



OUR VISION & STRATEGIC DIRECTION



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INTRODUCTION

This document summarises Mount Pleasant Baptist Church's (MPBC) vision, mission and strategic direction; our understanding of what God is doing among us, in this place and through us in our city and beyond at this time.

OUR VISION

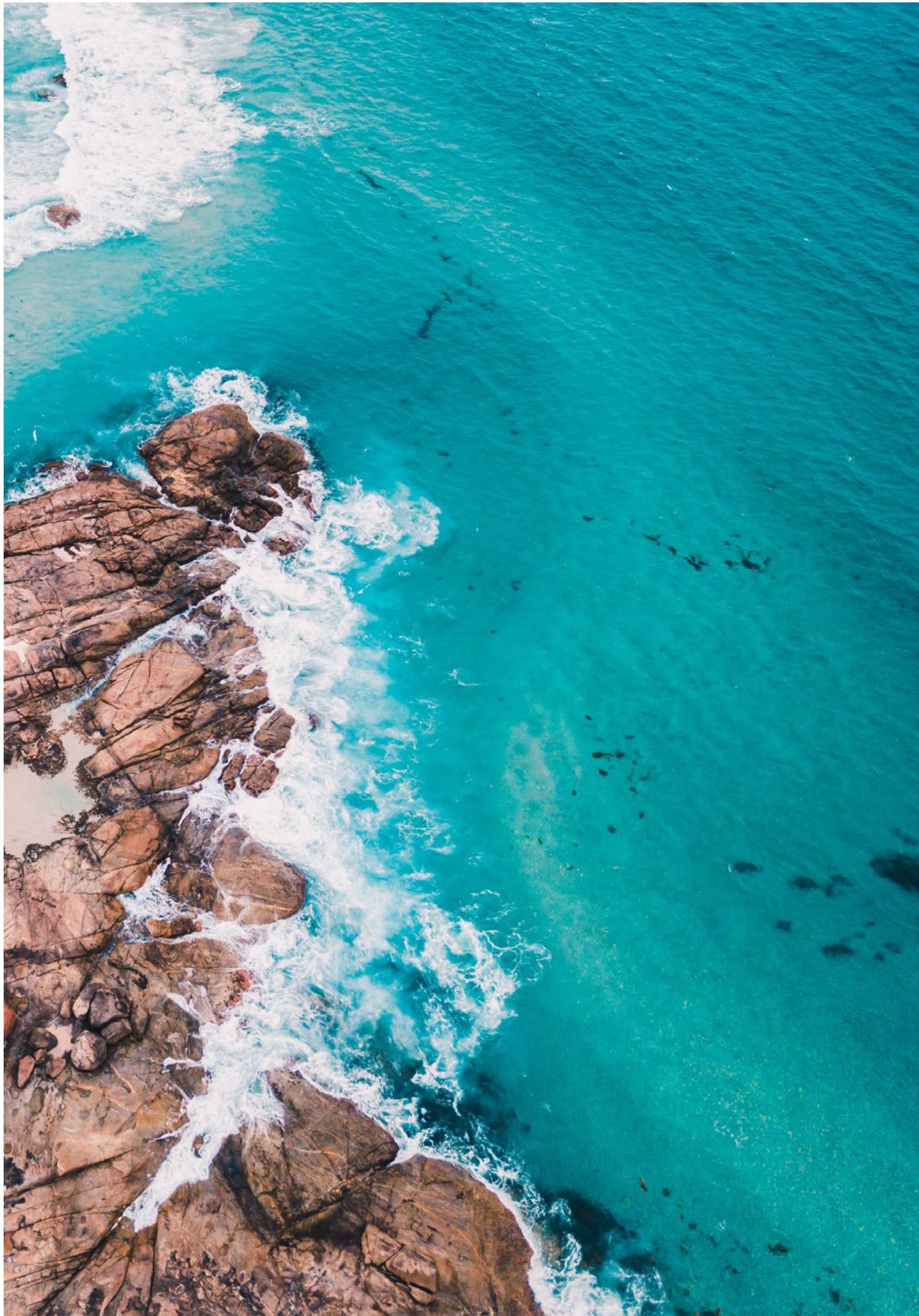
At the centre of everything that MPBC is (our being) and does (our ministry) is a person: Jesus Christ, the Son of God, **who is our vision**. We are part of His body in the world, participating in the Father's life and work by the Spirit.

While our vision is Jesus, we see Jesus building a **large diverse city-wide** MPBC family that is:

- **Unified** in Christ and is an authentic expression of the body of Christ
- **Intergenerational** with people from every age and stage of life
- **International** with people from the nations of the world
- **Fruitful** and growing in faith, hope and love
- **Multiplying with the planting of new churches**
- **Engaged and connected** with our culture and the day-to-day life of our city with a heart for the world
- Channels of love and compassion to others

Furthermore, we see a MPBC family that can be viewed through **nine key lenses**:

- **Prayer**; where prayer is all-pervasive.
- **Corporate gatherings**; where people are responding to the gospel of Christ and are being equipped and built up in Christ.
- **Pastoral care**; where there is love and care for one another.
- **Community**; where there is a strong sense of family and inclusivity, regardless of age, gender, ethnicity, social standing or abilities.
- **Spiritual formation**; where people are maturing in Christ, growing in intimacy with God and living out God's abundant life.
- **Missional**; where people are outward looking in order to be a blessing to the city and beyond.
- **Communication**; where there is quality communication within the church family and out into the city.
- **Inter –church unity**; where we function as a meaningful part of the Lord's "wider church."
- **Operations**; where there are excellent administrative services and good stewardship of resources.



OUR MISSION STATEMENT

Our Mission Statement, which highlights the centrality of Jesus Christ, is:

*“Following Jesus, permeating society,
transforming lives ... together.”*



FOLLOWING JESUS

We are by God's grace "*following Jesus*" so that we will grow in union with Him, who is our Lord [Ephesians 4:15].

