

C *Saint* **CATHARINE'S** *Real God. Real People.*

Our Vision:

To reach a post-church generation with real encounters with God, through authentic people.

TO TEACH

We aim to be a church where the Bible is taught in an informative, relevant and conversational style.

We create flexible learning environments for children and adults.

TO PRAY IN POWER

We teach people how to pray with power and authority.

We prioritise passionate music that is fresh, relevant and connects with the heart.

TO GIVE FREELY

We provide opportunities to know Jesus and grow in relationship with Him free of charge.

We provide free meals and free services to the community.

TO SEEK PEOPLE OF PEACE

We seek to work collaboratively with other community and church groups, both locally and globally.

We value being a culturally diverse church.

Matthew 10.5-15:

These twelve Jesus sent out, instructing them, "Go nowhere among the Gentiles and enter no town of the Samaritans, but go rather to the lost sheep of the house of Israel. And proclaim as you go, saying, 'The kingdom of heaven is at hand.' Heal the sick, raise the dead, cleanse lepers, cast out demons. You received without paying; give without pay. Acquire no gold or silver or copper for your belts, no bag for your journey, or two tunics[c] or sandals or a staff, for the laborer deserves his food. And whatever town or village you enter, find out who is worthy in it and stay there until you depart. As you enter the house, greet it. And if the house is worthy, let your peace come upon it, but if it is not worthy, let your peace return to you. And if anyone will not receive you or listen to your words, shake off the dust from your feet when you leave that house or town. Truly, I say to you, it will be more bearable on the day of judgment for the land of Sodom and Gomorrah than for that town.

Goal	Outcome	Strategies & Time Frame	Monitoring Process, Resources & Responsible Persons
Teaching Goals Overview	<i>In all areas to develop a culture of excellence where people of all ages can access quality teaching which is premised on the fact that discipleship is not limited to a particular age or stage of life.</i>		
Teaching Goal 1 <i>Grow and further develop the Sunday Kids' Menu Ministry</i>	Building on the excellent work pioneered in recent years, establish a multi-streamed Sunday ministry for pre-school, primary and lower-secondary aged children with a clearly stated educational philosophy. This would include an optional mid-week stream. Program to be supervised by a member of the pastoral team and be delivered by a competent and well-trained volunteer team.	By 30 June 2018 <ul style="list-style-type: none"> • To have developed a stated/written educational philosophy which will allow for transparency and will also become a marketing tool; • To have completed remaining child-safety maintenance; • To have increased marketing reach; • To have provided training to all volunteers. By 30 June 2019 <ul style="list-style-type: none"> • To have established three regular teaching streams; • To have trained a group of teachers to be part of the team; • To have developed written curriculum. By 30 June 2020 <ul style="list-style-type: none"> • To have appointed some paid pastoral time to this role (12-20 hours); • To have created regular training opportunities for new volunteers. By 30 June 2021 <ul style="list-style-type: none"> • To have established four regular teaching streams • To have developed a mid-week after-school Children's program. 	Monitoring Process <ul style="list-style-type: none"> • Parish Council; • Leadership Huddle; • Annual Review by Lead Pastor. Resources <ul style="list-style-type: none"> • Associate Pastor (resource person) • Interns; • Glen Eira Community Volunteer Database • GFS / Kids Plus grant; • Buxton (real-estate boards); • Web / Social Media. Responsible Person/s <ul style="list-style-type: none"> • Lead Pastor

