

**ANGLICAN PARISH OF CHRIST CHURCH  
ESSENDON**

**STRATEGIC PLAN  
2019—2023**



**PARISH MISSION ACTION PLAN**

Creating a healthy Church and  
developing a Parish Mission Action Plan 2019—2023

**CHILDREN & FAMILY MISSION PLAN**

Supporting children & families 2019 - 2023

**BUILDINGS & MAINTENANCE STRATEGY**

Keeping Church buildings safe and maintained 2019—2023

**While it is true that some plans do not bear fruit,  
it is also true that if we do not set goals and have a plan  
then nothing will happen at all.**

# ANGLICAN PARISH OF CHRIST CHURCH ESSENDON

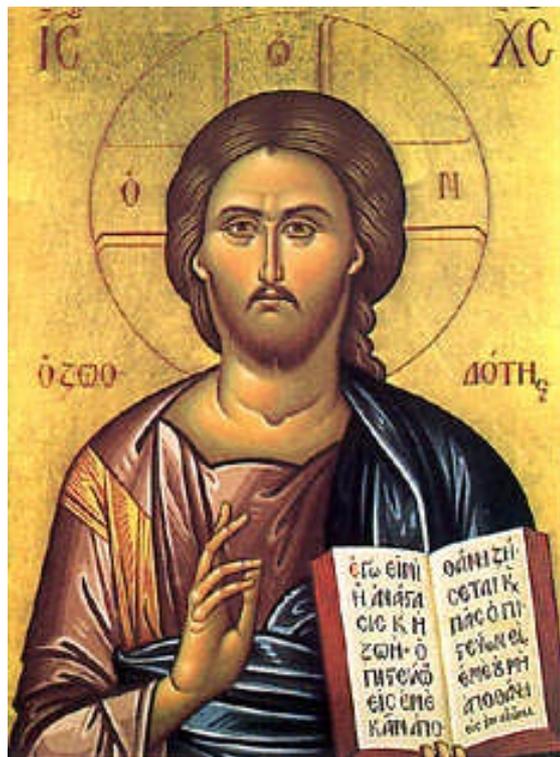
## MISSION STATEMENT

We are disciples of Jesus who are seeking to love God, and our neighbour.  
We are committed to being God focussed, Jesus centred and Spirit led.  
We are determined to build up the Kingdom of God and renew our Church.

## VISION STATEMENT

We commit ourselves:

- To listen to God.
- To be nourished by God's word and sacraments.
- To meet together to pray and worship God.
- To use the gifts God has given us.
- To explore our faith and spirituality.
- To link into and serve the local community.
- To continue to strengthen and build up our Church.
- To care for our environment.
- To care for those in need.
- To support family life.



## INTRODUCTION

Christ Church Essendon Christ Church Essendon started in a rented cottage in 1889 in King St Essendon with Rev'd G Gladstone with 6 people attending. Later Rev'd D Berry and his curate Mr John Good from St Thomas Moonee Ponds continued to lead worship in a rented house in Mt Alexander Rd in 1890. The original church, now the Op Shop, was built in 1890 and the current Church was built in 1919-1920.

We give thanks for the faithful parishioners of past generations who had the vision and dedication to generously provide for the future of this parish which we have inherited.

A story: A young man watched his 80-year-old neighbor planting a small mango tree. "You don't expect to eat any mangoes from that tree, do you?" asked the man. "It will take at least 20 years before it bears fruit." The old man rested on his spade and answered, "No, I don't think I'll ever see this tree bear mangoes. I'm too old for that. But it does not matter, all my life I have enjoyed mangoes and yet they had never come from a tree which I had planted myself. If other people had not planted mango trees, as I am doing now, I would never have had mangoes to enjoy. I'm just trying to pay them back now, and hope that the people who will enjoy these mangoes will go and plant some trees for people following them."

As we continue to take on responsibility for the current and future generations, it is important for us as a parish to prayerfully consider where God might led us over the coming years and how we might serve him in the process. A Mission Action Plan is a way for our church to ensure that it is healthy, purposeful, reflective and prayerful in serving God. It is a way of turning a shared vision into lived reality. It is not a straitjacket but it does provide a framework to help us listen to God together. If we are serious about mission, then some sort of plan is inevitable.

Sometimes when you are making a plan, something comes in from the side wind and turn it upside down – that's the work of the Holy Spirit.' Mission Action Plans are a tried and tested way of enabling local churches to work out what is the right way forward for them in their circumstances. It is a work in progress that can only be achieved as we depend on God and as we all seek to move together in our adoption of this plan and in our commitment to seeing it through.