WE SEE A CHURCH IN WHICH:

- Jesus Christ and his saving work on the cross are constantly proclaimed through word and song in all its gatherings because Christ is Head of his Church and the cross is the source of God's grace;
- Our relationship with Jesus Christ is our supreme objective; Jesus Christ is our vision and He is the way, the truth and the life, and in Him we are in the Father;
- Jesus is the author and perfecter of our faith [our leader] and we share in the life of God through Jesus.

PERMEATING SOCIETY

We are "*permeating society*," as Christ's ambassadors, working with him to bring all things in heaven and on earth together under the headship of Christ [Ephesians 1:10], because God has given us the ministry of reconciliation and God is reconciling the world to himself in Christ [2 Cor 5:18-19].

WE SEE A CHURCH -

- taking the shared life of Christ to the whole world through believers who permeate society in their normal day to day lives in addition to those who are sent to various locations to herald God's mission in Christ;
- where every person is a minister of God's grace so that we think less and less in terms of programs to achieve ministry goals, and more and more of each person fulfilling his or her calling; and
- Where people are being transformed into the image and likeness of Christ and the world sees the love we have for one another.



TRANSFORMING LIVES

We seek to engage with the person of the Spirit in his work of "*transforming lives*" [Colossians 1:28], and doing this 'with all his energy' [Colossians 1:29].

WE SEE A CHURCH -

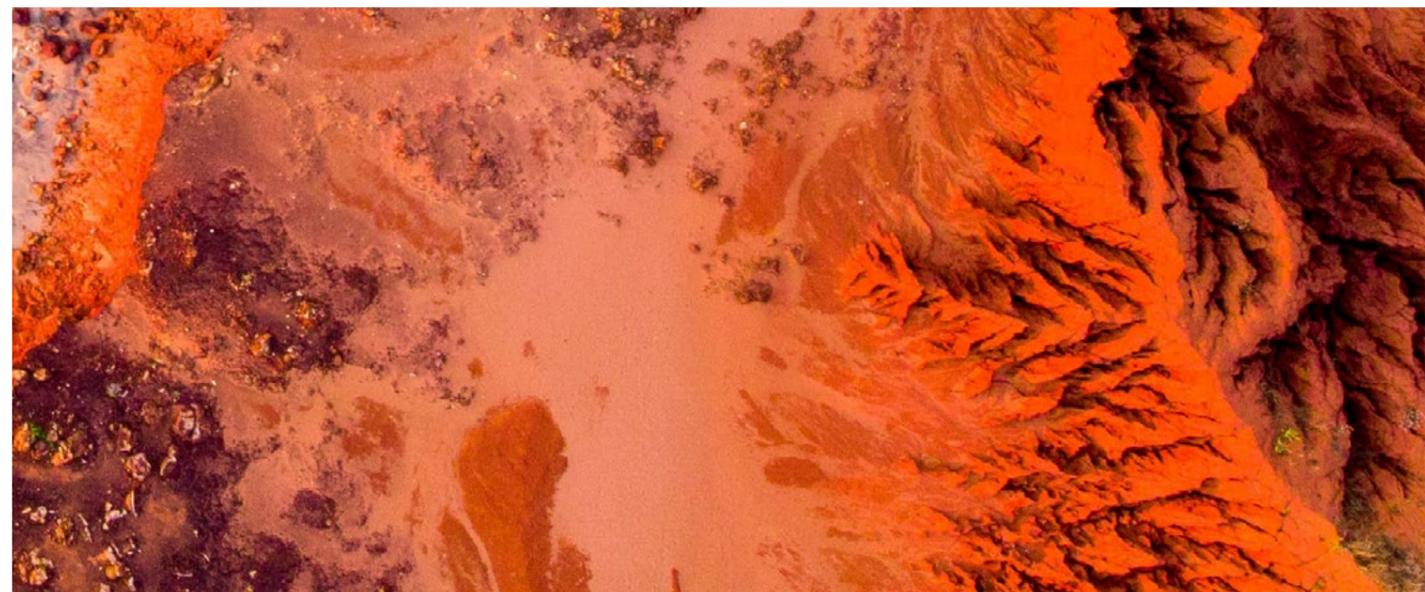
- working in cooperation with the Spirit who is always doing the Father's will in reconciling creation and glorifying Jesus;
- praying for and allowing to the fullest extent possible the Spirit to work in its midst and through its members; and
- longing for each member to grow in their understanding and lived experience of Christ through the Spirit.

TOGETHER

Finally, we work and worship "*together*" because Jesus prayed, that all of them may be one, Father, just as you are in me and I am in you [John 17:21], that we may be brought to complete unity [John 17:23]; and because we are members of his body [cf. 1 Corinthians 12:27; Ephesians 5:30].

WE SEE A CHURCH -

- where people know what it is to be part of the body of Christ with each person having a valuable and unique contribution to make to the proper functioning of the whole unto the glorification of God;
- that fosters intergenerational, social class, gender and ethnic unity so that no gaps exist between any groups within its ranks; and
- that has unity as its watchword; a church where, with God's help, believers excel in faith, love and hope.



OUR STRATEGIC DIRECTION AND INTENT

We are on a journey together following Jesus Christ in the dynamic of the Spirit, participating in what he is doing among us. Therefore, our desire is to put in place a minimal level of organisational structure and plans consistent with the organic nature of church life.

The nine lenses through which MPBC can be described, help shape our key strategic areas of focus and outline our direction. Our vision and mission along with these overarching key strategic areas have guided the development of our individual Ministry Plans for each Ministry Area and the supporting financial budget.