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<p>Teaching Goal 2 <i>Grow and further develop Youth Ministry</i></p>	<p>The Youth Ministry School first piloted in September 2016 is now an integral ministry area within the St Catharine's community. This goal would see the three residentials financially self-sustaining, a core group of 50-70 participants, a complementary regular program that operates between residentials and a pathway for the families of young people to engage with St Catharine's.</p>	<p>By 31 December 2018</p> <ul style="list-style-type: none"> • To have established YMS Directors (honorary, from within the Church community); • To have grown the core group to 30 young people; • To have begun an intentional regular ministry to youth that operates between YMS residentials; • To have developed additional partnerships with Churches and Schools; • To have established Veta Morphus Youth Ministry and Theology VET subject at St Catharine's. <p>By 30 June 2020</p> <ul style="list-style-type: none"> • To have grown the core group to 50 young people; • To have developed avenues for regional youth to participate in residentials; • To have developed a pathway for inviting/integrating parents of young people. <p>By 30 June 2021</p> <ul style="list-style-type: none"> • To have grown the core group of 70 young people; • To have appointed some paid pastoral time to this role (12-20 hours) 	<p>Monitoring Process</p> <ul style="list-style-type: none"> • Parish Council; • Leadership Huddle; • Annual Review by Lead Pastor. <p>Resources</p> <ul style="list-style-type: none"> • Internship Program; • Office Manager; • Anglican Boys Society; • Bush Church Aid; • Diocese; • Genesis Foundation; • Buxton (real-estate boards); • Web / Social Media. <p>Responsible Person/s</p> <ul style="list-style-type: none"> • Lead Pastor; • Youth Interns.
<p>Teaching Goal 3 <i>Develop the St Catharine's Internship Program</i></p>	<p>Establish a local Internship Program that allows 4 – 6 interns to be appointed to St Catharine's for a twelve-month period</p>	<p>By 28 June 2017</p> <ul style="list-style-type: none"> • To have developed the program, processes and protocols for the interns; • To have successfully appointed 3-4 interns; • To have brought a report to Parish Council regarding the progress; • To have completed Learning Agreements for each intern; • To have establish a budget priority for the internship program; <p>By 28 February 2019</p> <ul style="list-style-type: none"> • To have successfully concluded the second round of interns; • To have revised and made adjustments to the program, processes and protocols as necessary; • To have formalized a relationship with Ridley College to assist with support and training. <p>By 30 June 2021</p> <ul style="list-style-type: none"> • To have offered 5 successful rotations of interns; • To have established further training opportunities from St Catharine's; • To have established St Catharine's as a training centre. 	<p>Monitoring Process</p> <ul style="list-style-type: none"> • Parish Council; • Leadership Huddle; • Everyday People Spot; • Bishop / Diocese. <p>Resources</p> <ul style="list-style-type: none"> • Diocese; • Ridley College; • Director of Theological Education; <p>Responsible Person/s</p> <ul style="list-style-type: none"> • Lead Pastor; • Churchwardens.

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Prayer Goals Overview	<i>To be a community that places a high level of importance on prayer which involves listening and discerning God's direction for our Church, our community, nation and world as well as stepping out in power, recognizing that 'revival' is always accompanied by faithful prayer and supernatural signs.</i>		
Prayer Goal 1 <i>To establish Prayer Ministry Teams</i>	Prayer and prayer ministry have been a big focus area for St Catharine's over the past few years. Predominantly this has been a ministry led by the Pastoral team. This goal aims to train and arise up teams who will be available on Sundays and other relevant times to pray for people. Additionally this goal aims to widely expose the congregation to prayer ministry training as a part of discipleship which may lead to them seeking ministry and/or praying for others.	<p>By 30 June 2017</p> <ul style="list-style-type: none"> • To have established the 'Healing the Hearts of our Children' resource as an introduction to healing and prayer ministry that can be run annually or biannually as needed alongside the other courses; • To have developed a relationship with the Melbourne trainers of Elijah House; • To have sent a team (4-6 people) to participate in Unit 1 of Elijah House training. <p>By 30 June 2018</p> <ul style="list-style-type: none"> • To have sent a second group of people to attend Unit 1 of Elijah House training; • To have established a roster of people praying in pairs after the 11am service each week. <p>By 30 June 2020</p> <ul style="list-style-type: none"> • For members of the original two groups to have had the opportunity to complete additional units of Elijah House training. <p>By 30 June 2021</p> <ul style="list-style-type: none"> • To have trained persons capable of doing issue-based prayer (by appointment); 	<p>Monitoring Process</p> <ul style="list-style-type: none"> • Parish Council; • Leadership Huddle; • Everyday People Spot; • Biannual Review by Lead Pastor. <p>Resources</p> <ul style="list-style-type: none"> • Associate Pastor (resource person) • Internship Program; • Elijah House Melbourne <p>Responsible Person/s</p> <ul style="list-style-type: none"> • Lead Pastor