This Mission Action Plan is a little different to other plans in that it is in three parts and is called therefore a **PARISH STRATEGIC PLAN**

Part 1 is a **PARISH MISSION ACTION PLAN**—Creating a healthy Church and developing a Mission Action Plan 2019—2023

Part 2 is a **CHILDREN & FAMILY MISSION PLAN**—Supporting children & families 2019 - 2023

Part 3 is a **BUILDINGS & MAINTENANCE STRATEGY**—Keeping Church buildings safe and maintained 2019–2023

This Strategic Plan was unanimously agreed to at the Anglican Parish of Christ Church Essendon Parish Council on Sunday 17th February 2019

Rev'd Fr John Mathes

# PARISH MISSION ACTION PLAN

## A. Creating a Healthy Church 2019—2023

The Adviser in Local Mission for the Diocese of Durham in England, Dr Janet Hodgson, had been looking through the attendance figures for the diocese from 1990s. She noted two highly contrasting figures. Overall, the Sunday attendance figures for the diocese showed a 16 per cent decline in these five years, hardly a sign of health in the first half of the Decade of Evangelism. Yet more striking was another figure. Of the 260 churches in the diocese, 25 had grown by over 16 per cent during the same period. So these churches had 'bucked the trend' by a remarkable 32 per cent divergence from the overall picture. A further group of churches had grown by between 1 per cent and 15 per cent, but it was decided to focus on those that had mirrored the overall decline by their growth. This was both because 25 churches were quite enough to be working with and also because 16 per cent was a big enough figure to ensure that we were not dealing with statistical error rather than church growth. Not surprisingly, Dr Janet Hodgson started to ask 'why'? Some of the more common explanations just did not fit. Were they all the larger churches? Were they all charismatic/evangelical 'church growth enthusiasts'? Were they all the comfortable middle-class churches in the leafy suburbs? Were they Urban Priority Area (UPA) parishes generously funded by the Church Urban Fund? Were they all churches led by the youngest, most visionary, enthusiastic and able clergy? The answer was 'no' in every case.

The most obvious thing about these churches was their sheer variety. Between them they represented 15 of the 16 deaneries in the diocese. They represented all social settings: urban, suburban, inner city, rural, ex-mining communities. Every social setting in the diocese was represented by at least one of these churches. A full range of church traditions was represented with no one tradition having an unusually large contingent. All church sizes were equally represented. These churches were being led by a good cross section of clergy. The whole age spread was represented by the clergy present. As far as could be judged, a wide range of personality types and leadership styles was represented too. There were enthusiasts and more reflective types. Some were very clear and confident of their faith whilst others were of a quieter and more questioning disposition.

One of the first things that stood out was that none of the churches seemed to have been majoring on being growing churches. Numbers were not a big issue for them. Much more typical was the sense that these churches were seeking to 'be the church better'. What they were doing was taking their faith seriously and seeking to be church to the very best of their ability. So describing them as growing churches did not capture the essence of their story. Their attention was on quality rather than quantity. This is why healthy seemed a truer description of what was going on than growing.

Robert Warren, author of 'The Healthy Churches Handbook', # discovered the 'Seven Marks of a Healthy Church' when researching why, in Durham Diocese, 25 churches had grown by at least 16%, at the same time as the Diocese as a whole had declined by 16%. The seven marks of a healthy church are rooted in and reflective of the character and approach of Jesus Christ. As Robert Warren puts it, our purpose is to be able to say, 'The kingdom of God is alive, dynamic and active and is currently being demonstrated at a church near you.'

The seven marks of a Healthy Church are:

1. Energized by faith	2. Outward-looking focus
3. Seeks to find out what God wants	4. Faces the costs of change and growth
5. Operates as a community	6. Makes room for all
	7. Does a few things, and does them well

# *Healthy Churches Handbook* by Robert Warren 2004 Church House Publishing

One of the challenges for Christ Church Essendon is to be a healthy church and to explore seriously the seven marks of a healthy church. Some of these marks we are doing reasonably well where as others we are doing poorly and we can do better in all areas. At a meeting in January 2019 of interested parishioners the seven marks were discussed. Some of the comments and issues are listed below.

### 1 A healthy church is energised by faith.

*Not just keeping going or trying to survive.*

Expecting in worship for people to experience God's dynamic presence. Motivated by an energy to serve God and each other. Engaging honestly with the scriptures in creative ways that connect to real lives. Nurturing faith in Christ over time, which helps people to grow as well as share their own lives.

### Issues and what needs working on.....

Do we need to pray for growth and to be healthy?

We do have a sense of community and fellowship but can do more

We cannot change others only ourselves – more important to connect with God.

We cannot assume we all think the same.

Through our example others will be encouraged to come.

We need to do church differently – fresh and different interaction with God

We need to be positive about our church

Do we need to rename some activities?

