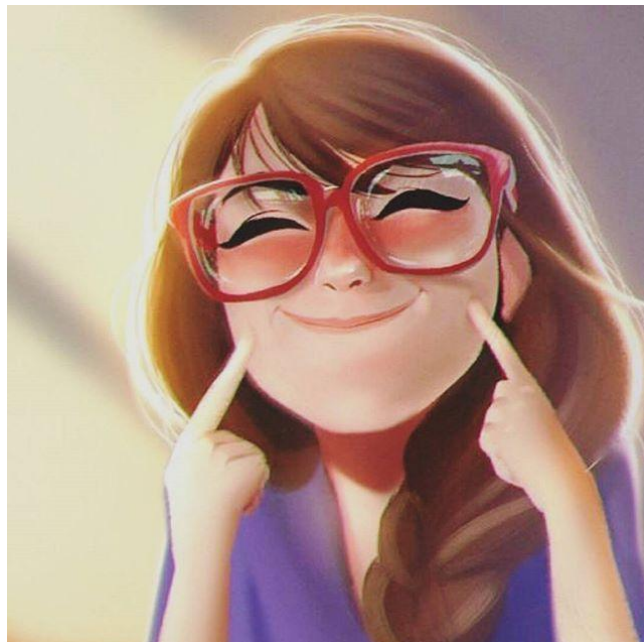


Glen Waverley
Uniting Church

The
VISION



GWUC VISION 2022 and beyond

Visioning for today's world

Focus on the world we live in, not the world we've come from.