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<p>Prayer Goal 2 <i>To establish Prophecy as a central ministry of the Church</i></p>	<p>Like Prayer Ministry, Prophecy has been a gift that has been primarily exercised in our public worship by the Pastors. 1 Corinthians 14.1 says <i>'Pursue love and earnestly desire the spiritual gifts especially that you may prophesy.'</i> Paul continues to outline the importance of prophesy in the corporate gathering. This goal aims to gather the prophets, encourage people in this gift, provide opportunities for the prophets to pray and prophesy together before services and to share prophesy at our services.</p>	<p>By 31 December 2018</p> <ul style="list-style-type: none"> To have discerned individuals within the community who have the gift of prophesy or have a desire to pray to receive this gift; To have gathered them, together with the worship leaders and prayer ministers, into an intentional community that gathers and prays together before services and at other times; To have provided training opportunities to those with a prophetic gifting as well as broader opportunities for people to discover and grow in their spiritual gifts; To have established prophesy is a more central ministry of our Sunday services. <p>By 30 June 2020</p> <ul style="list-style-type: none"> To have provided ongoing training for those called to prophetic ministry; To have created systems of pastoral care for those in this ministry. <p>By 30 June 2021</p> <ul style="list-style-type: none"> To have prophetic ministry well integrated in the life of the Church. 	<p>Monitoring Process</p> <ul style="list-style-type: none"> Everyday People Spot; Leadership Huddle. <p>Resources</p> <ul style="list-style-type: none"> Associate Pastor (resource person) Internship Program; Elijah House Melbourne <p>Responsible Person/s</p> <ul style="list-style-type: none"> Lead Pastor
<p>Prayer Goal 3 <i>To further develop our worship ministry at the heart of a praying community</i></p>	<p>Together, music and worship, form a major part of the ministry of St Catharine's. As the band increasingly focus their attention on concerts as a major outreach to the community, this goal aims to see Worship become a distinct ministry of prayer within the community. The Worship ministry will operate collaboratively with the prayer ministry, prophetic ministry and the band as each week they lead people into the presence of God.</p>	<p>By 31 December 2017</p> <ul style="list-style-type: none"> To have appointed a new worship leader to gather, encourage and equip the present worship team and to prayerfully steer the direction of our weekly worship; To have created times of prayer and fellowship for the worship team to enable worship from a place of prayer; To have provided further opportunities for training, including but not limited to attendance at worship conferences to provide new insights, inspiration and encouragement for the worship team; To have added 6 or more worship songs to the repertoire; To have created more time/space for those involved in the concert ministry to focus on the concerts. <p>By 31 December 2018</p> <ul style="list-style-type: none"> To have appointed some paid pastoral time to this role (12-20 hours); To have held regular mid-week and seasonal worship nights / days. <p>By 30 June 2021</p> <ul style="list-style-type: none"> To be writing and producing original worship music. 	<p>Monitoring Process</p> <ul style="list-style-type: none"> Parish Council; Leadership Huddle; Annual Review by Lead Pastor. <p>Resources</p> <ul style="list-style-type: none"> Associate Pastor (resource person); Music Coordinator; Band Manager; Internship Program; The Fireplace. <p>Responsible Person/s</p> <ul style="list-style-type: none"> Lead Pastor

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Giving Freely Goals Overview	<i>To continue to be known as a Church community that is blessing the wider community in a number of ways and to build on existing ministries and structures to increase our profile in the city of Glen Eira</i>		
Give Freely Goal 1 <i>To further develop and extend our Meals Ministry</i>	<p>Over the past five years the Meals ministry has grown and expanded in unimaginable ways. Contrary to what would seem rational and financially responsible, it has been as St Catharine's have been willing to give generously through this ministry that the Church has been blessed with growth, provision and debt reduction. This goal aims to see St Catharine's extend her reach through this ministry, to be even more effective in reaching those most in need and continue to be the 'front door' ministry by which many choose to connect with the wider Church.</p>	<p>By 30 June 2018</p> <ul style="list-style-type: none"> • To have continued to run bimonthly meals, striving for excellence in quality, and atmosphere; • To have developed an intentional strategy for extending our reach into the local area; • To have gathered an intentional community that meets at alternative times twice a month for prayer, fellowship and social time together; • To have completed the developments of the hall. <p>By 30 June 2020</p> <ul style="list-style-type: none"> • To have considered additional meals that could be hosted with specific target demographics and strategies for reaching these; • To have developed additional pathways to assist people in moving from meals to activities/ministries within the wider church. 	<p>Monitoring Process</p> <ul style="list-style-type: none"> • Parish Council; • Leadership Huddle; • Biannual Review by Lead Pastor. <p>Resources</p> <ul style="list-style-type: none"> • Internship Program; • Glen Eira Community Grants; • Bendigo Bank Grants; • Buxton (real-estate boards); • Letterbox Drops; • Web / Social Media. <p>Responsible Person/s</p> <ul style="list-style-type: none"> • Lead Pastor; • Meals Community Group Leaders.