KEY STRATEGIC AREAS

The nine key strategic areas of focus inform each of our Ministries. In each of these areas we have articulated our vision and the strategic actions which are set out on page 12 to 26. These nine areas are:

- Prayer
- Corporate Gatherings
- Pastoral Care
- Community: Intergenerational Culture and Diversity
- Spiritual Formation: Growth and Discipleship
- Missional Heart: Outward Looking
- Communication
- Inter Church Unity and Involvement
- Operational Support: Shared Services and Stewardship

KEY MINISTRY AREAS

We have developed operational Ministry Plans to support the delivery of our vision, mission and strategic intent in our key Ministry Areas, being:

- Children's Ministry
- Youth Ministry
- Young Adults Ministry
- Church Community Ministries
- Ministries to the Community
- Creative Ministries
- Missional Links & Mercy Reach Foundation Ministry
- Newcomers & Care Ministry
- Thornlie Campus Ministry
- College Ministry; Learning/ Education
- Operational Support Services

OVERALL INTENT

Our vision is Jesus Christ and our intent is to build one another up in Christ for the purpose of living out the goodness of the gospel of Christ in our everyday lives. So we are interested in the significance of both the **“gathered church”** and the **“scattered church living in every sphere of society.”** The relationship between and importance of what happens both within our walls (internally) and outside our walls (externally):

- **Internally** - the building up and equipping of the body of Christ; each one of us and the church community as we gather for corporate worship, teaching, fellowship and personal transformation in Christian community.
- **Externally** - the outworking and the living out of who we are “in Christ” in our families, community, workplaces, city, nation and world. That we the church might be salt and light; impact our city and the world for good.

We might also think of this in terms of a body inhaling and exhaling. Both are equally important and in fact are necessary for the healthy functioning of any body.



A photograph of a cozy window nook. A red cushion is propped up against a white window frame. In front of it, on a wooden tray, sits a lit candle in a glass jar, a white mug filled with coffee topped with whipped cream, and a notebook with a patterned cover. The scene is lit with warm, soft light, creating a peaceful atmosphere.

OUR STRATEGIC ACTIONS

Set out on the following pages is a summary of our vision and strategic intent in each of our nine strategic areas.

PRAYER

We acknowledge our dependence on the Holy Spirit for our participation in God's transforming mission. Every aspect of life and work in our church will be bathed in prayer to our Father through Jesus Christ by the Spirit.

VISION

WE SEE A CHURCH -

- participating in God's transformation of the world through prayer;
- that fixes its eyes on Jesus Christ the Head of the Church and seeks through prayerful communication to walk with Him;
- where prayer is pervasive; a church that recognises its dependence on God and therefore prays at every opportunity;
- that is naturally prayerful; one which breathes an atmosphere of prayer and encourages people in their prayer life and friendship with the Lord;
- where people may receive prayer readily; praying for one another either with the anointing of oil or the laying on of hands, or without; and
- filled with expectancy that prayer will be answered as people seek to pray according to the will of God, recognising we live in the "already" but "not yet" of the kingdom of God on earth.

STRATEGY

- Maintain a prayer culture in all our various gatherings (corporate, business or otherwise).
- Maintain and communicate a current list of regular prayer meetings and provide teaching on prayer through relevant preaching series or courses.
- Thornlie to build corporate prayer initiatives into their weekly rhythm.
- Conduct at least two weekend Prayer Retreats each year and others as the Lord leads.
- Encourage "Connect Groups" across the church to make prayer a priority.
- Regularly communicate prayer initiatives and in particular from the front on Sundays.
- Continue to provide opportunity for prayer during and after Sunday services and develop a "culture of response" that facilitates prayer. Runsheet's to include opportunity for prayer during the service (during a segment of songs) and at the end of service and that prayer cards are available at the Info Point.

- Provide “Prayer request cards” for written requests (available at Info Point) as well as electronically through the “website” for pastors and others to pray. Communicate that Prayer Requests can be made in languages other than English as there are translators available.
- Regularly communicate answered prayer to the church family (Sundays, Together Weekly and other forums) and provide opportunities for personal testimonies; .
- Continue weekly “All staff” prayer meetings, Ministry Leaders prayer mornings and encourage monthly pastor’s prayer retreats.
- Be connected with other city churches, specifically for prayer (City of Melville and City of Cockburn Pastors’ Prayer group, Governors Prayer Breakfast, One Heart/Geo-network Prayer groups, Movement Days).

PASTORAL CARE

Our love and care for one another is central to who we are in Christ. Access to pastoral care is vital for all members of the church family and our heart is to reach out in love to those in the wider community as the Lord leads. Small groups are the heartbeat of the church, an opportunity for people to grow together in Christ as they fellowship, worship, pray, study the Scriptures, share, listen to one another and receive and give pastoral care.

VISION

WE SEE A CHURCH -

- that truly lives as the “body of Christ” and whose heart is to love and care for one another;
- where everyone has appropriate access to appropriate pastoral care as the need arises; where pastoral care is not “Pastor” centric;
- with a diversity of Connect groups that
- foster faith, love and hope in Christ, as well as being training grounds for leaders, centres of reconciliation, and local links for reconciliation in the community;
- provide first line pastoral care;
- build strong personal relationships with Christ and one another;
- are continually multiplying as part of a wider church philosophy of reproduction [‘everything healthy reproduces itself’];
- are involved and engaged in the wider church family.
- Provide Sunday “Connect Morning Teas” four times a year to help connect newcomers into the life of the church.
- Continue weekly communication of key pastoral needs to our Care ministry team and Prayer team.
- Visitation and personal meeting in homes, hospitals and other locations involving pastors and others.
- Clearly communicate the nature and purpose of “Connect Groups” and “MP3s”; what are they, where they meet, their organic nature, where people ‘do life’ together.
- Develop Connect group options that make it easier for everyone to participate in some form of Connect Group
- Encourage and promote participation in Connect Groups and MP3s.
- Active identification of potential Connect group leaders and the wise multiplying of existing Connect groups, promoting reproduction and multiplication
- Conduct at least one Connect leaders’ training and development seminar each year.
- Produce a Video Clip showcasing examples of the benefits of Connect groups and MP3’s
- Provide opportunities for all Connect Groups to meet for “one-off” short Christian formation or discipleship courses during the year in our facility.
- Provide at least one prepared series for all Connect groups across the church to participate each year.
- Utilise the HUB’s email capability for weekly communication to all adults on current church news, prayer matters, family matters and upcoming events.
- Utilise the HUB to support pastoral care approach and communication of needs.

