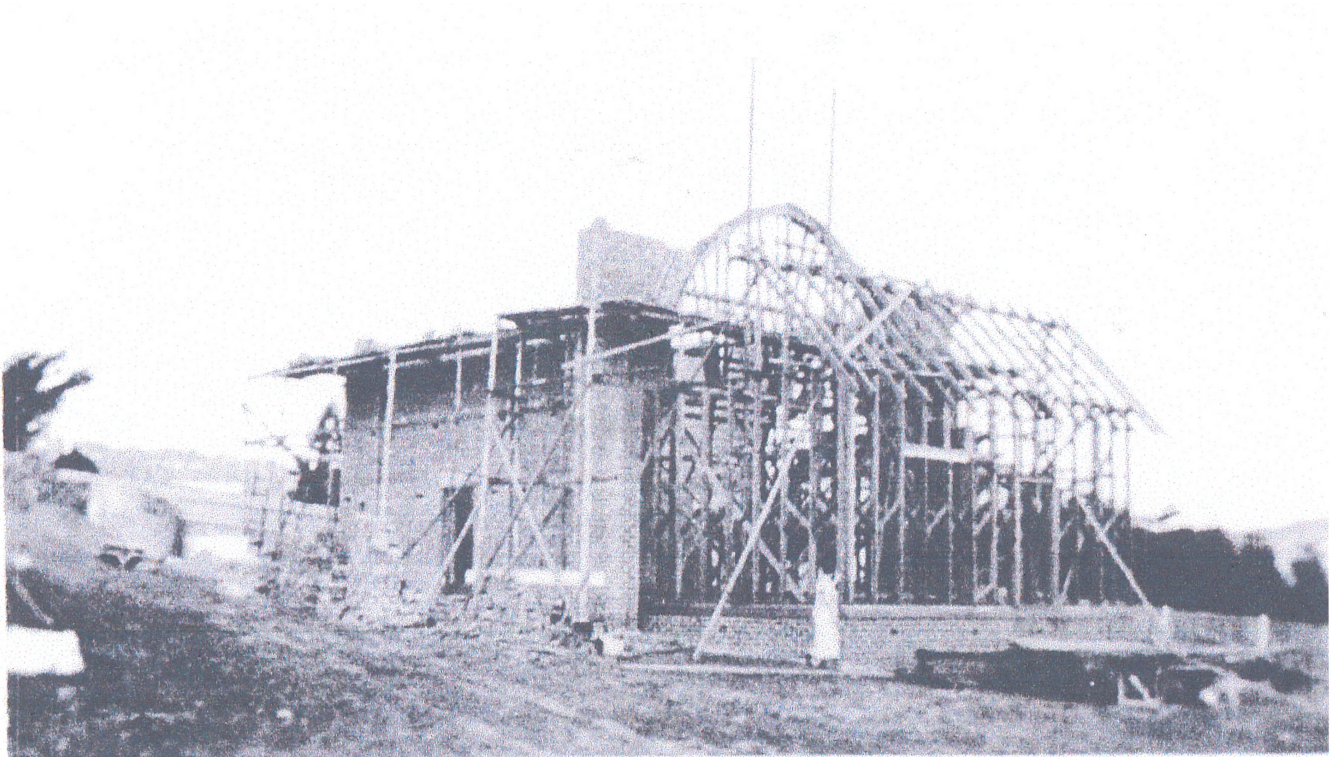
Supported by fruitful godly leaders...

God uses faithful people who have a mission heart to lead his church into growth. Therefore, we need gifted people (both clergy and laity) to serve our church

God being our provider, and us stewards of His gifts.

God owns all the resources for ministry in our parish and is able to bless and resource the ministry to which we are called. We need to be good stewards of these resources, unlocking and deploying them for His service not for our comfort.

1. WHERE HAVE WE COME FROM?



Part of the Parish of Clarence, first services held in the area (then known as Beltana) in the late 1890s. Our current site was purchased in 1920s and the foundation stone of the building was laid on 25th April 1925, and the church was partially completed and dedicated by 7th March 1926. In March 1953 the hall was moved from the corner of Lincoln St and East Derwent Highway to its current location next to the church. In 1958, the parish was formed as its own entity separate from the Parish of Clarence. On 8th July 1962 the remainder of the church and offices were completed.