Bible studies – only a few come – do people think they know it all and don't need to learn or be challenged

During announcement time – do we need to tell what is happening in the church more?

Do we need to update our music? Gospel music/choir/singing.

## **2 A healthy church has an outward focus.**

*It carries a 'whole life' concern that is so much greater than just church life.*

Deeply rooted in the local community and working with other believing churches, even business and local networks. This will demonstrate a prophetic stance about peace and justice, connecting faith with regular, daily lives and responding to real needs with acts of compassionate service.

### **Issues and what needs working on.....**

Do we need to promote our church more? – be more positive about our church?

Do we need to be more active in the community?

Sunday concerts in winter / Art shows etc

Guest speakers on justice and community issues

How can we connect with the community more?

## **3 A healthy church seeks to find out what God wants.**

*Discerning the Spirit's leading rather than trying to please everyone.*

Asking the questions, who has God called us to be. Developing and communicating a shared sense of where we are called to go, then setting deliberate mission centred goals which help us to get there. Enabling people to make sacrifices in order to bring about this change and living out our faith together.

### **Issues and what needs working on.....**

Do we need to run an evangelic mission?

Do we need to be more prayerful?

Can we talk about our faith more and encourage others?

We are good at welcoming people which we need to continue especially over cuppa in the Parish Centre

Are we willing to meet and welcome new people?

Other churches invite people – can we be an inviting church?

## **4 A healthy church faces the cost of change and growth.**

*Conversely, an unhealthy church resists change and fears failure.*

We can embrace the past, but dare to take on new ways of doing things. We are free to take risks when things have not been working, learning from experience, responding creatively to challenges which face the church. A healthy church makes change a positive experience, affirming and building on even small, incremental changes.

### **Issues and what needs working on.....**

There has been lots of change in the past few years and most people accepted the changes.

Change needs to be for a reason and not for change sake

How do I cope with change? Do I cope?

We do not like change

How do we change attitudes?

Can we move the pews in church? Can we sit in different spots rather the same each week?

Do we treat each other respectfully?

## **5 A healthy church operates as a community.**

*We are not functioning as a club or a religious organisation.*

So relationships that cause people to feel accepted must be nurtured in small groups. Leadership works as a team to demonstrate community in decision making and establishing health and life. In this safe family context, volunteer ministry is valued, and all the gifts are given expression and room to grow.

### **Issues and what needs working on.....**

We are doing this reasonably well – but can do better

Are we well enough known? How do we advertise more?

Op shop volunteers do wonderful work

We have active small groups including men@leisure, ladies@leisure, craft group, messy church etc

We help less fortunate members of the community through food parcels, clothing, etc.

We are creating pathways for people to connect with us better

We encourage support groups – can we do more?

Do we invite family members to join us?

Are we too busy?

## **6 A healthy church makes room for all.**

*We are inclusive rather than exclusive.*

Welcoming to newcomers, from children and young people to adult enquirers.

This welcome is evidenced by our deliberate plan to help people belong and to be nurtured in their faith. A healthy church must be diverse - Different social and ethnic backgrounds, mental and physical abilities, all ages - this diversity is seen as a strength.

### **Issues and what needs working on.....**

We do this well – we have Anglo-Indians and Sri Lankans and others which we are proud of

Our social activities foster a sense of belonging.

How do we connect with other nationalities?

We have a few English people but very few Aussies

We have people with disabilities and support and care for them

We have people with mental illness, and we support and care for them

We have people with gender diversities, and we support and care for them

We have people of different ages and we support and care for them

How do we engage people with their relationship with God?

## **7 A healthy church does a few things and does them well.**

*We are focussed rather than frenetic.*

We seek to do the basics well such as our public worship, pastoral care, stewardship and administration. Our work and call is good news - So we enjoy what we are called to do, and we remain relaxed about what is not being done. We are clear and coherent in our activities, linking them back into our discovery in mark 3 of the unique calling that God has placed on us in our context.

### **Issues and what needs working on.....**

What are we called to do?

**What does an Anglo-Catholic church look like in a modern context?**

We are a community minded church with Op Shop and food parcels etc – We are a giving church!

We have a priority to build up our children & family ministry.

We need to be careful we are not too busy

What is our church's focus/our uniqueness that sets us aside from all the other churches? Being Anglo-Catholic?

So if our uniqueness is that we are Anglo Catholic what does this mean?

What do we believe? **What do Anglo Catholics believe?**

**Anglicanism is a way of being a Christian. Anglo Catholics are a way of being Anglican.** Today, in the Anglican Communion, we differentiate between several "parties" in the church. There are Evangelicals, or Low Churchmen (i.e., the Protestants). There are Anglo-Catholics, or High Churchmen (i.e. the Catholics) and everything in between. As Anglo-Catholics, our ultimate worship experience is one in which we not only glimpse but enter into and taste something of the beauty and mystery of God.

