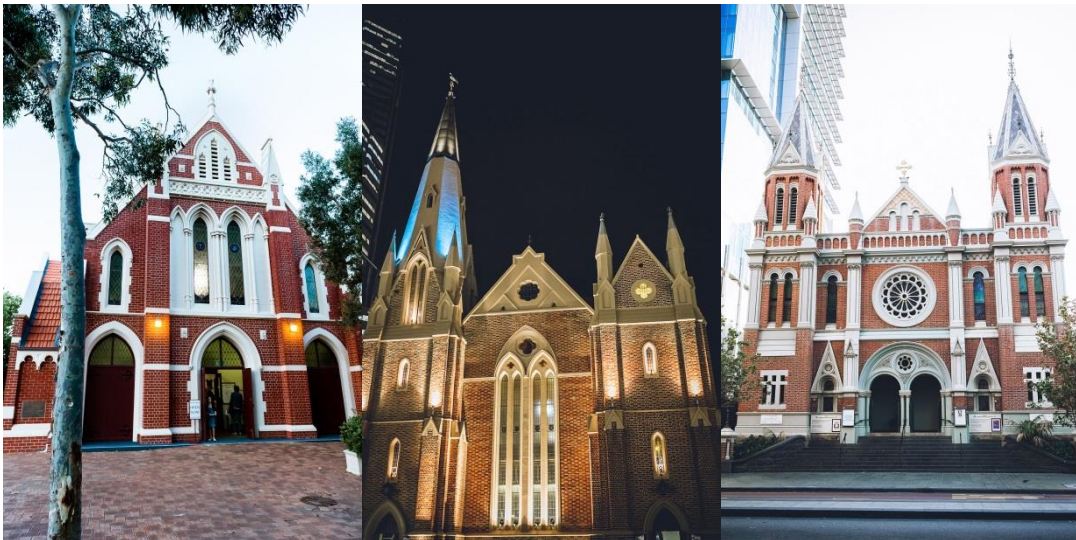




UNITING CHURCH IN THE CITY

STRATEGIC PLAN

2015-2018



*“Christ is before all things, and in Him, all things hold together.”
Colossians 1:17*

Preamble

The UCIC is one Congregation that consists of communities that worship in three locations in the City of Perth; Ross Memorial Church, Trinity Church and Wesley Church.

The worshipping communities of the UCIC came into being in 2003, creating one congregation, affirming our unity in diversity and agreeing to work together to further God's mission. Mission is a primary purpose for our existence. The desire of the worshipping communities of Ross Memorial, Trinity and Wesley was to develop new mission activities focussed locally within the City, which would most effectively be achieved if the congregations in the City worked together. Since 2003, we have made significant progress towards fulfilling this desire and continue to strive towards this goal today. The Strategic Plan 2015-2018 provides the framework for the continuance of this work as we move forward together.

Strategic Thinking

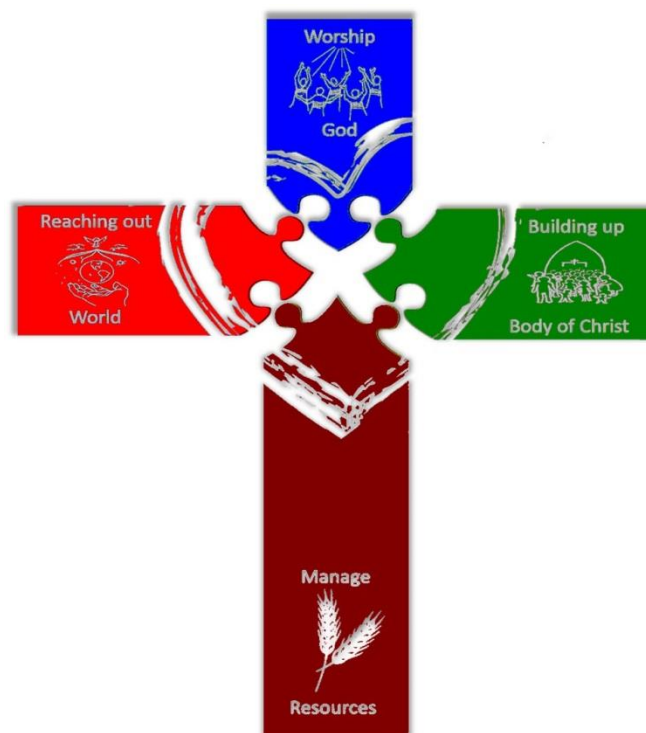
The Strategic Plan reflects our current issues and challenges and also our future ideas and opportunities. It requires us to undertake:

- Solid reflection and a realistic appraisal of our current position;
- Robust planning, implementation and monitoring which is practical and achievable;
- The determination of operational priorities and making proactive decisions which lead to the engagement of our worshipping communities;
- Embracing the symbol of the cross to give us direction and perspective.