STRATEGY

- Continue our Pastoral Care approach which focuses on relationship building and care for one another in the context of community, that is not pastor centric but involving Pastors/Ministry leaders, Connect Group leaders as Pastoral Carers, Care Ministers supporting wider church community, Seniors’ Pastoral Carers and MP3s (Mount Pleasant Accountability Groups of 3 people of the same gender).
- Continue our “Care Ministry Model” involving both practical and spiritual support to better provide pastoral care across the church.
- Provide opportunity for access to pastor care through “Request forms” at the Info Point.



CORPORATE GATHERINGS

Our Sunday gatherings are a critical part of our body life together. Their primary purpose is to meet with Christ; to edify and equip and to build up each other up to glorify God. These gatherings will also proclaim Christ to those not yet Christians.

VISION

WE SEE A CHURCH -

- whose corporate gatherings are occasions for the transforming work of the Spirit in the lives of those who attend;
- where people do not neglect to meet together;
- in which the whole church family unites in praise to God through prayer, song, and the proclaimed gospel to enjoy and glorify God and to strengthen the mutual faith of other family members;
- where the Scriptures are preached in a Christ-centred manner and the word of God finds “good ground” in the hearts of those who attend;
- where Sunday gatherings model these purposes for other gatherings during the week; and
- where prayer forms a crucial part of each gathering; including, corporate prayer and prayer for one another.

STRATEGY

- To provide three Sunday services:
 - » Two Sunday morning services at our Booragoon facility [8:30am and 10:30am]
 - » One Sunday morning service at our Thornlie campus [9:30am]
 - » One Sunday morning Service during January known as “Summer Sundays” at both Booragoon [9am] and Thornlie campuses [9:30am]
- We are seeking God on the direction for Sunday night services.
- Constantly pray for the Spirit’s blessing upon and guidance in our Christ centred gatherings.
- To be a welcoming and hospitable community; looking out for newcomers, visitors and one another before,

during and after services, with the welcome team at our doors including families and range of age groups.

- Continue to develop opportunities for people to connect pre and post service.
- To seek to best accommodate the transformational and equipping work of the Holy Spirit through word, song, prayer and offering.
- Provide opportunity on a monthly basis for the church family to participate at the Lord’s Table [Communion], and to be updated monthly on a Mission activity [Missional Links spot].
- Recognise the heritage of our church (recognising key events and anniversaries) and the historic “Church” calendar throughout the year, including Christmas, Easter, Pentecost Sunday and Global Day of Prayer.
- The word of God to be preached and taught from the Scriptures.
- Offer a diverse range of heartfelt and practical theology.
- Seek Spirit-led worship and praise to our God.
- Provide opportunities for people to ‘accept Christ’ and for regular baptisms in our Services.
- Continue to be sensitive to and encourage the singing of songs/hymns that cross generational boundaries, embrace the best over the history of the church, and declare good theology.
- Celebrate our diversity along with our unity in Christ through the development of our intergenerational and international approach to Sunday gatherings. Including the Summer Sunday’s format, Orange Sundays, Scripture in other languages.
- Encourage ‘active’ participation in corporate gatherings, including opportunity for response and prayer



during Services, prayer points on screens, bible readers and different people leading corporate praying.

- Involve a diversity of people, including children and a range of adults to participate in Sunday morning services throughout the year in a variety of ways, including bible reading, praying, singing and biblical story telling through drama, to bring different voices and enable greater involvement and representation across the church family.
- Take up opportunities for specific prayer initiatives on various occasions in our corporate gatherings, for example,

the children praying for fathers and mothers on Father's/Mother's Day, responsive prayer, ANZAC day, New Year's prayer and thanksgiving.

- Nurture a culture of responsiveness and provide space and opportunity for personal prayer with pastors and others during a song bracket and post services.
- Mobilise a team to support people coming to faith for the first time along with a pack of relevant material for new believers.
- Continue to provide opportunity for people where English is not their first language to meet during one Sunday

service to provide language and cultural training to help integration into the wider church family; known as the International Group.

- Consider the implementation of language translation in our services through appropriate hearing devices.
- Take up opportunities to share what God is doing among us including answered prayer.
- Encourage families to continue to participate in Sunday morning services during school holiday time ("Orange

Sundays] when MPK is not running.

- Continue to streamline our Sunday announcements of upcoming events through use of Video Clips and including details in weekly email communication, our website and social media.
- Organise Community Events on Sundays after Services, like Thanksgiving Sunday lunch, College Open Days and similar family events.



COMMUNITY: INTERGENERATIONAL & INTERNATIONAL CULTURE

We seek a Christian community with a strong sense of family and inclusivity, regardless of age, gender, ethnicity, social/economic standing or ability. Our heart is to know and experience the diversity of the body of Christ and recognise the immense value of families and generations doing life together.

VISION

WE SEE A CHURCH -

- dynamic in its diversity and unified in Christ by the Spirit; unity in diversity;
- encouraging inter-generational activities; all age groups celebrating life together;
- where mature/elder believers are imparting wisdom and experience to younger believers and younger believers are a source of joy and encouragement to older believers;
- declaring the power of the gospel of Christ that brings together people from all nations and ethnic groups, all social/economic groups, all age groups and those with varying abilities (including those with disabilities);
- that is truly “family” comprising individual persons and families representative of all age bands where each treats the other as belonging to the same family of God, and where family principles motivate our leadership philosophy; and
- where there is a culture of acceptance and reconciliation and that the walls between the church and society cease to exist, in the sense of the world being loved, accepted and welcomed.