The following are elements that exist in many Anglo Catholic parishes:

**God:** The Anglo Catholics believes in the One, Holy, Triune God, Father, Son and Holy Spirit. We believe that through Jesus is the full revelation of God given to man and that we have the awesome responsibility to proclaim the Good News of salvation to all nations.

**Bible:** The Anglo Catholics believes that the Holy Scriptures of the Old and New Testaments are the authentic record of God's revelation to man, a revelation that is valid for all men and all time. In the Bible we have God's revelation of Himself, His saving activity, and His moral demands. We believe that all Scripture is given by inspiration of God and is profitable for doctrine, for reproof, for correction, for instruction in righteousness, that the man of God may be perfect, thoroughly furnished unto all good works (2nd Timothy 3:16).

**Creeds:** The Anglo Catholics believes the Catholic Faith as set forth in the three recognized Creeds of Christendom: the Apostles' Creed, the Nicene Creed, and that known as the Creed of St. Athanasius.

**Apostolic Ministry:** The Anglo Catholics believe in God's gift of the apostolic ministry to His Church, asserting the necessity of a bishop in apostolic succession (or a priest ordained by such) as the celebrant of the Eucharist. Furthermore, The Anglo Catholics hold that the Holy Orders of Bishops, Priests, and Deacons consist exclusively in accordance with Christ's will and institution.

**Sacramental:** Anglo Catholics hold dear the seven Sacraments of Grace, namely, the Sacraments of Baptism, Confirmation, and the Holy Eucharist, Holy Matrimony, Holy Orders, Penance, and Unction of the Sick. We believe them to be objective signs of Christ's continued presence and saving activity among us. We believe in the holy sacrifice of the Mass and that the body and blood of Christ is truly and really present in the Holy Eucharist.

**Prayerful:** Holiness of life is seen as a process in which we engage in prayer on a daily basis and which expresses itself in weekly and yearly cycles of prayer within the church. Anglo-Catholics make use of a variety of devotional practices that assist them in prayer (praying alongside crucifixes, stained glass windows, statues and icons). Anglo Catholics also encourage pilgrimages in the steps of Jesus and the saints.

**Surrounded by a Great Cloud of Witnesses:** Anglo-Catholics believe in the reality of the Communion of Saints. We believe that we have seen holiness of life in the lives of many holy men and women in the history of the church. We especially honour the Virgin Mary, the mother of Jesus, as one whose life witnessed to God's grace. We believe we are to join our prayers with the Saints and are to ask that they pray for us.

**Reverential, expressed through Music, the Senses and the Body:** Anglo-Catholics emphasise sharing the divine life in a deeply reverent style of worship. We are drawn to liturgy that emphasises adoration. We enter into this adoration through listening to and singing beautiful music, the use of gesture and embodied prayer (genuflection, bowing, crossing oneself) and the engagement of the senses (incense, baptismal water, bells, beautiful vestments, etc.). As Anglo-Catholics, our ultimate worship experience is one in which we not only glimpse but enter into and taste something of the beauty and mystery of God. Heaven and earth come together.

**Committed to Beauty and Justice Together:** Anglo-Catholics emphasise social justice out of a tradition that makes a concrete connection between worshiping God in beauty and holiness, and working to manifest God's justice and mercy in the world. For Anglo-Catholics beautiful liturgy leads us into a divine life which celebrates the dignity of human beings. Out of this experience, our call is to work to create a world that acknowledges and advances the dignity of all.

## TWO IMPORTANT ADDITIONAL NOTES

1. Another uniqueness of the Anglican Parish of Christ Church Essendon is that in the last few years it has become a training parish with Theological Students, Curates, Deacons and Priests being supervised. There are no longer many Anglo Catholic parishes doing this.
2. In the next few years the current Vicar will retire and this Strategic Plan will be important to keep the momentum going in the Parish until a new Vicar is appointed.



# PARISH MISSION ACTION PLAN

## B Key ministry Areas 2019-2023

The Mission Action Plan is designed to help in planning and setting priorities in key ministry areas for the next few years. A questionnaire was sent out to parishioners to get their ideas in key ministry area. The results were documented, and members of the Parish Council discuss these ideas and proposed initiatives and goals and listed below.