Previous episodes in the series

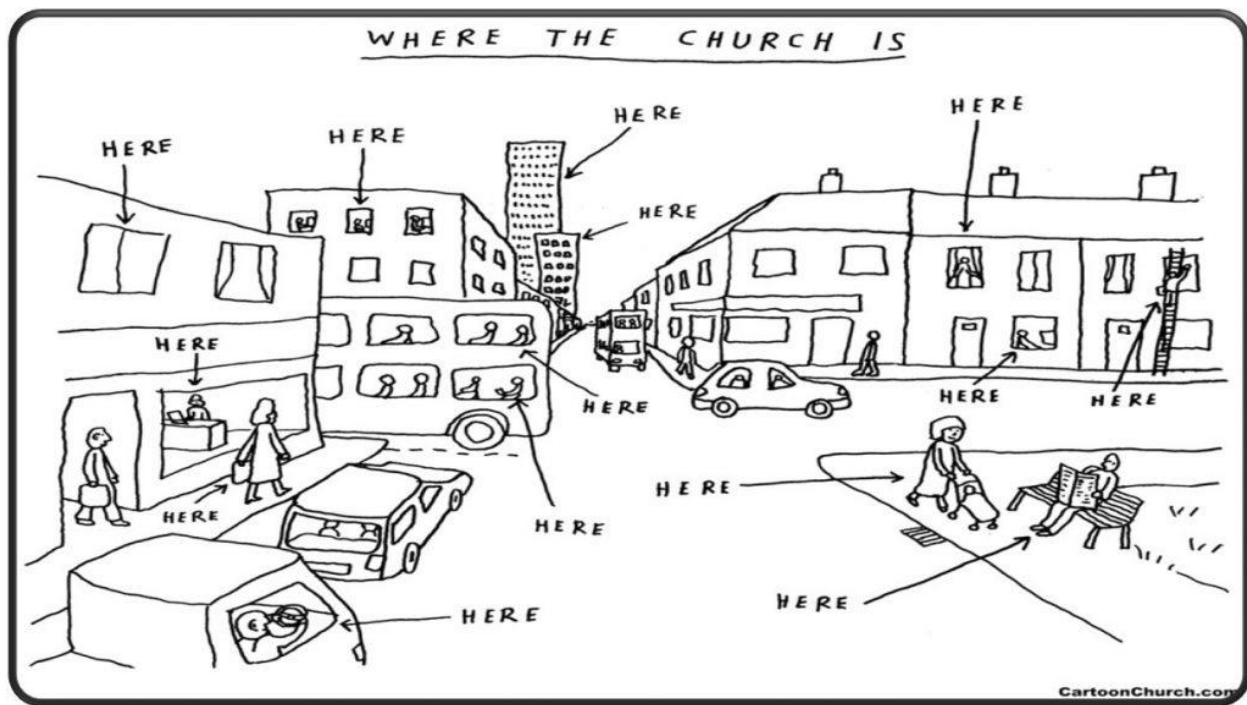
UNITING CHURCH VISION - bits

The Uniting Church 'stands in relation to contemporary societies in ways which will help it to understand its own nature and mission' (Basis of Union). This is an ever new and renewing call to embody Christ's mission in the changing and unique contexts in which the Spirit of Christ leads us.

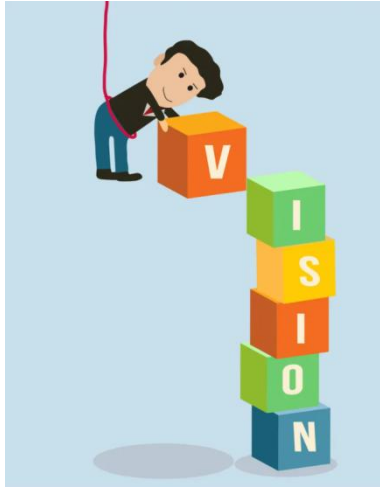
Principles - Why – Our core purpose

Statement of Intent – How – Guiding how we organise ourselves

Plans and Actions – What – The activities we do as a result



GWUC VISION



Website <https://gwuc.org.au/vision/>

IN ALL WE DO, WE AIM TO SERVE OUR COMMUNITY, OUR WORLD AND EACH OTHER.

The Glen Waverley Uniting Church community continues to consider how to continue to live out its vision:

- in a culturally relevant way;
- in the multi-cultural community to which we belong;
- adapting to the many changes in the cultural context we minister within.

We are committed to all our existing ministries, and highlight that our Seniors, Children and Families, and Youth and Young-adults ministries are important parts of our vision and focus.

Noting the demographics of our community, we especially need to grow in the latter two areas. The “External” aspects of our vision provide focus for this growth.

We aim to have a diverse ministry that encourages and empowers individuals, families, youth and children to explore their faith and purpose in a community environment of unconditional love. We offer a variety of worship services, communion, faith development, baptisms, weddings, funerals, small groups, faith exploration groups, bible studies, welfare, broadcasts, podcasts, gatherings, hospitality, English conversation classes, pastoral care, coffee and so many other seasonal programs and ministries, for all ages and cultures. The “Building Connectedness” aspect of our vision reminds us of the need for this.

Our biblical understanding of the Church and its role centers around us loving God and loving our neighbour in all of our communal activities. Responding to the promptings of the Holy Spirit

in our local and global world, we strive to be a church reflecting Jesus' gospel message of love, grace and transformation. The "Faith Development" aspect of our vision guides this.

INTERNAL

CONTINUE TO BUILD CONNECTEDNESS AND GENUINE COMMUNITY.

Building on our existing pastoral care, enriching our fellowship and strengthening our sense of community.

- Fostering relationships
- Small groups
- Pastoral care and Pastoral partners
- Gatherings and events
- Intergenerational connections

TO NURTURE FAITH DEVELOPMENT, SHARING, QUESTIONING AND EXPLORATION.

Offering engaging worship along with opportunities to discover and explore faith in an environment where all are welcome wherever they stand on the journey of life and faith.