Ongoing improvements to our facilities have been made ever since and are ongoing to this day. Our facilities, our capital, these are gifts that come from those who've gone before us and we ought to be thankful for their hard work and generosity and motivated by them to continue to build upon their foundations.

Of course, throughout our history we've faced challenges too. In 2017 our church was facing the prospect of closure. We were an aging church with an average age of 72, no young families and we were drawing on our capital to pay the bills. In that year we began to trust in the promise of God that He is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us for His glory (Eph 3:20-21). And trusting God

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we took some big risks and made some big changes to the life of our church to try and reach the next generations with the good news about Jesus.

Since then, God has done immeasurably more than any of us could've asked or imagined! This is not for our glory, or because we deserve it, rather it is all through His power and for His glory!

All glory to God for the things He has done over the last 4 years!

- We've seen God change people's lives and bring their faith to life.
- We've seen families come back to our church for the first time in many years.
- We've begun reaching out into our community with our Playgroup ministry and seen attendance at services like our Kids Christmas Service increase dramatically.
- We've established a new children's ministry and have seen it grow and we are seeing our children grow in their knowledge and love of God.
- We have added a one day a week extra staff member to help with this children's ministry
- We've invested in modern technology to more effectively communicate the gospel in the 21st century.
- We've engaged with online ministry and social media as a space of real connection and engagement and continue to learn and experiment in that space.
- We ran an Alpha course and saw people take big steps forward in their relationship with Jesus.
- We've started 3 regular bible study groups.
- We have seen a huge increase in giving and generosity with some large gifts given along the way which have enabled us to step out in faith and trust in God's provision for His mission.
- We've seen God work to grow His church spiritually and numerically.
- In September/October 2021 we will undertake the National Church Life Survey which will give us even greater clarity as to how we are travelling as a church family.

We give thanks to God for all He has done in and through us to make us a church for Lindisfarne, making disciples of Jesus.

2. WHERE WILL WE BE IN 2026?

The Bible tells us it is good to plan.

- Proverbs 16:3 – Commit your work to the Lord, and your plans will be established.
- Proverbs 16:9 – The heart of man plans his way, but the Lord establishes his steps.

We should make plans and seek God's help to see them come to fruition.

However, we can't just make any old plan and ask God to bless it. Rather we must seek God's will and ask him to bless us and help us as we plan to do what it is he's calling us to do.

- Proverbs 19:21 – Many are the plans in the mind of a man, but it is the purpose of the Lord that will stand.

As we discerned back in 2017, God has called us to be a church for Lindisfarne, making disciples of Jesus. This is consistent with the words of Jesus as he ascended into heaven and commissioned the first disciples. In Matthew 28:18-20 Jesus calls us under his power and authority to teach believers to obey Jesus (grow in their faith) and proclaiming the good news to others and baptise them (evangelising the lost). We are called to spiritual and numerical growth and our experience shows that when we align ourselves with his purposes this is the kind of growth God brings to his church. In 2021 as we considered together the kind of church we are, our strengths and weaknesses, and our hopes and dreams for the future we imagine a vibrant and growing church for Lindisfarne, making disciples of Jesus in 2026.

What does Lindisfarne Anglican look like in 2026?

In 2026 we hope that our church will be a vibrant, growing church with ministry to all ages and stages of life. Under God we imagine:

- A church with 150-200 people attending in-person services and an expanding ministry to those who connect with us online. We will have at least two in-person Sunday services with a sustainable team of volunteers to enable the people of God to gather together and worship God together. We will also have a cohort of people gathering in the online space.
- Continued growth in our ministry to children with consolidation for our pre-school ministry and growth of our primary school ministry. At least 50 kids would be attending LA Kids regularly each Sunday. We also hope to be taking steps towards establishing some more formal high-school aged ministry. We will have built on our current foundation and continue to have a culture of safety for young people at all times.

