



ANGLICAN
DIOCESE OF
MELBOURNE

our journey



Our Vision

The strategy was built on Colossians 1: 24–29,
from where our Vision Statement derives:

*²⁴ I am now rejoicing in my sufferings for your sake, and in my flesh I am completing what is lacking in Christ's afflictions for the sake of his body, that is, the church. ²⁵ I became its servant according to God's commission that was given to me for you, **to make the word of God fully known**, ²⁶ the mystery that has been hidden throughout the ages and generations but has now been revealed to his saints. ²⁷ To them God chose to make known how great among the Gentiles are the riches of the glory of this mystery, which is Christ in you, the hope of glory.*

²⁸ It is he whom we proclaim, warning everyone and teaching everyone in all wisdom, so that we may present everyone mature in Christ. ²⁹ For this I toil and struggle with all the energy that he powerfully inspires within me.

Colossians 1:24–29.

"There are many members, but one body, and we are called to proclamation of the Good News in Jesus Christ and to serve in his name. For the body to flourish, each member of the body must do its part. This is a strategy that intends to engage our



synergies, provide a framework of belonging to one family, create space for all parishes and communities to share and contribute to Our Journey. If the church is to flourish, we must share the same vision, the same commitment, energy and passion. God has entrusted mission to us all."

The Most Reverend Dr Philip Freier,
Archbishop of Melbourne

Strategic
Direction

1

**BE A COMPELLING AND
OUTWARD-LOOKING CHRISTIAN
PRESENCE IN OUR COMMUNITIES**

Strategic
Direction

2

**REACH ACROSS BOUNDARIES OF
HUMAN DIVISION TO SERVE OUR
COMMUNITIES AND PROCLAIM CHRIST**

Strategic
Direction

3

**BE OPEN TO THE HOLY SPIRIT IN
TRANSFORMING LIVES TO BE
MATURE IN CHRIST**

Strategic
Direction

4

**USE ALL THE ENERGY THAT GOD
POWERFULLY INSPIRES TO BETTER
MANAGE OUR HUMAN AND CAPITAL
RESOURCES**

BE A COMPELLING AND OUTWARD-LOOKING CHRISTIAN PRESENCE IN OUR COMMUNITIES

By 2019

Outcome 1:
**All Archdeacons
will be missional
Leaders**

Strategy 1.1 **RESOURCE AND EQUIP** Archdeacons to be missional leaders

Strategy 1.2 **ADVANCE** the Mission Action Planning process

By 2022

Strategy 2.1 70% of Clergy and ASLM from each of the three Episcopate areas have **ACCESSED** the Parish Renewal coaching program or equivalent

Strategy 2.2 **COHORTS OF LAY LEADERSHIP** are formed through specific training programs

Strategy 2.3 **RAISE, TRAIN AND SUSTAIN** Clergy for Church Renewal

Strategy 2.4 Children and Families Ministry has been **FULLY EMBRACED** as a key area of ministry in all parishes

Strategy 2.5 Appropriate **MODELS OF YOUTH MINISTRY** are evident in at least 50% of parishes

Strategy 2.6 Introduce a **STUDENT MINISTRY VOCATION** as part of Theological Education

Outcome 2:
**All parishes have
been exposed to
the Parish Renewal
program**

By 2025

Outcome 3:
**Ensure required
governance
reforms are in
place to foster
congregational
growth and
church planting
initiatives***

Strategy 3.1 Reduce compliance burdens by developing policies that **SUPPORT NEW CONGREGATIONS** building on the Authorised Anglican Congregations Act

Strategy 3.2 **PROACTIVELY ENCOURAGE** the formation of at least 3 Authorised Anglican Congregations (AAC)****

Strategy 3.3 **INTRODUCE** a different Assessment structure for AAC

Strategy 3.4 Continue to build and **FOSTER A STRONG RELATIONSHIP** with Trinity College Theological School and Ridley College

By 2025

Outcome 4:
Nine new community based opportunities are established through partnerships with schools and/or Anglican agencies

Strategy 4.1 The Archdeacon for Parish Partnerships to establish specific models and projects for **NEW OPPORTUNITIES**

Strategy 4.2 Introduce initiatives to **PREPARE PARISHES** to be more receptive and engage with agencies

Strategy 4.3 **ADVANCE** the School Project in Donnybrook with the Anglican Diocesan Schools Commission

Strategy 4.4 **ESTABLISH** a Heads of Agreement with the Anglican Diocesan Schools Commission