STRATEGY

- Develop our campus model approach of “one church” while allowing campuses to form their local identities.
- Consider creative ways of integrating all aspects of church life and ministries; encouraging inclusivity, celebrating diversity and enabling intergenerational and international connections.
- Continue to provide a well-resourced “Connect Point” on Sunday to help connect new people into the life of the church.
- Communicate the importance of engaging and serving in the church family, emphasising commitment typically involves:
 - » Attendance at a Sunday service
 - » Serving somewhere
 - » Connect Group involvement
 - » Financial giving
- Continue to maintain strong age-based ministries while seeking to bring the community together at every opportunity.
- Provide space in our facility for families with young children to connect and develop friendships, as well as mechanisms to help connection outside our facility including picnics or get-togethers communicated through social media, like WhatsApp.
- Break down barriers across generations and encourage the development of intergenerational friendships and interdependency through, for example mentoring and our courses like the Pillar Events.
- Continue to actively promote a mentoring culture within the church and into the community which crosses the generations.
- Continue to encourage a range of adult and mature Christian involvement in our age-based ministries.
- Develop an international ministry that helps connect people from the nations and various ethnic groups, providing a place for everyone in the richness of our diversity.

- Continue church community functions and activities like the College Open Days/Showcase events that celebrate family and community, Essence events (for women) and Purpose, Inspiration, Encouragement (PIE) events (for men).
- Actively encourage intergenerational & international Special Interest groups and Connect groups to bring together people from all age groups where the seniors can be true elders to the younger generations and the younger generations can stimulate and encourage the older generations. For example Christian formation classes, art classes, reading groups, cooking group, photography and craft.
- Continue to develop the connectedness of mothers with preschool children through our Tumble Tots Playgroups at both Booragoon and Thornlie throughout the week and develop pathways into the wider church, including parenting courses.
- Continue to develop pathways for newcomers to find their place in the church family as quickly as possible.
- Identify opportunities to include and encourage community participation for those with disabilities and supporting families who have children with disabilities. For example, our Flourish Group.
- Encourage intergeneration hospitality in homes and in our facility, for example “Guess Who’s Coming to Dinner” or lunches after Sunday morning gatherings as well as providing an inviting and homely atmosphere for all events and occasions in our facility.
- Provide relevant conversations in key areas of church life including:
 - » Baptismal conversations
 - » Membership conversations
- Support our Infuse Café as a place of community connection providing a warm, inviting and hospitable place for both our church family and the wider community.
- Provide a Safe Church environment supported by our Safe Church Policy and Guidelines.



SPIRITUAL FORMATION: GROWTH AND DISCIPLESHIP

We are participants in God's transformational purposes in Christ. God's heart is to continue to transform us into His image as we grow and mature in Him; God is more interested in character and maturity than skills and performance. Our ministry is participation in God's work of transforming the community of faith until we are blameless at the coming of Christ; we are yet individually and corporately unfinished work living in the "already" but "not yet" of the kingdom of God.