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- There will be a culture of love of neighbor seen in the way we care for each other both physically and spiritually. Physically this might look like provision of meals to those in need, offers of practical help to those who need it. Spiritually this would look like a church where people invest in the lives of each other. Where there is a commitment to holding one another accountable to God's word. Where people meet together to pray for each other and encourage one another with God's word. Where people are trained to do this sort of one to one or triplet ministry with confidence. Where people confess their sins without judgment and are met with the grace of God in Christ Jesus and walked with as they seek to grow into spiritual maturity. The primary location for this ministry of love and support would be in a network of well led bible study/small groups. We will have at least 50% of our Sunday attenders committed to a small group. There will also be a coordinated Pastoral Care team seeking to support those individuals with higher levels of need.
- We will realise our hearts desire for as many people as possible in our community to hear the good news about Jesus and to respond to that. We will do this by focusing intently on evangelism. Both training people to witness to their faith at an individual level, but also facilitating evangelistic opportunities through the running of courses (eg. Alpha) and other evangelistic events/services.
- We will actively seek opportunities for men's and women's ministry ensuring that everyone is able to thrive as the people God created them to be.
- An ongoing presence in our local nursing homes, and an engagement with local support services (eg. Anglicare/Salvation Army) seeking to provide pastoral care and support to the vulnerable and elderly.
- The Little Shop will continue to be a much-loved Lindisfarne institution with strong connections between the church and the volunteers. Money raised from The Little Shop will be used to fund our commitments to our overseas mission partners.
- We will have clear and strong links with our overseas mission partnerships and seek not just to support them but to share with them about what God is doing amongst us and how they can pray for us. When they visit us, we will not only invite them to share with us but to bring their outside eyes and offer us Godly constructive advice as to how we need to grow and change as a church family.
- Our ministry will be led by a staff team of 2-3 FTE funded from live giving with the support of an army of mature, Godly, well trained volunteers. We will have a plan for training and onboarding volunteers into their roles. Our Parish Council will be filled by mature Godly Christians using their spiritual gifts to oversee the governance, policies, buildings and finance of our church.

3. OUR VISION AND MISSION

Our Vision

We are a church for Lindisfarne, making disciples of Jesus.

A church for Lindisfarne...

The Most Reverend and Right Honourable William Temple who was Archbishop of Canterbury from 1942-1944 once said, "The church is the only institution that exists primarily for the benefit of those who are not its members'. God has placed us here in Lindisfarne for the good of those 10,000 people who live in our suburbs but don't yet know the Lord Jesus Christ. We want to be advocates for our community, champions of this place, and ministers who bring the grace and blessing of God to bear on our community as we seek to be a people of blessing.

... making disciples of Jesus

Of course, there is no point simply being great citizens for we know that our community not only has physical needs, but spiritual ones too. And we know that the only way to find true peace and joy is by being reunited to our Creator. To be born again into right relationship with God through faith in Jesus Christ. So, we need to be strategic in making sure we're constantly providing opportunities for people to hear the good news of Jesus Christ, and grow in their new-found faith.

Our Mission

- **We want to help you take your next step with Jesus.**
 - o Whether a person is not yet a Christian and engaging with Christians for the first time, or hearing the gospel for the first time, or has been a Christian for 10 or 60 years the path of discipleship involves taking steps each day closer to Jesus. As we repent of our sins, die to self and live to righteousness each day is another step with Jesus. As a church we want to help everyone, from the pagan who knows nothing of God, to the seasoned Christian believer take their next step.