The Strategic Plan is intended as a prayerful and thoughtful discerning of God's future for the UCIC, giving us a vision of the future in God's love.

The Mission of the UCIC is reflected in:

- Worshipping God – Celebrating God's love.
- Reaching out to the World – Expressing God's love.
- Building up the Body of Christ – Sharing God's love.
- Managing our Resources – Resourcing God's love.



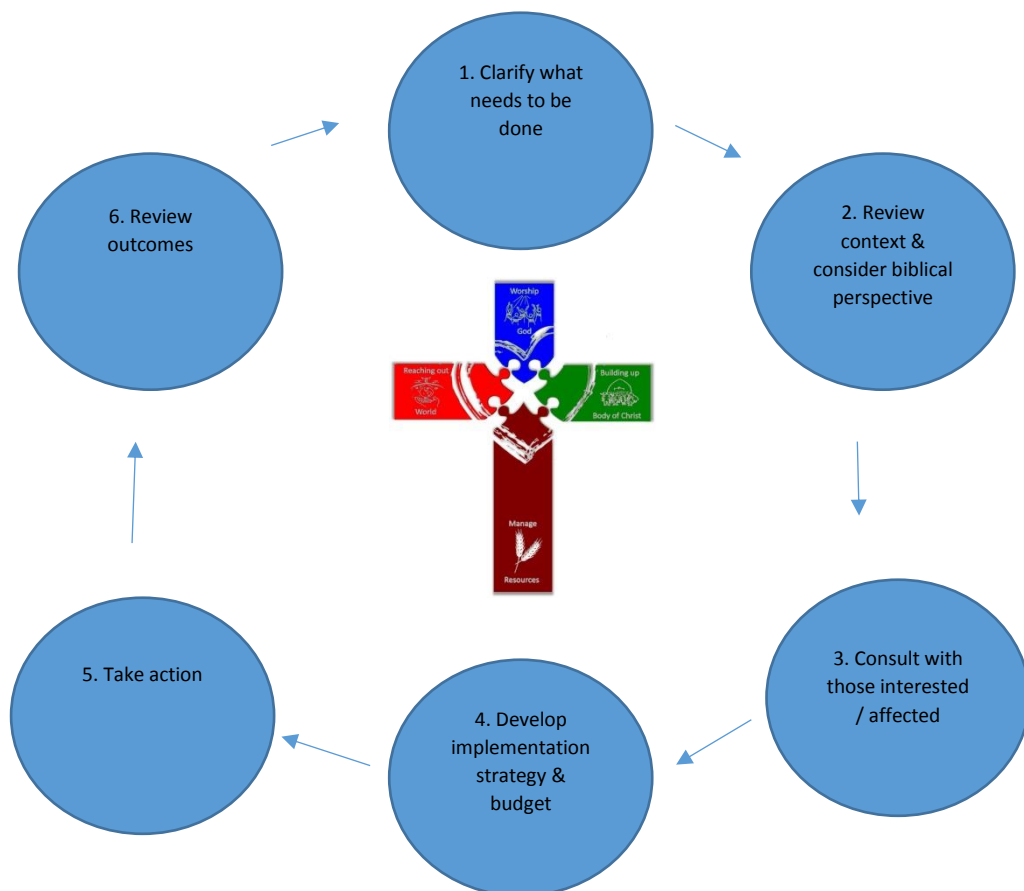
These help to shape our strategic directions and to prioritise the work that we do, reflecting the foundation we are given by the resources available to us; the balance we seek between outwardly reaching out to the world and inwardly building up the Body of Christ and that our primary focus is **always** to worship God and to share our Faith with the City of Perth and beyond.

The symbolism of the Cross recognises that the heart is not complete and that it is for us to complete in our own mind. Because the heart is not complete, we cannot see the finished product, which relies on God's love and a connectedness to God. The heart is guided by God's love correlated to our Vision, Mission and Values.

Ideas into Action

To be effective, the UCIC Strategic Plan needs leadership from clergy and laity at every level. It is vital that every action we take reflects our worship and correlates efficient decision-making and communication. To ensure that these strategic directions gain momentum, the plan identifies a person or group who will be responsible for leading a task, as well as a timescale within which it should be a focus for them. The plan also identifies a completion date to help us be accountable to one another.

Every aspect of this work should be set in the context of worship, prayer and reflection. There are many levels to a Strategic Plan. Many of the Strategic Actions require the task leader to develop specific plans based on the following model:-



Vision

To touch hearts and transform lives through Christ.