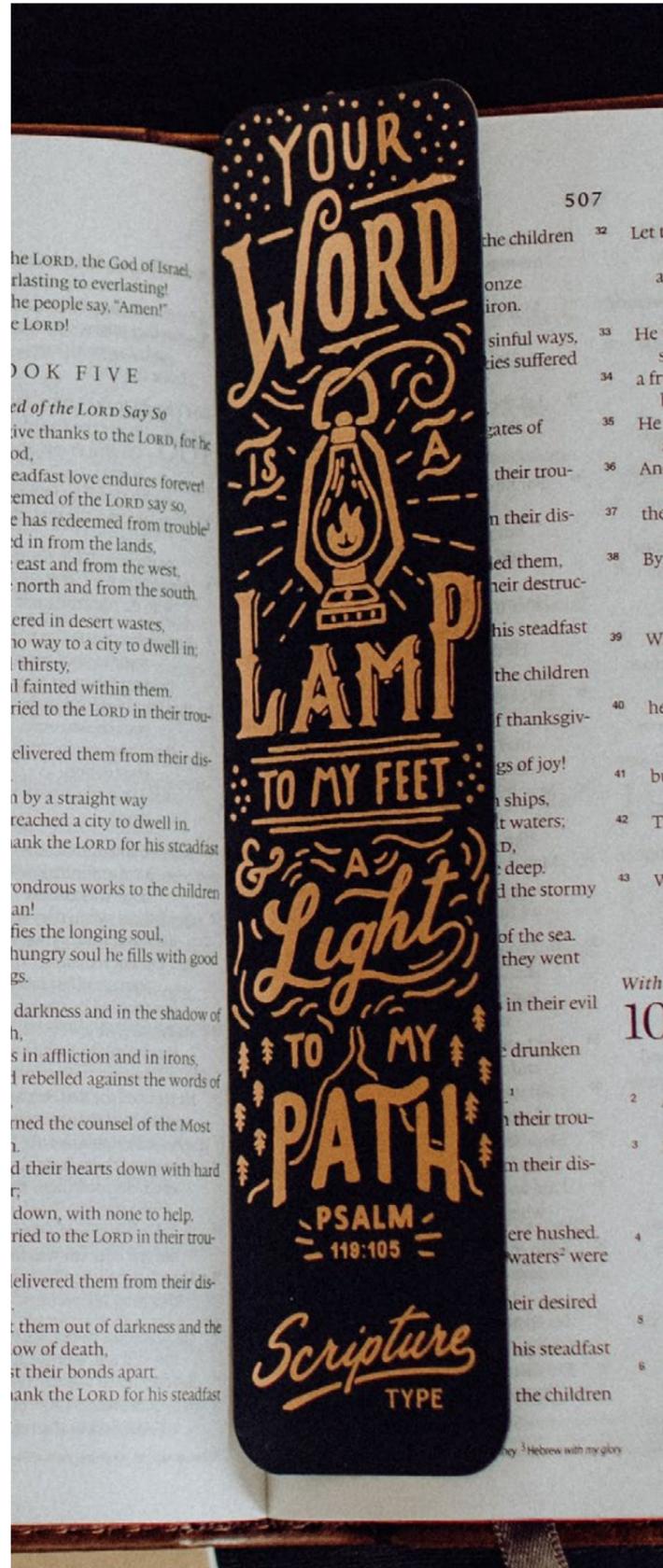
VISION

WE SEE A CHURCH -

- being transformed into the image of Christ; both the church community and individual persons becoming more like Christ;
- where spiritual formation and discipleship is more a culture than a programme; recognising that the Spirit of Christ is the motivator and enabler who is at work among us;
- with an eschatological orientation; that is, we have begun in Christ by the Spirit and are moving toward our completion by the Spirit;
- growing in faith and maturity in Christ; working out our salvation for it is Christ who is at work in us;
- walking and being led by the Spirit and so yielding the fruit of the Spirit which is love, joy, peace, patience, long suffering, kindness, goodness, faithfulness, gentleness and self-control; and
- that is a small local representation of the "body of Christ" where each person is involved in building up one another in the abundant life God through Christ is sharing with us; through right relatedness with God and one another each person's uniqueness is being realised along with our oneness in Christ.

STRATEGY

- Continued focus on the gospel of Jesus Christ and seek to deepen our relationship with him and understanding of what he has accomplished for us.
- Strong biblical teaching on who we are in Christ and our participation in God's work of transforming the world; our identity as sons and daughters in Christ.
- Appoint a Ministry Leader responsible for developing a church-wide Discipleship Strategy and overseeing its implementation across the church to:
 - » Provide a range of Discipleship and Spiritual Formation courses, including Pillar Discipleship events each year.
 - » Continue to provide biblical and theological courses to enable people to grow in Christian maturity and their knowledge of the Scriptures.
 - » Christian living and life skills courses in areas of marriage and family life, discovering and dealing with persistent personal issues and market-place engagement.
- There are two key categories of externally developed courses we employ:
 - » Alpha – faith explored, preparing for marriage, marriage, raising kids, raising teens
- Introduce the "Soul Care" course covering Seven transformational principles for a healthy soul (Rob Reimer).
- Encourage involvement in Accountability Groups of three (known as MP3s) as a key avenue for personal transformation and relationship development.
- Encourage involvement in Connect Groups
- Develop and maintain Pathways for people to grow and mature in Christ, for example, pathways for:
 - » Pre-Christian to Christian
 - » First faith response to baptism
 - » Church attendance to membership
 - » Following Jesus in everyday life
 - » Restoration and healing from specific debilitating life issues
- Continue to encourage and support women and men gathering for teaching and prayer.
- Our College as a ministry of the church reaching into the community reflecting the light of Jesus and impacting lives for Christ.
- Our College to serve both the church community and the wider community by providing learning and education mainly in Creative Arts to encourage and draw out the creative gifts God has given us, focusing on music, technical production and multimedia.
- Develop appropriate communication flyers for all courses available to the church family and wider community.
- Continue to provide valuable reading resources through our Seeds bookshop and our Reading Room.
- Encourage the development of one another through mature Christians modelling the life of faith to others and stimulating others in Christian ethics and behaviour, for example hospitality, friendship and deeds of kindness and generosity.
- Recognise the value of community and the reality that people depend on people to become whole persons; with love reigning in the midst of community.
- Seek to grow and reproduce Connect groups and Special Interest groups of all kinds, e.g., literature group, art group.
- Develop a culture where mature leaders are raising up other leaders, and people are being empowered and released to exercise their gifts and grow.





MISSIONAL HEART: OUTWARD LOOKING

We seek to actively participate in God's mission to unify all creation in Christ, whether it be locally, nearby regions or globally, seeking always to empower and equip those whom God is calling to serve. Our heart is to go out into the world and share Christ's life with others that they may know and experience God for themselves.

VISION

WE SEE A CHURCH -

- where people live in and for Christ at home, in their neighbourhood and workplace, not just during Sunday gatherings; a church that lives and believes that its Christian witness starts at home and from there permeates society;
- which lives its witness naturally and spontaneously and is not merely inward looking but outward looking and overflowing with love for the world;
- that is Missional and together cares for the world in words, works and provision of resources; recognising its involvement in the "Great Commission;"
- which pursues mercy, justice and compassion in response to existing or sudden need particularly in the regions of its involvement; and
- that partners with those on the ground locally, nationally and globally in ways that go beyond finances and maximises their opportunities to serve as God leads them.

STRATEGY

- Maintain a Missional Links strategy to provide a framework for the coordination of Missional activities across the church at a local, state, national and international level.
- Mercy Reach Foundation to continue to leverage our missional activities.
- Continue to strengthen current relationships with our partners across our Missional Links network; working together in ways such as prayer, finance and networking resources to maximise effectiveness.
- Begin new links for Missional involvement as the Lord leads with a view to developing our involvement in Indonesia and in working to end human trafficking and sexual exploitation.
- Prayerfully look to the Lord's leading regarding our financial involvement across the spectrum of our Missional direction and involvement
- Plan and coordinate short-term mission trips, particularly in areas where we have existing relationships and links including Africa, Cambodia, Malaysia, India, Bangladesh and Indonesia.
- Encourage engagement of the whole church community in the work and mission of the church; we are all called to mission.
- Understand where the "pain" is in our city and equip the church community to permeate and interact with the wider community in an organic way.
- Continue to develop a strong local urban mission culture and our engagement with the Indigenous community and involvement with Leavers Green Team; Prison Alpha; Chaplaincy in Schools, in Sporting Clubs, in Aged care facilities, in Hospitals and on the Streets; our mission is to serve locally in our city and together to the nations.

- Continue to strengthen our relationships and partnerships with external organisations including, Aged Care facilities, City of Melville, City of Cockburn, High Schools, the Fremantle Street Doctor, Street Chaplaincy, Prison Fellowship and local women's refuges.
- Continue existing (including Food Parcels, Hands and Feet), and initiate creative new church projects that benefit our local community and promote these ministries within the church, encouraging involvement and reporting on activities.
- Reach out into the Thornlie area through our Thornlie campus.
- Be intentionally open to church plantings and the development of the church campus model as the Lord leads.
- Continue to establish our College as a vibrant and energetic environment where people from the wider community and the church meet and form meaningful relationships while engaging in relevant courses, events, exhibitions and concerts.
- Continue to open our Facility to the community for external venue hire.
- Continue to develop a Play Group ministry that reaches out to the community and includes those from the church family.
- Support Infuse Café as a place to interface with the wider community.
- Be ready to explore ways of responding to global disasters as they occur.