<p>Give Freely Goal 2 <i>To develop a new ministry to those at the margins in the wider community</i></p>	<p>Over the past five years in Glen Eira, the increase in people who are ‘sleeping rough’ in the streets has increased significantly (as is the case in many parts of Melbourne). Significantly this is a sign of many more people who are experiencing extreme financial hardship. There is therefore a great need. Building on the work of the meals ministry and the collaborative work with other local Churches on the <i>Hope for Glen Eira</i> project, this goal aims to better understand the need and help meet some of the need either via a partnership or the creation of a new ministry.</p>	<p>By 30 June 2018</p> <ul style="list-style-type: none"> • To have made a detailed study of all the services / service-providers that are available in the local area; • To further have investigated the actual needs and where St Catharine’s could potentially have the most effective impact; • To have continued to collaborate with local Churches in the <i>Hope for Glen Eira</i> food drive. <p>By 30 June 2019</p> <ul style="list-style-type: none"> • To have established or partner in a ministry assisting those at the margins; • To have developed intentional community around this ministry. <p>By 30 June 2021</p> <ul style="list-style-type: none"> • In consultation with external services and ministry partners to have considered the possibility of establishing St Catharine’s as a hub for those at the margins 	<p>Monitoring Process</p> <ul style="list-style-type: none"> • Parish Council; • Everyday People Spot; • Leadership Huddle. <p>Resources</p> <ul style="list-style-type: none"> • Internship Program; • Christians Against Poverty (CAP); • Hope for Glen Eira; • Glen Eira City Council; • St John’s Uniting Church; • Salvation Army. <p>Responsible Person/s</p> <ul style="list-style-type: none"> • Lead Pastor
<p>Give Freely Goal 3 <i>To develop additional community connections that both respond to specific needs and increase our profile as a Church community eager to be a blessing to the community.</i></p>	<p>This goal’s basic aim is to not top at goals one and two. Over the next five years St Catharine’s will be open to new challenges and new needs and will prayerfully discern creative ways to respond.</p>	<p>By 30 June 2018</p> <ul style="list-style-type: none"> • To have connected with a minimum of five external community groups each year for the purpose of understanding their mission, sharing ideas and contemplating any potential partnerships and/or needs; • As appropriate, to have engaged these groups into our existing ministries. <p>By 30 June 2021</p> <ul style="list-style-type: none"> • To have appointed some paid pastoral time (12-20 hours) to oversee Community Development. This would incorporate oversight of the meals and margins ministries. 	<p>Monitoring Process</p> <ul style="list-style-type: none"> • Parish Council; • Leadership Huddle. <p>Resources</p> <ul style="list-style-type: none"> • Glen Eira City Council; • Caulfield South Community House. <p>Responsible Person/s</p> <ul style="list-style-type: none"> • Lead Pastor; • Churchwardens.

Goal	Outcome	Strategies & Time Frame	Monitoring Process, Resources & Responsible Persons
People of Peace Goals Overview	<i>Conscious of the need to make friends and form partnerships, these goals express our commitment to keep partnering with individuals and organisations we encounter where we find favour for the ministry of the Gospel whether it be in word or deed.</i>		
People of Peace Goal 1 <i>To further develop our Concerts Series as a vehicle of mission</i>	<p>As per the meals, the concerts have been an excellent 'front-door' ministry into our Church and one that allows people to experience the warmth and hospitality of the space without <i>actually coming</i> to Church. This goal aims to establish St Catharine's as a legitimate music venue with a team, a calendar and a range of artists that attract the local community.</p>	<p>By 31 December 2017</p> <ul style="list-style-type: none"> • To have clarified the objectives and target demographic of the Concerts Series; • To have hosted 2 or more concerts; • To have gathered more locals into the house band; • To have consolidated existing relationships with agents and artists; • To have considered prayerfully how we can create pathways from the concerts into the wider ministry of the Church. <p>By 31 December 2018</p> <ul style="list-style-type: none"> • To have held 4-5 concerts since 1 January 2018; • For the team to have gathered intentionally outside of the concerts; • For the concerts to generate a modest profit. <p>By 31 December 2020</p> <ul style="list-style-type: none"> • To have hosted bimonthly concerts at St Catharine's; • To have drawn in more musicians and music-lovers into the planning and organization of the events; • For two or more concert participants to have engaged with another ministry at St Catharine's. 	<p>Monitoring Process</p> <ul style="list-style-type: none"> • Parish Council; • Leadership Huddle; • Annual Review by Lead Pastor. <p>Resources</p> <ul style="list-style-type: none"> • Artists / Agents; • Internal networks; • Buxton (real-estate boards); • Web / Social Media. <p>Responsible Person/s</p> <ul style="list-style-type: none"> • Lead Pastor; • Band Manager; • Music Coordinator.