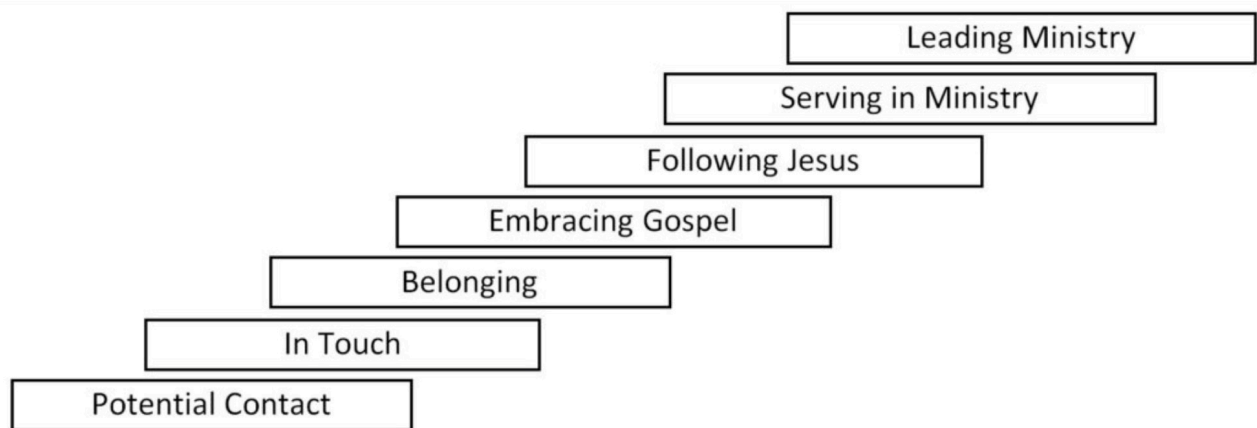
Vision Refresh

<https://lindisfarne.church/media/playlist/vision-refresh>

Head to our website for 3 talks on our vision in the lead up to our 2020 Annual Meeting.

4. OUR STRATEGY

We remain committed to have active pathways of discipleship. Also known as the Pathways for Mission Strategy.



*For more information on each Pathway see Appendix 2.

We have come a long way from our first Pathways seminar in June 2017. God has blessed our efforts and we have seen some good results from our Mission Focus Group of families with pre-school kids. Though of course more could be done.

Of particular note is a significant lack in the “Embracing the Gospel” space and a lack of people in that mission focus group serving in places like Parish Council, that is “Leading Ministry”.

There is also much ministry to be done in the life of the church outside the specific pathway and mission focus group. Areas needing particular attention are Training for Ministry and Leadership Development.

We’ve seen our way through 2020 and the COVID19 Pandemic well, this has bought up new opportunities (eg. online ministry), reduced previous ministry (eg. nursing homes), caused our focus to shift (eg. from plans and pathways to surviving and making most of opportunities like site renovations). We find ourselves regrouping in 2021 and planning to fine-tune our existing mission pathway and develop new Mission Pathways for a further mission focus groups over the coming five years. Whilst our strategic focus remains on our Pathway, we continue to also work and growing the faith of all who call Lindisfarne Anglican home.

5. HOW WILL WE GET THERE?

We've remembered God's faithfulness in bringing us so far in the last 4 years. We've dreamt under God what our future might look like. We've reminded ourselves of our Pathways strategy in broad terms. As we think to the future and feel the excitement of what could be, we also need to stop and plan. How will we get there? Obviously without God we will get nowhere, likewise under God he may have some more 2020 like surprises to bring our way, however under God we must still consider where should we focus our efforts and energies. Without being too descriptive, especially given the onboarding of a new staff member with their own energy and efforts, and ongoing global uncertainties, 2022 and beyond will look something like this:

2022 (Areas of effort broken down by Pathway steps)

- Potential Contact and In Touch
 - Continue to build online presence to engage wide audience in Lindisfarne.
 - Use of targeted online advertising for certain church events.
 - Upgrade physical sign on corner of site.
 - Engage in local community events and services (eg. ANZAC Day, Sports clubs).
- Belonging
 - Playgroup continues
 - Work on secondary connection events for families at Playgroup.
 - eg. Parenting Course
 - Easter/Christmas Outreach Events (eg. Gingerbread House making)
 - A couple of church social events which we can invite our friends to will also be run.
- Embracing the Gospel
 - Evangelism Training
 - 1-2 Alpha Courses
- Following Jesus
 - Develop some clearer goals around the purpose of our small groups.
 - Launch another small group out of at least one of our Alpha courses.
 - Run a church wide linked sermon and small group series.
 - Grow our connectedness to our mission partners through sharing more of their stories.
 - Providing more opportunity for prayer in service and during the week.