- Providing specified study groups
- Developing expressions of faith
- Diverse worship services, styles and times
- Broadcast Ministry
- Teaching
- Conferences, seminars and guest speakers
- A culture of asking questions, exploring and sharing faith

EXTERNAL

KINGSWAY MINISTRY

Intentionally growing our ministry to our local multicultural community

- Reflecting our demographic context
- Culturally diverse in all practices

- Intentional listening to and learning from other multicultural or ethnic specific church communities
- Building relationships by pastoral care and prayer support to Kingsway businesses
- Participating in Kingsway events. e.g. Chinese New Year
- Thank you cards and Christmas cards
- Utilising our grounds and facilities to enhance our ministry in Kingsway. e.g. Fete, Book sale
- Fostering relationships
- Navigating our diverse world
- Inviting people on the journey

RAISING GLEN WAVERLEY UNITING CHURCH'S PROFILE, BY SERVING OUR LOCAL COMMUNITY

Nurturing partnerships to enable our congregation to grow our servant heart

- Partner with schools, councils and clubs etc
 - Reflecting our local demographic
 - Talking to community organisations to identify needs within Glen Waverley
 - Talking to global organisations to identify global concerns
 - Empowering the disempowered
 - Advocacy of community and global topics
-

2013 Church Future Steering Committee - Genesis of current structure



<http://wiki.gwuc.org.au/gwuc/>

A note from the Synod meeting instructions is relevant to our discussions:

- *Hence an attitude of openness to the unexpected helps, as together we endeavour to discover a way forward which takes heed of wisdom from all contributors. The question always is: 'In light of our discussions, what do we discern is the best way forward for the church at this time?', rather than a single-minded commitment to any pre-conceived outcome on an issue.*

Nearly half the Manual for Meetings consists of explanatory material about Christian community, and what we do in making decisions in the Church that is different from procedures used in secular meetings. Twenty per cent of the meeting time is expected to be committed to community building (including our times of worship together). Only then can we hope to build trust between members, so that our seeking a way forward on issues throughout the meeting can be based on respect for the integrity of each contributor.

The recent (2012) Assembly of the UCA was very concerned that the Church Councils all around the country were not giving priority attention to the continual development of the spiritual life, prayer activity, and faith of its members. So the Assembly decided this is to be the main attention of the prime leadership body of the congregation, namely the Church Council.

A really good starting point is that we can be a more spiritual Church, more closely connected with God and Jesus Christ. To do this the Church Council will change its prime focus. Many of the present duties of the Church Council will be done by other committees and mission groups, thus allowing the Agenda of the Church Council meeting to focus primarily on spiritual leadership planning both for the Church Council itself and for all the congregation.

Committee:

- Brace Bateman, (convenor)
- Belinda Chung, (8am worshipper)
- Mark Easton, (4:30pm worshipper)
- Margaret Fraser, (9:15am worshipper)
- John Hurst, (11am worshipper)
- Bronwyn Lowe, (7pm worshipper)

2013 Church New Structures



<http://wiki.gwuc.org.au/gwuc/ChurchNewStructures2013>



Age specific ministry groups

	Faith Development	Inclusive Community	Community Hub	Outreach
Children and Families	4.30 worship Kids church KAT and DOG	Pastoral Care Fish groups Camp	Play Groups Uthies	Kids Hope
Youth and Young adults	7pm worship Small groups	Pastoral Care Small groups	Youth Groups	Kombi Ministry Kenya
Seniors	Seniors worship	Home visitation	Leisure Time Coo-ee	

2019 Church Council Strategy Meeting

<http://wiki.gwuc.org.au/gwuc/CouncilMinutes20190327?action=AttachFile&do=view&target=ChurchCouncilStrategyDocoMarch2019.pdf>

Strategy Church Council Meeting

Reminded ourselves...

"We have a diverse ministry that encourages and empowers individuals, families, youth and children to explore their faith and purpose in a community environment of unconditional love.

We offer a variety of worship services, communion, faith development, baptisms, weddings, funerals, small groups, faith exploration groups, bible studies, welfare, broadcasts, podcasts, gatherings, hospitality, english conversation classes, pastoral care, coffee and many other seasonal programs and ministries, for all ages and cultures. In all we do, we aim to serve our community, our world and each other.