### **Goal 01 To grow the numbers of attendees to each service by at least 10% each 12 months for the next 5 years**

(We believe that God wants our church to grow and to bring people from darkness to light. We are called, as baptised children of Christ, to follow His great commission to go and make disciples. We need to recruit and develop leaders for the future, have new people on our rosters and have people from all generations)

Proposed Initiatives or ideas:

Explore ways to advertise ourselves more (including being an Anglo Catholic parish) and the services we provide. (eg sandwich boards, posters, brochures, letter drops, web site, facebook)

Extend invitations to come to Church – everyone try to invite a friend to church and nurture them – if not invite to church invite to social events of the Church (pathways) or at least speak out and be positive about our church (They will get on a moving train)

### **Goal 02 Worship, liturgy and spirituality**

(We are responsible for assisting all to worship God in appropriate and theologically sound ways. We are called to grow in faith and spirituality. In our search for God, we encourage prayer, the reading of the bible and pilgrimage)

Proposed Initiatives or ideas:

Form a committee of organists, Vicar and others to explore our music options and to make recommendations to Parish Council.

Explore setting up a music group for alternative services and current services.

Explore setting up monthly evening service (new congregation)

Explore weekly evening Eucharist for those who work during the day or weekends (eg Wednesday 6pm)

Encourage bible studies, prayer and quiet days within the Parish

### **Goal 03 Pastoral Care and caring for each other**

(Pastoral care is all endeavours undertaken by Christians that involve the practical gospel command to love. It is about how we care for each other. It includes parish visiting and strategies to care for those in need. We have tried to do a number of things in the past to care for each other, but they have not always been taken seriously. How can we care for each other?)

Proposed Initiatives or ideas:

Explore the possibility of setting up small groups in homes who meet to support each other and reflect on the spiritual.

Set up a network of parishioners who regularly phone others to support one another.

Explore ways to enrich the church association of our senior citizens.

### **Goal 04 Mission to the Community of Essendon**

(It is important for the Church to look outwardly and to connect with the local community. It involves linking with other groups and churches as well as exploring fresh ways of connecting with those people who have not previously had a Christian involvement and people do not 'know Christ' as well as to those who may have wandered from active involvement in Church life.)

Proposed Initiatives or ideas:

Letter box drop around the region promoting our Church – produce a brochure – “our church offers...”

Explore ways to connect with Town Houses and apartments.

Explore having an open morning and coffee to explore our church and its associated activities.

**PRIORITIES & GOALS FOR THE NEXT 5 YEARS (2019 to 2023)**

In conjunction with our present ongoing ministry, there will be a special priority or focus each year.

**2019**

Year of connecting (bringing in new people)

Year of music

**2020**

Year of children / families / youth

**2021**

Year of Pastoral care

Year of Spirituality

**2022**

Year of connecting with local community

**2023**

Year of stewardship (time, talents and treasure)

Year of review evaluation and setting new goals



# CHILDREN & FAMILY MISSION PLAN

## Supporting children & families 2019 - 2023

### Mission Statement

So that the Body of Christ may be built up, the Children's Ministry of Christ Church Anglican Church Essendon is committed to embracing all children individually, nurturing their spirit and guiding them toward discovering and developing a personal and intimate relationship with God - a relationship strong enough to withstand the trials of our world, and transforming them into a servant of Christ, helping them to recognize and use their spiritual gifts to carry out and do the amazing work that God has planned for them.

The Children's Ministry carries this commitment to each family, supporting them in their faith, encouraging growth and helping them to develop and build their home on a firm foundation of God, so that the child has strong support from both home and church as they grow both physically and spiritually. Welcoming and encouraging all families, no matter their level of faith to fully enter into a life affirming journey of discipleship with Christ.

### Children and Family Ministry

Our children's and Families ministry is made up of programs, services and intentional relationships that seek to connect in with lives of local children and families with the hope of meeting some of their practical, social, personal and spiritual needs. It's a holistic ministry that cares about the well-being of children and families with a particular focus on helping them move closer to Jesus. Its end goal would be to enable children and families to grow into a fuller understanding and experience of God's love and life-changing transformational power for themselves.

Our Church believes that the home should be the primary place of discipleship and faith formation. Parents and caregivers should be the primary influencers in a child's spiritual growth and development. The church provides a place where the whole family can be supported and where parents and caregivers can be better equipped and receive mentoring in their faith journey with their children. It does this by offering relational support, sending out encouraging emails with helpful resources, visiting, providing opportunity for families to worship together in a welcoming and inclusive way including Messy Church, Thy Kingdom Come, Easter and Christmas, etc. and opportunities to share in the hospitality of the Church through organised events.

### Child Safe

At the Anglican Parish of Christ Church Essendon we embrace diversity and want **all** children to feel welcomed, safe and nurtured in their wellbeing. We provide a child safe environment with a zero tolerance of discrimination and abuse.