Mission

As a pilgrim people, we journey towards a promised future seeking to be a vibrant, open door Church guided by God's love to:

- *Worship and glorify God;*
- *Provide a pastoral community where we build up the Body of Christ to grow and mature as Christians;*
- *Reach out and bring God's love to those in need through mission and service;*
- *Be responsible stewards of the Earth and the resources entrusted to us.*

Values

Understanding

- *We acknowledge God's presence;*
- *We are open to change and new things;*
- *We welcome diversity;*
- *We acknowledge and embrace the giftedness of all people;*
- *We are willing to take risks and make mistakes;*
- *We respond in a loving way.*

Commitment

- *We are committed to our Vision & Mission;*
- *We are accountable to each other and as a community;*
- *We are committed to God and to one another;*
- *We are committed to providing a safe space both physically and emotionally;*
- *We actively use our gifts from God, our talents and resources to respond to a call for service in every aspect of our lives – heart, mind and soul;*
- *We are committed to upholding the values and ethos expressed in the Basis of Union, Constitution, Regulations, Code of Ethics and Ministry Practice, Manual for Meetings and ancillary policies and guidelines of the Uniting Church Assembly.*

Integrity

- *We are transparent, open and honest in our actions and our relationships;*
- *We trust in God and one another;*
- *We unashamedly demonstrate our faith through our words and actions;*
- *We do what we say we'll do.*

Collaboration

- *We realise that we are called by God to work together;*
- *We co-operate, collaborate and partner with others to further the gospel of Jesus Christ;*
- *We nurture and care for each other as Worshipping Communities and actively seek to grow as a Congregation;*
- *We encourage and welcome the involvement of others;*
- *We are relational, prayerful and we are built on the Reformed tradition.*



1. Worshipping God – celebrating God’s love

FOCUS – WORSHIP

We understand and practise worshipping of the triune God (Father, Son and Holy Spirit) as an integral part of our daily life. Our understanding of worship is founded in Scripture and built on the Reformed tradition. Worship starts with the grace of God who enables the church and us, through the relationship with Christ, into a life of faith, as we are reminded in Paul’s letter to the Philippians in 1:21 “For to me, living is Christ...” The life of Christ is made visible in us through a lifestyle of holiness (Romans 14:11), community, and our relationship with all people (1 John 4:20).

ISSUES - WORSHIP

- Identity.
- Knowledge of the scriptures / discipleship.
- Opportunities for discipleship.
- Engagement of the congregation in worship.
- Integration of worship into daily lives.
- Decreasing numbers & ageing congregation.
- Maximise opportunities for Worship both within current UCIC arrangements and with wider engagement in the City of Perth and beyond.
- Acknowledge the role of Music in worship.

STRATEGIES – WORSHIP

- Explore the possibility of new worship times, including Sunday and through the week.
- Research and engage with other successful City churches.
- Develop strategies to increase visibility of UCIC to the communities on our doorstep.
- Develop integrated worship for all age profiles.
- Explore and enable multi-cultural worship opportunities and building networks.
- Explore opportunities for each worshipping community to develop diversity in worship.
- Enhance the music program as a form of worship, across UCIC.



2. Reaching out to the World – expressing God’s love

FOCUS – REACHING OUT

Build connections and engage with the City of Perth and the wider community, identifying needs for mission and outreach and building partnerships as well as collaborative working to provide a platform for the congregation to participate.

ISSUES – REACHING OUT

- Identifying areas of need and developing an appropriate response.
- Increasing need from the poorest in society (homeless and refugees / asylum seekers).
- Future location and direction of TSFS.
- Future nature of the relationship with UCW.
- Extension of Uniting Church to areas without representation.

STRATEGIES – REACHING OUT

- Explore partnerships with compatible organisations with a missional focus, to identify need and develop strategies to respond.
- Develop networks with like-minded organisations.
- Provide opportunities to involve the congregation in mission & outreach projects.
- Assess accessibility of the church, including physical & virtual.
- Promote the activities of the Church.
- Develop a sustainable business plan for TSFS, including exploring partnership models, Government and Council involvement and external sources of funding.



3. Building Up the Body of Christ – sharing God’s love

FOCUS – BUILDING UP

Developing pastoral diversity and responding to the needs of the Congregation through Pastoral care, Discipleship, Spiritual Development and Fellowship.

ISSUES – BUILDING UP

- Decreasing numbers and ageing congregation.
- Future of Ross Memorial Church.
- Relevance, engagement and communication with a wider demographic, including youth, multi-cultural, non-English speaking communities and groups.

STRATEGIES – BUILDING UP

- Explore ways to be a church beyond Sunday.
- Explore opportunities to discern, nurture and extend existing and new avenues e.g. multi-cultural, youth, marketplace Ministry.
- Develop ways to engage with those who can’t attend services.
- Develop a proactive caring program.
- Respond to the needs of the Congregation.
- Develop the pastoral diversity of the three churches.
- Develop a culture that respects, values, enhances and celebrates the differences between and within the worshipping communities.
- Assess the need and feasibility of a First Third Minister.