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- Review of current services and planning for future (including online services).
- Development of Discipleship reading program (a list of books every Christian should read).
- Creating more space for people to share how God is working in their life in church services.
- Work on our welcoming and integration strategy for new people to our church services.
- Serving in Ministry
 - Providing training for people to step into new roles on church rosters
 - Providing clear pathway for volunteering in church
 - Pastoral Care team training
 - Service Leader training
 - Audio Visual and Online Ministry team Training
- Leading in Ministry
 - Training of staff
 - Training of key lay leaders to take on greater responsibilities

2023

- Second Mission Pathway investigated and established
- Parish Mission Trip to visit Cambodian Partners in Location (COVID19 Dependent)
- Lay Preaching Course.
- Launching of Primary School Ministry.
- Regular Alpha Groups and other Evangelistic opportunities.
- Note: Chris qualifies for Long Service Leave

2024-2026

- Prayerfully consider establishing a 3rd Mission Pathway
- Begin work on our 2030 Vision and Strategy
- Mission Partners Visit our Church (COVID19 Dependent)
- Review of Children's Ministry and Planning for High School Ministry.
- 2-3 FTE staff funded from live giving

Further reviews and ongoing specific planning at both the staff and parish council level will be required each year as we seek to respond to the opportunities God places in front of us and prayerfully discern his call in an ever-changing world.

6. STAFFING THE VISION

With all that we hope and dream to be, who will we need on board to get us there? There's certainly no way we'll be a healthy growing church if we rely solely on our Rector to do all the jobs. To get a sense of what an expanded team might look like I've broken down some of the responsibilities in the broadest of terms. There will be more opportunities as we grow to think about key lay/non paid staff roles too.

Rector

- Supervise, Train and Lead Staff Team
- Lead and Chair Parish Council
- Develop and Refine Vision and Strategy
- Develop and Deliver Preaching Program
- Lead 10am Service & Wednesday Service
- Oversee Worship/Music Team
- Pastoral Visits/Conflict Management
- Engagement with Local Community as a public figure for the church in Lindisfarne.
- Lead and Develop Online Ministry (Website and Social Media)
- Develop Welcoming Pathway for newcomers
- Administration (compliance with ordinances, safe church, CHmS, developing better systems, helping with roster development etc.)
- Train Volunteers and Lay Leaders
- Work with Wardens to Maintain Site
- Professional Development
- Funerals/Weddings/Baptisms
- Oversee Nursing Home Ministry
- Diocesan Involvement
- Australian Army Reserve Chaplaincy

Assistant Minister

- Evangelism
 - o Training Individuals and Running Courses
- Grow the corporate prayer life of the church
- Oversee Pastoral Care Team
- Community Engagement

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- Assist with Services and Preaching
- Assisting with Small Groups
- Assisting with Nursing Homes
- Administration
- Professional Development and Learning
- Diocesan Involvement (eg. training, synod, other meetings).
- Funerals/Weddings/Baptisms

Children's Intern

- Lead LA Kids ministry
- Train LA Kids Leaders
- Run Mums Bible study

Note: None of these are complete descriptions but rather broad breakdowns for our own thinking about what a staffing solution looks like going forward.

7. HOW WILL WE PAY FOR STAFF?

- **Rector (\$80,000**)**
 - o Live Giving
 - Note Rector “cheaper” because we own the Rectory as so pay no housing allowance.

- **Trainee (\$12,000**)**
 - o \$6,000 Trainee Grant 21/22 FY
 - o Live Giving
 - o Ministry Growth Fund (\$26,000) to cover any shortfall or ongoing employment beyond end of traineeship.

- **Assistant Minister (\$92,000**)**

	NMDF Interest Grant	NMDF Parish Rebate (St James)	Curacy Grant	Live Giving	Total
2022	30,000	30,000	20,000	15,000*	95
2023	30,000	20,000	15,000	30,000*	95
2024	25,000	10,000	10,000	50,000*	95

For the sake of context, what has our live giving done over the last 3 years?