We commit ourselves to valuing diversity and do not tolerate any discriminatory practices. We are taking steps towards promoting the cultural safety, participation and empowerment of **all** children and families including children of Aboriginal descent, children of culturally and/or linguistically diverse backgrounds and children with a disability. We commit to action to stop people who go against or ignore this policy.

We commit ourselves to valuing and upholding **all** children's rights to safety and participation by encouraging children to express their views. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children who use our services to 'have a say' about things that are important to them.

Our Child Safe policy can be found at: <http://essendonanglican.org.au/christ-church-essendon/children-in-church/>

### A closer look at our current ministries:

#### MESSY CHURCH

##### Background

Messy Church at Christ Church Essendon started in 2014 and is now well established with a capable team of leaders. Ideally our leaders meet around two weeks before the Sunday gathering to plan. Messy Church (started in an Anglican Church in England) has successfully spread all around the world including Australia. Messy Church is not Sunday School or kid's club but a monthly event for children and their parents or carers. Messy Church is for families (Mum and Dad, primary aged children and younger) to come and enjoy being together with other families. We make things together, eat together and celebrate God together. You do not have to be a Churchgoer to go to Messy Church. It is open for adults who bring a child / children and come as a family.

Messy Church is usually on the first Sunday in the month. We work on a thematic approach where we focus on a bible story or festival and build crafts and worship around the theme.

The program is

- 4pm Chill together - welcome & chat
- 4.15pm Create Together - simple messy crafts
- 5pm Celebrate Together - simple worship
- 5.15pm Chew Together - share simple meal
- 6pm Finish Together

We are always looking for new families to come and for leaders.

## **Action Plan**

- Continue to grow Messy Church as a priority in our Children's ministry.
- To promote with flyers, word of mouth and brochures Messy Church.
- Invite our morning congregation members to visit messy church and encourage their neighbours or grandchildren to come along.
- Continually encourage and empower leaders and new leaders to this important program.
- To develop relationships with families who attend Messy Church
- To acknowledge throughout the Parish the legitimacy of Messy Church as a congregation in its own right.
- To explore ways of including members of Messy Church in the wider parish family.
- To explore and establish other activities that the members of Messy Church may wish to participate in

## **PLAY GROUP**

### **Background**

The Parish from time to time has welcomed young mothers and their new born children to use our facilities to gather and support one another. These groups have usually had a 6-9 month life span as mothers return to work.

One group continued to meet for a number of years although numbers over time diminished. Mid-year 2017 Fr John and the then Family and Children's Minister and two mothers who meet on Wednesday mornings in the Hall discussed moving the play group from a closed group to an open community playgroup. The Family and Children's Minister worked with them to plan the term program and also worked to advertise the playgroup.

### **Action Plan**

- To continue to support this program
- To appoint a co-ordinator of the program to be the responsible person for the group and to liaise between Church and group
- Install a gate or fencing
- Continue to look for appropriate toys and books (via Op shop etc).
- Produce new flyers for distribution in local community, council, health centres, etc.
- Continue to invite families to Messy Church and family gathering events.
- Invite playgroup mums to ladies at leisure events (Mums day out).
- Invite mums out to a yearly dinner
- To liaise with parents as to what type of activities they would enjoy and find helpful
- Provide occasional events that involve fathers as well, so young and new dads get a chance to meet and socialise together.

## **KIDS ZONE**

### **Background:**

With the area at the back of the church opened up and available for children and families, we have run "Kidzone." Leaders have used curriculum by David Adams provided by FJ and other sources.

Unfortunately children do not come regularly. When we have baptisms we do have a number of children.

### **Action steps:**

- Open invitation to families and children to 9.30am church
- Encourage and empower members of the congregation to help on occasions.
- Look at resources to support this program
- Establish a stronger ongoing relationship with baptismal families, liaising with them as to timing and programs that would be appreciated and embraced by them.
- Explore ways of being intentional with the main service when deemed appropriate

## **ANNUAL SPECIAL EVENTS for children and families**

### **Background**

It would be good to host a minimum of 3-4 family friendly and fun events to invite our playgroup families, baptism families, messy church and 9:30 families, and families in our community – meeting their needs for socialising with other families and facilitating a sense of belonging.

These events could include

- Teddy bears picnic – Sunday afternoon
- Young Family movie night (popcorn and ice-cream)
- Family Christmas and Easter events – Family prayer activity
- Other.....

## LOOKING AHEAD – The Goals for the next few years 2019 - 2023

Employ a children and family minister who can spend their work time solely focussing on, improving and expanding on our Children and family ministry

Promote “child safe church” policy in the parish

Maintain our existing children and family ministry and follow up our baptismal families

Explore pathways for families from playgroup to messy church to Sunday worship

Seek out, equip and empower new volunteers to help out

Host 3-4 family friendly events that build community and provide a sense of belonging for children and families

Explore with the Parish Priest a Monthly family service

Explore other children and family ministry option such as ‘Mainly Music’ or ?