Our biblical understanding of the Church and her role centres around us loving God and loving our neighbour in all our communal activities. Responding to the promptings of the Holy Spirit in our local and global world, we strive to be a church reflecting Jesus' gospel message of love, grace and transformation.

We belong to a multi cultural community and our ministry needs to reflect this."

Seasons

- permission for
- short term,
- long term,
- saying good bye, starting new.

Sustainability

- people
- Time
- Money

Enabling Ministry

Through

- Team
- Staff
- Internships
- Training
- Work Experience
- Residencies

How to

- Resource
- Set Up
- Do it Properly

Pondering

Where do we grow - Partnerships

Where do we share - Resources

Where do we grow - Opportunities

Where do we grow - Finances

Where do we grow - Resources

How do we utilise - UCA

NEIL - REFLECTION - CHURCH COUNCIL SPECIAL SATURDAY Nov 2019.

The current vision of this congregation came into being after extensive consultation 5 years ago.

There were some important affirmations at the time that shaped our thinking as a congregation and church council.

The Church at its core is a missional Church. The church is not just in existence for its members. The church should always have an inward focus and an outward focus.

Alongside of that, there was a growing desire for our congregation to more accurately represent the changing make-up of our community. Currently over 50% of the population of Glen Waverley were born overseas. I think we can see the make-up of our congregation slowly changing in terms of our ethnic diversity.

We saw the GWUC Vision as living and organic and so it will change over time as we are led by the Holy Spirit.

Here are 4 important affirmations from the vision.

1. We belong to a multicultural community and our ministry needs to reflect that.
2. We are committed to our existing ministries and so Seniors, Children and Families and Youth and Young Adults are still part of our focus and we said we especially need to try and grow the latter two areas.
3. Our Biblical understanding of the Church and her role centres around us loving God and loving our neighbour in all our communal activities.
4. Responding to the promptings of the Holy Spirit in our local and global world, we strive to be a church reflecting Jesus' gospel message of love, grace and transformation.

This has been expressed in recent years through being involved in Chinese New Year, we re-established the pancake breakfast, developed a bi-lingual English class and a Chinese Fellowship grew out of the English Class, the Indonesian Fellowship, a with Partnership Riedel Congregation in Tondano Indfonesia, and the Choir of Hope. I would like to think all emerged from promptings of the Holy Spirit. Recently I offered a Sermon through Alanee based on a passage from Haggai. This is set 10 -15 years after the exiles had returned to Jerusalem. The Temple had not been rebuilt. People were thinking

this Temple will look nothing like the beautiful Temple that had been destroyed. Haggai says Don't look back. Rebuild the Temple. Do the work for I am with you. I saw do the work for I am with you - as a word of encouragement to us.

We too can look back to the glorious past of the Church with larger congregations and strong Sunday Schools and Youth Groups. That is also me in the 70's, I was in a Sunday School of 70, a youth class of 10 up to year 10, and a youth group of 50 on a good night. My social life revolved around the church. In the 50's and 60's the church was at the centre of community life and now I feel that the church is very much on the margins of our society.

The recent pop up study facilitated by Craig Mitchell reminded us how much our world has changed in recent times. There have been rapid advances in communication, travel, work, leisure and entertainment, information and news is at our finger tips, social media is a constant, consumerism and we face many choices in how we live and busy ourselves.

As Christians it is easy to look around and feel discouraged. But maybe God is saying to us "But now don't be discouraged, any of you. Do the work, for I am with you". Do the work. What work? The work of growing and nurturing disciples. The work of living the kingdom of God. The work of standing up for reconciliation and justice. The work of offering engaging worship. The work of loving your neighbour. The work of supporting those who struggle. The work of a more equitable distribution of the earth's resources.

In my opinion one of the good things about the vision is that it does not contain concrete ideas of what we will do. We named 4 pillars, 4 general directions, that will shape our future ministry and mission. We named two internal pillars and two external pillars. These were discerned from listening to the congregation.