4. Managing our Resources – Resourcing God’s Love

4.

FOCUS – Resources

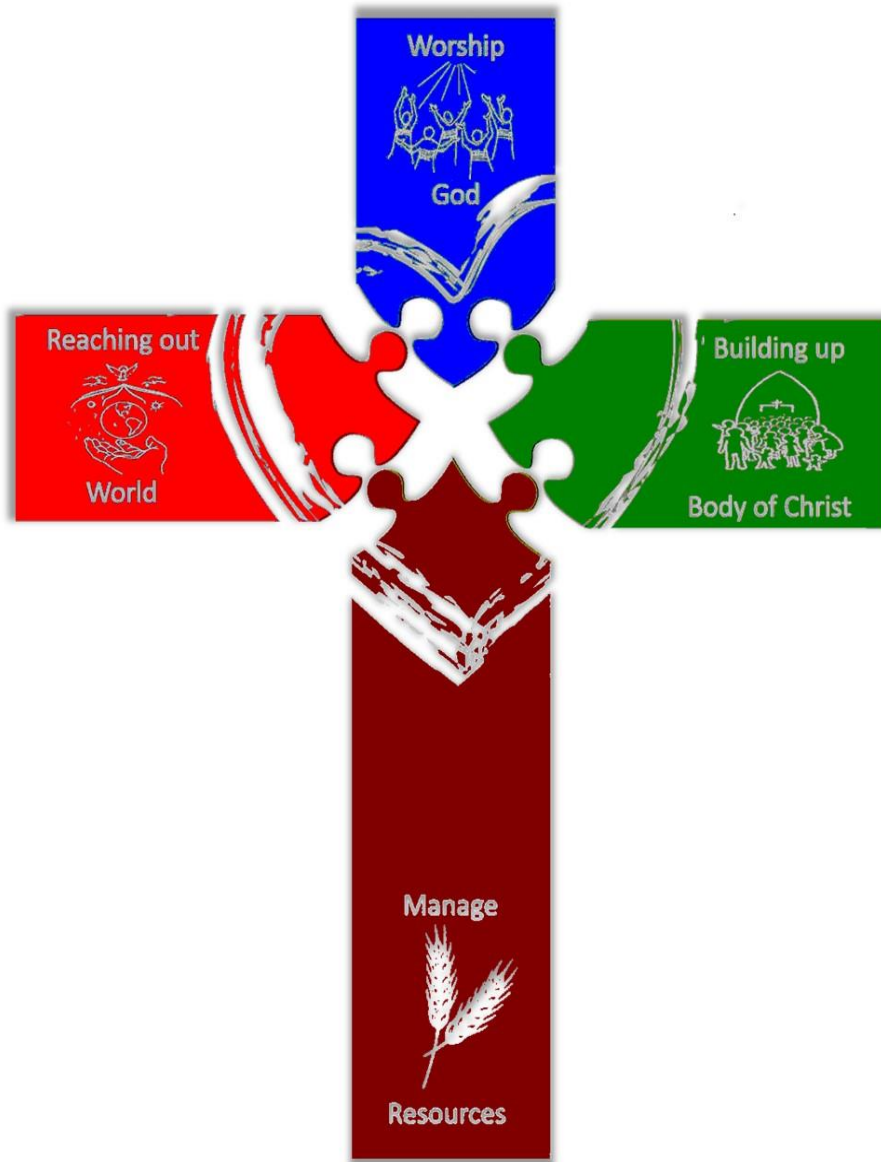
We will practise good stewardship to safeguard the church’s spiritual, pastoral, commercial, financial and human resources.

ISSUES - RESOURCES

- Significant property risk exposure.
- Servicing existing debt.
- Long term strategy for Trinity Buildings.
- Staff succession planning.
- Policy & procedure.
- Improve sustainability.
- Involvement of Synod in considerations.
- Improve communication across all of UCIC.
- Appropriate volunteer management.

STRATEGIES – RESOURCES

- Determine a long term plan for the Warehouse Café and structured agreement with UCW.
- Close collaboration and communication with Synod.
- Maximise asset value and risk management through proactive management.
- Develop a long term development plan for Trinity Buildings.
- Improve the physical performance of UCIC buildings, including enhanced engagement with occupiers & the City.
- Develop and update policies & procedures where necessary.
- Implement Volunteering WA best practice into Volunteer policies & procedures.
- Identify areas where we can improve our environmental footprint and address the sustainability of our actions.



***“Christ is before all things, and in Him, all things hold together.”
Colossians 1:17***