INTER-CHURCH UNITY AND INVOLVEMENT

We highly value unity both within our local body and beyond to other churches. We will seek every opportunity to express this practically, serving together and encouraging one another. The growth of healthy relationships in every aspect of church life will be our goal.

VISION

WE SEE A CHURCH -

- functioning as a meaningful part of “the whole church” in its fellowship, prayer and service;
- working together with other local churches for kingdom objectives; a church that avoids self-sufficiency and isolation from the rest of Christ’s Body;
- strengthening its association with the wider church while fully respecting our identity as a member church of the Baptist Churches of Western Australia;
- utilising its resources and gifts to support and bless the wider church as opportunities arise.

STRATEGY

- Open our church activities to welcome other churches, including involvement in College courses, music and other events and seminars.
- Actively support appropriate city-wide church events and various prayer initiatives (for example Movement Day, Pray Together WA, GeoNetworks).
- Continue to nurture relationships with pastors in the city.
- Actively encourage and host weekly GeoNetwork prayer gatherings for City of Melville pastors and encourage a growing involvement in the weekly prayer gatherings for City of Cockburn pastors.
- Actively engage in inter-church community projects such as the Christian response to human trafficking and partnership with the Centre for Public Christianity (Simon Smart) and other visiting speakers and musicians.
- Continue to support the building of relationship with local churches.
- Provide teaching and mentoring support to other local churches as the Lord leads.
- Resource other smaller churches as the Lord leads.



COMMUNICATION

We recognise good healthy communication is essential to our effective functioning as a church community and we commit to continually updating and seeking to improve our communication channels and their effectiveness.

VISION

WE SEE A CHURCH -

- communicating effectively, efficiently and regularly using all available communication channels appropriately; and
- continually seeking to improve the way it communicates within the church family and to the wider community.

STRATEGY

- Continue to implement our communication strategy for the church as a whole and for each significant church project.
- Maintain a quality online presence that communicates who we are and what's happening, involving our website and healthy social media communication to effectively reach our target community.
- Regular and timely communication through the most effective communication channel:
 - » Church gatherings
 - » "A Word in Season" weekly devotion
 - » Together Weekly; church wide emails
 - » Website and Social Media
 - » The HUB and Church App.
 - » Community newsletters and newspapers
 - » Baptist Ministry Centre.
- Present our Sunday Announcements on coming events via Video Clips.
- Maintain our Church Information System known as the HUB to improve communication, pastoral care and the connecting of people in all the ministries and activities of the church.
 - » Establish an annual Sunday update process to maintain quality of information.
 - » Maximise our use of the functionality of HUB to support our work.
- Maintain an appropriately resourced and creative Communications Team to ensure quality and consistency in all our communication; including signage, badges, slides and other media.
- Improve and develop communication of ministry updates, intergenerational stories, testimonies and other notices within the context of Sunday Services.
- Maintain a well-resourced "Information Point" in the foyer for Sunday meetings.
- Continue the development of relevant information brochures, booklets, pamphlets and flyers to clearly communicate the activities of the Church and College.
- Continue building strong team work through quality communication among staff, including staff retreats, prayer times, staff meetings, ministry leaders' meetings.
- Continually incorporate the mission statement and our biblical foundation in all forms of verbal, written and visual communication as appropriate.

OPERATIONAL SUPPORT: SHARED SERVICES AND STEWARDSHIP

We recognise the importance of providing quality operational and administrative support to each ministry area for the efficient and effective operation of the church. Our back office and related systems and procedures are vital to ensuring the proper delivery of our ministries and the good stewardship of our resources.

VISION

WE SEE A CHURCH -

- in which the whole body of the church is rightly involved and engaged in the various activities and ministries of the church;
- where staff are called by the Lord to particular roles and are not primarily defined by role descriptions but by who they are as persons in Christ;
- in which staff value one another highly and work together as a genuine team, enjoying the highest possible team spirit; the hallmark being unity and quality relationships;
- which is an organism with appropriate organisation; structured for optimum efficiency in a true spirit of servanthood and self-sacrifice wherein each staff member views their role as a ministry and not simply a job;
- where staff are serving in an environment that is safe, well-remunerated and well supported spiritually, emotionally and physically; where each member is well-resourced and has readily available godly leadership and team support;
- with a shared services team that provides support to all ministry areas, avoids duplication of effort and provides a consistent platform for financial and administrative activities;
- with quality support systems and procedures;
- which handles all church resources with utmost wisdom and integrity recognising that we are stewards of God's gifts; and
- operating safely and for the proper protection of the whole church family.

STRATEGY

- Continue to provide quality “shared services” to support all ministry areas, including financial, administration, communication, information technology and systems, events management, facility management.
- Encourage a culture of serving and engagement in the work of Christ across the church community; an understanding of the “body of Christ” and the blessing that flows from participation.
- Coordination of our Safe Church Policy and procedures to provide a safe and healthy environment for our coming together.
- Continue to develop our “Church Community Information System” (the HUB), to facilitate connection and assist in enabling involvement in various ministries of the church.
- Maintain quality financial and operational systems, including an appropriate “Information Technology” environment.
- Maintain and implement our “Facility Maintenance and Enhancement Plan” to keep our facility a warm, friendly and inviting space.
- Maintain sufficient, well-designed storage space across the facility that meets the requirements of all ministry areas.
- Maintain a register of all Special Capital Projects that are required to enhance our facility and support ministries.
- Continue to review and improve all systems and procedures to better facilitate vision and strategy for future growth.