<p>People of Peace Goal 2 <i>To develop local and international Mission Partnerships</i></p>	<p>The past five years have increasingly seen the community of St Catharine step out into local mission in Glen Eira and beyond. This goal aims to both establish two tangible mission partnerships (one local and one international) as well as keep the community open to forging new ones in the years ahead.</p>	<p>By 31 December 2017</p> <ul style="list-style-type: none"> • To have formalized our local mission partnership with <i>Soul Survivor Melbourne</i>; • In conjunction with the Anglican Board of Mission to have visited Labasa, Fiji for the purpose of considering a parish mission partnership with the local community; • To have discerned the suitability of this partnership and to have either formalized the partnership or explore further possibilities. <p>By 31 December 2018</p> <ul style="list-style-type: none"> • To have developed intentional community around this ministry; • To have established a clear areas of need that we can support; • To have sent a group on an overseas mission trip. <p>By 31 December 2019</p> <ul style="list-style-type: none"> • To have deployed a second overseas mission trip and/or have supported a visit from our partner Church. <p>By 31 December 2020</p> <ul style="list-style-type: none"> • To have continued to support annual mission trips; • To have considered additional mission partners. 	<p>Monitoring Process</p> <ul style="list-style-type: none"> • Churchwardens; • Parish Council; • Everyday People Spot; • Leadership Huddle; • Annual review by Lead Pastor. <p>Resources</p> <ul style="list-style-type: none"> • Anglican Board of Mission; • Church Missionary Society; • St Catharine’s Mission Fund. <p>Responsible Person/s</p> <ul style="list-style-type: none"> • Lead Pastor; • Churchwardens.
<p>People of Peace Goal 3 <i>To develop a Reconciliation Action Plan (RAP)</i></p>	<p>This goal’s basic aim is to not top at goals one and two. Over the next five years St Catharine’s will be open to new challenges and new needs and will prayerfully discern creative ways to respond.</p>	<p>By 30 June 2018</p> <ul style="list-style-type: none"> • To have connected with local Aboriginal and Torres Strait Islander groups and engaged them to listen, learn and develop relationships • To have consulted the Diocesan RAP working group to seek their wisdom in how to progress reconciliation; • To have sought opportunities to advocate for reconciliation in the local community <p>By 30 June 2021</p> <ul style="list-style-type: none"> • To have actively participated in annual local and national opportunities to express our solidarity, i.e. <i>Close the Gap, Sorry Day, National Reconciliation Week</i> and <i>NAIDOC Week</i>. • To have conducted an event and/or service that recognizes the sins of our forebears and our need for repentance and reconciliation; • To have made an appropriate and tangible gesture of reconciliation with local Aboriginal and Torres Strait Islander groups. 	<p>Monitoring Process</p> <ul style="list-style-type: none"> • Parish Council; • Annual Review by Lead Pastor <p>Resources</p> <ul style="list-style-type: none"> • Melbourne Anglican Diocese RAP Working Group; • Local Aboriginal and Torres Strait Islander groups. <p>Responsible Person/s</p> <ul style="list-style-type: none"> • Lead Pastor.

<p>Stewardship Goal <i>To steward property and financial resources in an effective and Godly manner.</i></p>	<p>This is an overarching goal that aims to use all our resources strategically and faithfully in the service of all of the other goals.</p>	<p>By 31 December 2017</p> <ul style="list-style-type: none"> • To have established a Vicarage fund (term deposit); • To have established a job-list of property issues that need to be addressed over the next five years; • To have established a policy to reduce our dependence on property income by 10% each year. <p>By 30 June 2021</p> <ul style="list-style-type: none"> • To have reduced our dependence on property income by 30%; • To maintain \$15k as minimum surplus in our on-call bank account; • To have a minimum of \$25k in the Vicarage account; • To be tithing our annual income to mission; • To be up-to-date with property issues; • To have concluded our lease with the Upper Hall tenants; • To have made the necessary modifications to the Upper Hall to enable it to be used for worship, functions and casual hire. 	<p>Monitoring Process</p> <ul style="list-style-type: none"> • Parish Council; • Churchwardens. <p>Resources</p> <ul style="list-style-type: none"> • Treasurer; • Bookkeeper; • Bendigo Bank; • Diocese; • John Everton. <p>Responsible Person/s</p> <ul style="list-style-type: none"> • Lead Pastor' • Churchwardens
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