By 2025

Strategy 5.1 Develop a **DYNAMIC** property strategy

Strategy 5.2 Raise, train and sustain **CLERGY FOR CHURCH PLANTS**

Strategy 5.3 Integrate and share resources among parishes through the **PARISH RENEWAL** program

Strategy 5.4 **ENGAGE** with the Melbourne Anglican Foundation as a key driver of resourcing **

Strategy 5.5 Develop a policy and establish a mechanism to allocate a % of Assessments for **MINISTRY IN GROWTH AREAS**

Strategy 5.6 **DEVELOP A POLICY** and establish a mechanism to allocate 1% of the Church Extension and Development Fund for ministry costs in the growth areas

Outcome 5:
Be present in communities where population has grown to 100,000 or more

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Making the Word of God fully known

I became its servant according to God's commission that was given to me for you, to make the word of God fully known

Colossians 1:25.

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REACH ACROSS BOUNDARIES OF HUMAN DIVISION TO SERVE OUR COMMUNITIES AND PROCLAIM CHRIST

By 2022

Outcome 6:
Establish strengthened relationships with 3 other denominations

Strategy 6.1 **ACQUIRE INFORMATION** of other church/ denomination initiatives

Strategy 6.1 Commence high-level conversations with **HEADS OF CHURCHES** and other key stakeholders

By 2022

Strategy 7.1 Identify and introduce ways to improve relationships by **INTEGRATING** different groups

Strategy 7.2 Establish at least 3 **AUTHORISED ANGLICAN CONGREGATIONS******

Strategy 7.3 Develop an incumbency approach for **MULTICULTURAL MINISTRY**

Strategy 7.4 Introduce a plan to **REDUCE MOVEMENTS** of congregations and leaders

Strategy 7.5 Develop and **SET STANDARDS** for governance and ministry that are culturally appropriate*

Strategy 7.6 Include representatives from multicultural ministry in the **COACHING PROGRAM**

Strategy 7.7 Establish parish-to-parish links

Outcome 7:
Establish and/ or integrate 10 new multicultural congregations (either language or ethnic specific)

By 2022

Outcome 8:
Increase the number of multicultural leaders in PiC or Incumbency roles by 50% (language/ ethnic/ cultural groups)

Strategy 8.1 Prepare a plan to build **NEW LEADERS** who have a multicultural identity

Strategy 8.2 Build cohorts of **LEADERS**

By 2025

Outcome 9:
**Cross boundaries
of socio-economic
status for
leadership roles**

Strategy 9.1 Build a ministry model that is **FLEXIBLE AND CONDUCTIVE** to accommodate diverse vocations

By 2025

- Strategy 10.1 Improve practices by **INCORPORATING LESSONS** from the Royal Commission process
- Strategy 10.2 **COMMUNICATE** regularly with those who see things differently (see critics as teachers)
- Strategy 10.3 Increase external engagement and communication through **NEW-MEDIA**

Outcome 10:
**The Church's
reputation for
compassionate
ministry and
accountability is
enhanced**

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Making known the riches of Christ

To them God chose to make known how great among the Gentiles are the riches of the glory of this mystery, which is Christ in you, the hope of glory.

Colossians 1:27.

.....

BE OPEN TO THE HOLY SPIRIT IN TRANSFORMING LIVES TO BE MATURE IN CHRIST

By 2019

Outcome 11:
**Establish a culture
of repentance and
prayer**

Strategy 11.1 **A CALL TO PRAYER** – encourage all parishes to be more intentional in prayer

Strategy 11.2 A Year of Prayer – prepare **LITURGICAL RESOURCES** for Repentance and Prayer

Strategy 11.3 Prepare **PRAYER TRIGGERS** for both individuals and the diocesan office staff

Strategy 11.4 Create space for **LAMENTATION**

By 2019

Strategy 12.1 Create a platform to encourage parishes to **SHARE STORIES**

Strategy 12.2 Create a platform to **ENABLE** the Senior Leadership Team to share stories

Outcome 12:
**Create a culture
to actively share
the story of change
across all parishes**

By 2019

Outcome 13:
**Foster better
relationships
among Clergy**

Strategy 13.1 Create space for **FREQUENT** formal and informal interactions

Strategy 13.2 Strengthen the Deaneries to be places of **MUTUAL SUPPORT**

Strategy 13.3 Bishops to **ATTEND** the Deanery meetings intermittently

By 2022

Strategy 14.1 Establish new-media mechanisms to **PROCLAIM** the Gospel

Strategy 14.2 Establish a mutual Anglican **IDENTITY** with Agencies

Outcome 14:
**Establish
partnerships of
proclamation
with different
stakeholders**