17/18	18/19	19/20	20/21
\$67,000	\$88,000	\$111,000	\$131,000

***Note1:** These live-giving amounts are increases on 2021 figures.

****Note 2:** These figures are not take-home figures but total cost to the parish.

8. PRAYER

None of this will happen without God's help. As Tim Keller says in his book on Prayer:

"Prayer is the only entryway into genuine self-knowledge. It is also the main way we experience deep change—the reordering of our loves. Prayer is how God gives us so many of the unimaginable things he has for us. Indeed, prayer makes it safe for God to give us many of the things we most desire. It is the way we know God, the way we finally treat God as God. Prayer is simply the key to everything we need to do and be in life." - Tim Keller Prayer, p18.

We must saturate ourselves, our church and its vision, mission and strategy in prayer. When we describe what we see our church looking like in the future it is essentially a prayer asking God to work powerfully in the lives of our community, our friends and our family to see them join our worshipping community because they've had their lives transformed by Jesus!

Glorious Father, God of our Lord Jesus Christ,

Give to us the Spirit of wisdom and revelation,

so that we may know you better.

Enlighten the eyes of our hearts,

that we may know the hope to which you have called us,

the riches of Christ's glorious inheritance in your holy people,

and your incomparably great power for us who believe.

Please make us to be a church for Lindisfarne

to be known in our community for our love,

that Christ may be known and glorified through us.

Please help us to make disciples of Jesus in all that we do

through making us a loving, welcoming, community

with ministry to all ages and strategic gospel partnerships.

Father, You are able to do immeasurably more than we can ask or imagine,

So, we commit this vision and plan to you

for the Glory of the Lord Jesus Christ,

in whose name we pray. AMEN

APPENDIX I – HOW WILL YOU SERVE?

The section is deliberately left blank for you to write down your own reflections as you think and pray about how God is calling you to serve in response to our Vision and Strategy? A few headings have been provided to prompt your thinking and praying.

Praying for Our Church

Personal Spiritual Growth

Serving with my Time

Giving Generously

Witnessing in the World

APPENDIX 2 – A MINISTRY STAFF WEEK

Ministry is a calling and does not fit neatly into the framework of normal job descriptions and expectations. Being a “people oriented” role, and often times reactive to need, it is hard to stipulate working hours. Ministry leaders are expected to work hard, applying themselves diligently to the ministry before them, while at the same time attending to personal care.

As a parish, we need to develop realistic expectations for our ministry leaders, recognising the need to help them sustain ministry for the long term. Ministry leaders are appointed to an office and paid a stipend and allowances, which are akin to a “provision for living” rather than a salary, to enable the minister to be free to use their gifts in the service of God and his church. The remuneration package is calculated on the basis of a 40-hour full time working week, and is also used as the basis for pro-rata in the case of part-time ministers.

The Diocese expects fulltime ministry leaders to balance work responsibility and personal care. The working week is broken up into morning, afternoon and evening sessions of approximately 3-4 hours each. Full time ministers are expected to work 12 sessions per week, which may for example equate to 5 days and 2 evenings, or 6 days, for approximately 40 hours per week. Given the vocational nature of ministry, a ministry leader may need to work more than this on some occasions, but not for an extended period.

The Diocese also recognises that the level of responsibility for an Incumbent is sometimes akin to a senior executive where working additional hours is a reasonable aspect of the role. As a guide Incumbents may consider a range of 11-14 work sessions a week This may equate to 5 days and one evening on a lighter week, to 6 days and two evenings in a heavier week. Note, “we stress the importance of not working at the upper level for extended periods of time. A minister should normally not expect to serve more than 14 sessions in a week.”