Reach out to the local families – seek to understand and develop strategies to connect with young families in the community.

Explore what is already happening for young families in the local area – including other churches, council, schools etc

Research what families want and need to give them fun activities that create quality time with their children and a sense of community and belonging.

Provide programs and activities that create trust so that if in need, they have some where to turn to for support

Create a pathway for children to move from kids program into teenage activities and young adults – set up options for youth and young adults.



# BUILDINGS & MAINTENANCE STRATEGY

## Keeping Church buildings safe and maintained 2019–2023

The importance of keeping our church a safe place to work in or visit cannot be overstated. The responsibility for complying with safety regulations rests with church building owners and occupiers, which includes the Parish Priest, Wardens and Parish Council. The Wardens have a checklist for essential safety measures, and a maintenance schedule to help achieve the aim of improving general safety, while reducing the risk of insurance claims in the process.

A properly maintained church building will survive for future generations to enjoy. Good maintenance also saves money by minimising the need for major repairs. The best means of preserving our church heritage is to look after it in an appropriate way.

What is maintenance? Maintenance is work performed on a routine basis to protect users of a building and to assure a long life for the building. Its goal is a minimum of unexpected repairs for buildings, grounds and equipment. A wisely implemented preventative maintenance program; designed to correct each problem as or before it occurs is more cost effective than waiting until the problem reaches a magnitude where special contracts and large expenditures are required to correct it.

What are Repairs? Urgent repairs means any work needed to repair any of the following: a failure or breakdown of the gas, electricity or water supply, a failure or breakdown of any essential service for hot water, cooking, heating, cooling, any fault or damage that makes the premises unsafe or insecure. Other repairs include changing light bulbs, fixing doors & cupboards, minor painting and shelving.

A suggested itinerary for maintenance is below (which includes some essential safety measures).

### **Day-to-day:**

Do a quick visual check of the grounds and building for hazards when first entering the premises.

When exiting the building, ensure that electrical equipment is turned off, no candles are left burning, any hazards are removed and lights/heaters/fans are turned off. Security alarm enabled and all doors locked.

### **Weekly:**

Run a check of exit doors to ensure they are not obstructed in any way.

### **Monthly:**

Check outside areas for hazards to cars and pedestrians, and uneven surfaces on walking paths.

Conduct a quick inspection on fire safety equipment to ensure it is in place and that the pressure gauges indicate that extinguishers are full.

### **Quarterly (three-monthly):**

Make sure roofs and gutters are clear of debris build-up.

Check that all exit doors open easily and have no obstructions.

Make sure all internal paths to exits are clear and not obstructed in any way.

### **Six-monthly:**

Fire safety equipment should be tested by qualified personnel.

Clean filters in reverse cycle heater / air conditioners (church, hall and Op Shop)

Fire alarms tested.

Exit signs tested.

First aid kits checked

Emergency lighting tested

Wardens / Priest inspections and records signed off for inspections and audits.

### **Yearly:**

Electrical equipment testing should be undertaken.

Have heating systems professionally serviced.

Check fencing and outdoor seating, and have trees pruned and trimmed as required.

Carpets dry cleaned

Note: Professional cleaner's clean hall and parish centre, toilets & kitchens weekly and the church on a fortnightly basis.

This Building and Maintenance Strategy identifies areas of concern and sets priorities. Below are a list prepared by the Wardens and Parish Priest of maintenance and repairs needed starting from 2011 and updated in 2016 and 2019. This shows some things have been completed and others that need to be regularly monitored and items still to do. Money is the big issue and concern hence the need for priorities.