OUR BIBLICAL FOUNDATIONS

In the light of the above, and that God's mission and the purpose of the cross is to reconcile all things in creation to God through Christ,

WE SEE A CHURCH -

- where Christ and his saving work on the cross are constantly proclaimed through word and song in all its gatherings because Christ is Head of his Church and the cross is the source of all God's grace. Further, since the cross is God's way of bringing about the union Jesus prayed for in John 17:20-23, we see a church which has as its priority each person's initial and ongoing relationship with Christ; a church that desires each member to grow in understanding and lived experience of Christ through the Spirit. Therefore, we see a church where believers excel in faith, love and hope;
- that fosters intergenerational, class, gender and ethnic unity so that no apparent gaps exist between any groups within its ranks. Therefore, we see a church that has unity as its watchword. In addition, we see reconciliation extending to the whole world through believers who permeate society in their normal day to day lives as well as those who are sent to various locations to herald God's mission in Christ. Accordingly, we see a 'sending' church and a reproducing church;
- that works in cooperation with the Spirit who is always doing the Father's will in reconciling creation and glorifying Jesus. Consequently, we see a church that constantly prays for and allows to the fullest extent possible the Spirit to work in its midst and through its members. We see a church that is not afraid of the working of the Spirit or his gifts whilst always doing things 'decently and in order'. We also see the Spirit working powerfully in the growth of individual believers as each person is continually filled with the Spirit;
- in which small groups are its heart. Such groups will foster faith, love and hope, as well as being training grounds for leaders, centres of reconciliation, and local links for reconciliation in the community. We also see groups that are continually multiplying as part of a wider church philosophy of reproduction (i.e., 'everything that is healthy reproduces'). In this regard, we see a church in which every person seeks to reproduce his or her role and each group seeks to reproduce itself. In addition, we see a church in which each member seeks to mentor or disciple another;
- where every person is a minister of God's grace so that we think less and less in terms of programs to achieve ministry goals, and more and more of each person fulfilling his or her calling. We see, for example, each person caring for another rather than thinking that the pastoral care program will do this. Likewise, we see a church in which its members introduce people to Jesus rather than relying on various evangelistic programs. Whilst we see that programs will always be necessary, we anticipate a day when they will be minimal and almost unseen because every believer will function as a ministering person; and
- described by the Apostle Paul as one 'without stain or wrinkle or any other blemish, but holy and blameless' (Ephesians 5:27) and that is finally presented as a spotless Bride to Christ at his coming. At the same time, we recognise that many imperfections exist in the church and will exist until he comes, but we see progress, growth and change along the lines described above, 'with ever increasing glory' [2 Corinthians 3:17-18], until Jesus returns.



GOD'S MISSION; THE CHURCH'S MISSION; OUR MISSION

- Jesus' 'high priestly' prayer clearly shows us God's ultimate purpose in Christ's coming, that is, the union of all people into his loving Fatherhood [John 17:21-23]
- The nature of the unity for which Jesus prayed is phenomenal. It is union with the Trinity (Father, Son and Spirit); sharing in the life that Jesus has shared with his Father for all eternity
- John and Paul also clearly outlined the Father's purpose, speaking about the gathering of people into 'one fold' and all things in creation under Christ [John 10:16, 11:51-52; Ephesians 1:9-10; Colossians 1:19-20]
- The 'all things in creation' has a cosmic dimension indicating that all things that are in disorder are part of God's redemption goal. These also include physical, environmental and social dimensions [cf. Romans 8:18-25]
- The primary objective or 'project' of the Father is his church. His church, therefore, is not a means to an end but the actual project itself. Unity, therefore, is a crucial issue for the church [Ephesians 4:1-6] and love is the perfect bond of unity [Colossians 3:14]
- Consequently, union with Christ and engagement with others for the purpose of their union with Christ is our supreme objective, as Paul shows us [e.g., Colossians 1:28-29]
- Loving others with the mercy and compassion of Christ so that believers might maintain the unity of the Spirit and that unbelievers may be gathered into the Father's family is of crucial importance [Ephesians 4:11-16, 30-5:2]



BIBLICAL GROWTH MEASURES

- Paul gauged church health and success on three enduring qualities; namely, faith, hope and love [1 Corinthians 13:13; 1 Thessalonians 1:1-3; Colossians 1:3-5; Ephesians 1:15-18; 1 Timothy 1:5; 2 Thessalonians 1:3-4]; all gifts from God
- Faith is the devotion believers have for the Lord Jesus Christ; their relationship to him, their love for him, their confidence in him, and their focus on Jesus [Colossians 1:4, Ephesians 1:45; 2 Thessalonians 1:3; 1 Peter 1:21]
- Love is expressed in the devotion believers have for God and one another; their encouragement, practical service, unity, affection, and prayers for one another [1 Thessalonians 3:11-12]
- This love includes, of course, love for all people, although the New Testament majors on the mutual love between believers [Galatians 6:10] that the world may see that the Father has sent His Son
- Hope centres upon the expectation believers have of the arrival of the kingdom in all its glory, justice, and fulfilment; that the complete work of redemption will be wholly realised [e.g., Romans 5:2-5; Galatians 5:2; Titus 2:13, 3:7]
- Such a hope is evidenced by detachment from materialism and this world's system, preferring occupation with kingdom interests, and by serenity in trial and death. Hope is manifested in stability, steadfastness, faithfulness and assurance while living in the world [1 Timothy 6:17]
- Faith, hope and love, being the core qualities of church health and life, produce a different and unique approach to ministry. For example, these qualities will become primary subjects of preaching, teaching and prayer [cf. Ephesians 3:16-20], as well as practical action that reaches out in love to the world
- As churches mature in faith, hope and love, leaders will recognise the fruit, gauging their presence and development [e.g., 1 Thessalonians 1:1-3]
- All fruit is the outcome of abiding in Christ and is ultimately the fruit of the Spirit of Christ [John 15:1-5; Galatians 5:22-23]
- Since we are being transformed into the image and likeness of Christ, growth is predominately a matter of character formation.