By 2022

Outcome 15:
Reframe our narrative – to proclaim the story of our transformation as being missional

- Strategy 15.1 Create space for mutual **DISCERNMENT** among Clergy and Lay leaders
- Strategy 15.2 Bishops lead **MISSION** initiatives in each Episcopate area
- Strategy 15.3 Bishops as leaders of **PILGRIMAGE** to prepare programs for youth
- Strategy 15.4 Engage Schools and School Chaplains to organise **YOUTH MISSIONS**
- Strategy 15.5 Build the Deaneries as cohorts **JOURNEYING TOGETHER**

Maturity in Christ

It is he whom we proclaim, warning everyone and teaching everyone in all wisdom, so that we may present everyone mature in Christ.

Colossians 1:28.

USE ALL THE ENERGY THAT GOD POWERFULLY INSPIRES TO BETTER MANAGE OUR HUMAN AND CAPITAL RESOURCES

By 2019

Outcome 16:
**Introduce
Standard
Operating
Procedures for
all key functions**

Strategy 16.1 Improve the processes and **SYSTEMS OF OPERATIONS**

Strategy 16.2 **REVAMP** the Customer Relationship Management tool and other related systems

Strategy 16.3 Introduce **VIRTUAL OPERATING MODELS** for at least two key functions (Eg. licencing and payments)

By 2019

Outcome 17:
**All communication
mechanisms to be
revamped**

Strategy 17.1 **CREATE A PLATFORM** to enable sharing of stories

Strategy 17.2 Shape the Information Communication and Technology platforms through the **IMPLEMENTATION OF REVIEW RECOMMENDATIONS** ***

Strategy 17.3 Develop a strategy for the **USE AND GOVERNANCE** of social-media

By 2019

Outcome 18:
**All required
changes are
implemented
through a well-
managed process**

Strategy 18.1 Prepare the scope for **CHANGE** (incorporating all accepted review recommendations)

Strategy 18.2 Establish a **PROTOCOL TO MANAGE** all stakeholders navigate the change process

Strategy 18.3 Assess the required **SKILLS** for Change Management vis-à-vis Business as Usual

Strategy 18.4 Implement changes **AS AGREED** in the scope (18.1)

Strategic Direction 4 – Enablers

our
journey

By 2019

Outcome 19:
All external compliance requirements are fully met

- Strategy 19.1 The Melbourne Anglican Diocesan Corporation is **FULLY OPERATIONAL**
- Strategy 19.2 WorkCover compliance and **PROTECTION** is in place
- Strategy 19.3 Fully compliant with **OCCUPATIONAL HEALTH AND SAFETY** requirements
- Strategy 19.4 Transition the **PROFESSIONAL STANDARDS** regime to the Provincial Professional Standards Corporation (proposed)
- Strategy 19.5 **RESPOND TO AND LEARN** from the Royal Commission process
- Strategy 19.6 Engage with the **REDRESS** scheme

By 2022

- Strategy 20.1 Engage with the Melbourne Anglican Foundation as a **KEY DRIVER OF RESOURCING** **
- Strategy 20.2 Identify and engage with influencers who can steer **BENEVOLENCE**
- Strategy 20.3 Prepare and execute a **FUND RAISING** strategy aimed at growing the corpus

Outcome 20:
Identify and engage with generous new benefactors to support the implementation of mission

By 2022

Outcome 21:
Establish an operating-model and structure that is relevant and sustainable

- Strategy 21.1 **SHAPE THE DIOCESAN SERVICES** through the implementation of Review recommendations ***
- Strategy 21.2 **IMPROVE GOVERNANCE** through the implementation of the Review recommendations
- Strategy 21.3 Mission-shape the **PROPERTY** portfolio
- Strategy 21.4 Mission-shape the **FINANCE** portfolio
- Strategy 21.5 Introduce proactive and **INTENTIONAL PLANNING** processes (strategy to budget)

By 2022

Outcome 22:

The people of the diocesan office fully reflect a culture of hope embracing the wellbeing agenda

Strategy 22.1 Establish **PROFESSIONAL DEVELOPMENT** partnerships with Anglican agencies and schools (through secondments)

Strategy 22.2 Introduce **PAYROLL GIVING** for charitable causes

Strategy 22.3 Implement the **WELLBEING AGENDA** for both lay and ordained

Strategy 22.4 Prepare and execute a **HUMAN RESOURCE PLAN**

Strategy 22.5 Introduce **CAREER PROGRESSION** plans and succession planning

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Our commitment matters

For this I toil and struggle with all the energy that he powerfully inspires within me.

Colossians 1:29.

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