What does this look like for our Rector? Noting the variance, a ‘normal’ week might look like :

	Mon	Tues	Wed	Thurs	Fri	Sat	Sun
Morning	WORK						
Afternoon							
Evening			ARMY				

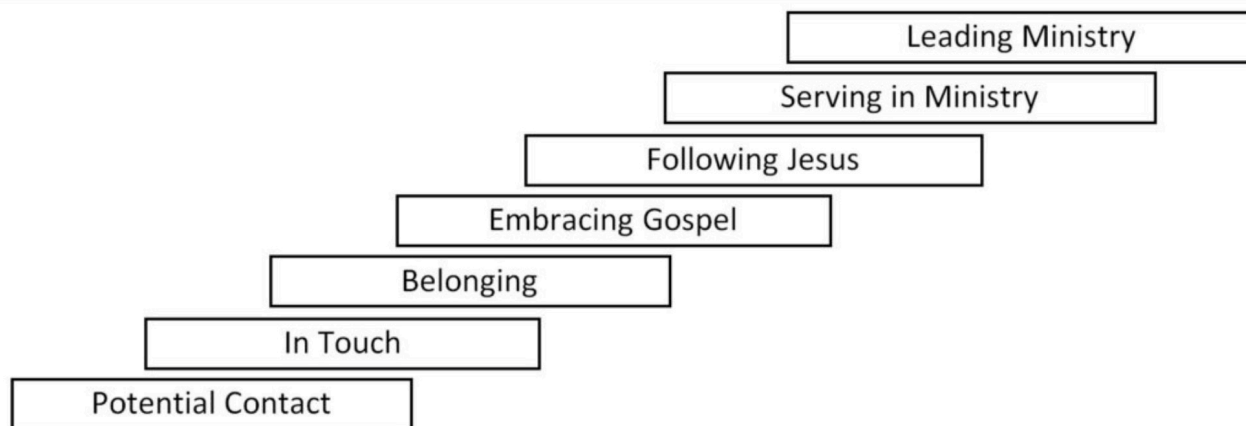
There is no typical week in ministry but rather working on the list of jobs under ‘Role Descriptions’ fills out the week in a variety of ways.

APPENDIX 3 – PATHWAYS EXPLAINER

Step 1: Identify your Mission Focus Group(s) - MFG(s)

“Churches that effectively introduce people to faith tend to reach a small number of fairly narrowly defined people groups... Conversely, research... indicates that churches trying to reach everybody all at once often struggle to reach anyone at all... A small church... would do well to begin with a single mission focus group.” - Ken Morgan Pathways, p245

Step 2: Develop your Pathway



1. Potential Contact

“This is the stage in your pathway where you seek to engage your MFG presuming they are total strangers to you... this step is about engaging the people you are called to reach but don’t know by name, and for whom you don’t have contact details.” - Ken Morgan Pathways, p51.

2. In Touch

“In touch activities are intentional effort to foster relationships, helping acquaintances get to know you a little better, and you them. A person needs only know one person from a church to be in touch... It might be as simple as answering their phone call, inviting them to a program... and introducing them to a few of the other participants.” - Ken Morgan Pathways, p59.

3. Belonging

“Belonging activities are those where unchurched people can begin to feel like they belong among the Christians.” - Ken Morgan Pathways, p67.

4. Embracing the Gospel

“Now that our friends are interested, they’re ready to take the next step. They’re only an invitation away from ‘embracing the gospel... To become a disciple of Jesus... it’s important to undergo a conversion experience. Being a disciple of Jesus means following Jesus as a way of life... to consciously renounce all other ways of life and to make a primary commitment to follow Jesus.” - Ken Morgan Pathways, p77-78.

5. Following Jesus

“Following Jesus is the discipleship stage where the new believer (or the person beginning to believe...) begins shaping their life - their beliefs, values, thinking and behaviour - to the life and teaching of Jesus of Nazareth” - Ken Morgan Pathways, p95.

6. Serving in Ministry

“Serving in ministry is both a way of lovingly responding to God and a way of embracing the good and abundant life God has prepared for us.” - Ken Morgan Pathways, p121.

7. Leading Ministry

This final step in the pathways process describes, “the deployment, development and multiplication of leaders.” - Ken Morgan Pathways, p145.

***A church for Lindisfarne, making
disciples of Jesus***