Maintenance & Repairs	Priority	Responsible	Completed
<b>CHURCH</b>			
Paint conduits to speakers etc	Low	Bill H	Completed
Remove pews at back of Church— disconnect heaters—relocate plaques	High	FJ	Completed
New Heating Cooling in Church	High	Parish Council	Completed
Update PA (microphones & speakers)	Medium	Parish Council	Completed
Screen Data projector etc	Medium	Parish Council	Completed
Fix door near Pipe Organ	Low	Bill H	Completed
Clean up organ room (fire hazard)	Medium	FJ Bill H Organist	
Concern about high brick walls in nave moved (need to monitor)	Medium	Bill H	Ongoing
Cracks under window & in Narthex need repair	Medium	Bill H	
Clean lights	Medium	Parish Council	
Check tile above door to toilet	Low	FJ Bill H	
Vestry door to outside hard to open	High	FJ Bill H	
<b>OUTSIDE CHURCH</b>			
Spouting cleaned - ongoing issue	High	FJ Bill H	Ongoing
New Larger spouting near vestry door	High	Parish Council	
Brick work and wall outside vestry under cloister needs repairing	Medium	Parish Council	
Tower—concrete cancer	Medium	Parish Council	
<b>MEMORIAL GARDEN</b>			
Vents to Church need to be cleaned	High	FJ Bill H	Ongoing
Pruning of plants (ongoing)	High	FJ Bill H	Ongoing
Shade cloth under cloisters	Low	Parish Council	
Replace wooden garden barrier with metal	Low	Bill H	
Remove pavers with soil and grass	Low	Bill H	
<b>PARISH CENTRE</b>			
Clean windows (ongoing)	Low	FJ Bill H	Ongoing
Paint ceiling near doors to Op Shop & Parish Centre	Medium	Bill H	
Exit light replaced	High	Wardens	Completed
Kitchen skylight cleaned (ongoing)	Medium	Bill H	ongoing
External north wall – weatherboards need replacing & painted	High	Parish Council	
External south wall high up needs painting	High	Parish Council	
<b>HALL</b>			
Protect walls from chair damage	Low	Parish Council	<i>Pews solve some of this</i>
Re-plaster & paint part of internal wall	Medium	Bill H	
Power point in Kitchen attached to wall	Medium	FJ	
<b>OUTSIDE HALL</b>			
Spouting cleaned (ongoing)	High	FJ Bill H	Ongoing
Decking re-stained	Medium	Parish Council	
Decking replaced	Medium	Parish Council	
Garden maintained	Medium	Bill H	
Tree near Decking pruned or replaced	Medium	Parish Council	
<b>CURATES ROOM / ARCHIVES ROOM / PARISH OFFICE</b>			
Curates Room & Archives Room—Plaster cracks need repaired and painted	Medium	Bill H	
Parish Office—needs cleaned up	Low	FJ Margaret E	Ongoing
<b>TOILETS</b>			
Toilet roll holders need to be replaced with simpler ones	Low	Bill H	Completed
<b>OP SHOP (old Church)</b>			
Back wall needs to be repaired, plastered & painted	High	Parish Council	Completed
Cracks around hall need repaired, plastered & painted	High	Parish Council	Completed
Florescent lights replaced	Medium	Parish Council	Completed
Improve heating / Air conditioner	High	Parish Council	Completed

### **OUTSIDE OP SHOP (old Church)**

Spouting cleaned (ongoing)	High	Bill H	Ongoing
Concrete paths around Op Shop need replacing	High	Parish Council	Completed
North wall needs new mortar	Medium	Parish Council	
Garden in front of Op Shop needs cleaning up	Low	Bill H	Completed

### **VICARAGE**

Spouting along side walk way replaced	High	Parish Council	
Spouting at back of garage needs to be replaced	Medium	Parish Council	Completed
Path cleaned	Medium	Bill H	
Facia boards & spouting need painting	Medium	Parish Council	
Pergola—rail and decking replaced	High	Parish Council	Completed
Exhaust fan replaced—power points repaired	Medium	Parish Council	Completed

### **OTHER**

Wheels fixed on BBQ	Medium	Bill H	
Explore Solar Panels / Battery	Medium	Parish Council	
Water tanks for garden	low	Parish Council	

### **MAJOR PROJECTS IN THE FUTURE**

In the past three years, several major projects have been achieved including

2016	New PA system, new heating cooling in Church & Op Shop, screen & data projector in Church. Remove pews at back of church and carpet area
2017	Concrete paths replaced around Church
2018	Refurbishing of Op Shop – replastered and painted, new lights, new shelving

The Wardens and Parish Priest would like to see the following projects as a priority in the future as part of our Building and Maintenance Strategy

2019	Outside of north wall of Parish Centre – replace weatherboards, paint wall also paint on South side high up (timber walls of Parish Centre) paint eaves around Vicarage
2020	replace rotten timber on walk way alongside hall Replace spouting on walkway on vicarage side Spouting above vestry wall enlarged and replaced
2021	explore solar panels / batteries option Water tanks for garden
2022	decking outside hall replaced

**In an ideal world this is what we need and want to achieve but it also needs to be noted that general repairs cannot be budgeted for and can be expensive and the lack of available money will influence whether these projects are able to be completed.**

Thank you to all who gave up their time and dreamed about healthy missional church at Essendon. The Parish Council is working towards implementing as much as possible of this Strategic Plan whilst maintaining existing activities. Thank you to all who continually work hard in this Parish to build up the Kingdom of God.

If you would like to be more involved and if there are things in this document that you would like to be part of—please talk to Fr John. Thank you

In 2023 there will be a review of this Strategic Plan noting successes and failures.