Two Internal pillars are

1. Continuing to build connectedness and genuine community. Build on pastoral care, small groups, gatherings and intergenerational connections.
2. Nurturing faith development, sharing, questioning and exploration. Diverse worship services, study groups, teaching, conferences, seminars.

Two External pillars are

1. Kingsway Ministry. This was not just in Kingsway. This represented our cross-cultural ministry. Reflecting our demographic, intentional listening and learning, Kingsway events, utilizing our grounds.
2. Raising Glen Waverley Uniting Church's profile by serving our community. Partnerships with schools, councils. Talking to community organizations, advocacy.

At the Presbytery meeting last Saturday I wanted to share two things that I heard.

A congregation realized that their local community was going through a time of significant change. Now that sounds familiar. They looked at what sort of congregation do they want to be. They came up with this –

“Committed to the core,
Open at the edges.”

The three Presbytery ministers recently attended a briefing from the team at the National Church Life Survey. Some questions were congregation specific. UCA Question. “What is core about being Uniting Church?” Inclusion.

But is there more to being Uniting Church than Inclusion?

NeilPeters 31 Nov 2019

ConnectednessSurvey2020

<http://wiki.gwuc.org.au/gwuc/ConnectednessSurvey2020>

REVERENDFUN.COM COPYRIGHT BIBLE GATEWAY



Thanks to Richard Germain 10-27-2008

I REALLY LIKE YOUR BIBLE, DAD ... HOW DO YOU TURN IT ON?

Endowment Fund

David Morgan

Tue, Sep 21,
10:17 AM (5
days ago)

to Finance, Church

To Finance Committee,

Church Council met last night and considered the endowment fund. We noted that historically low interest rates have restricted the income from this, and that Council has supported the use of the currently available funds towards updating our media presence in September last year. In terms of vision, Council initiated a broader "Fleshing out the Vision" process, and decided that the endowment fund vision should be included in that.

Thanks,

David Morgan

Multicultural Survey

<http://wiki.gwuc.org.au/gwuc/MultiCulturalSurvey>



"Welcome to our church—even though
you're sitting in our family pew . . ."

Revisiting the Growing Young book

Growing Young (the book) – revisited during the COVID-19 pandemic

Guidance for remodelling during this time of change

What keeps people involved in the church?

1. Personal relationships
2. The general sense of community
3. Activities such as small groups and retreats
4. Personal involvement
5. A sense of calling or loyalty
6. Preaching

Adaptive change

Adaptive change involves a shift in attitudes, values, and behaviours of the people in the congregation.

Our role as neighbour

“An emphasis on our role as neighbour as part of our identity ... [reminds] us of our shared cultural and geographical spaces and the fact that proximity brings responsibility. Even apart from Jesus’ call to love our neighbour, we know that our common flourishing depends on one another.” Makoto Fujimura

Community

“Community is not defined: it’s a posture toward people that creates space for everyone at the table. Our table always has room.” Tasha, age 23

Close communities can become closed communities

One of the potential pitfalls of closely connected groups is that over time they can become shut off to outsiders.

Warm churches keep watch for the unhealthy tendency to grow inward.

Welcoming

“Welcoming involves attentive listening and a mutual sharing of lives and life stories. It requires an openness of heart, a willingness to make one’s life visible to others , and a generosity of time and resources.” Christine Pohl

The Future

Perhaps the future of the church is to be multilingual, multigenerational, and multiethnic. The care of our community forces us to adapt to different approaches and styles of ministry, rather than insisting that they worship and serve God according to our linguistic and cultural preferences.

[DavidFraser](#) 13 June 2020



CC Activity - The Wilderness Experience _ What is most important for our GWUC spiritual journey

<http://wiki.gwuc.org.au/gwuc/CouncilMinutes20200528?action=AttachFile&do=view&target=CouncilDevotions20200528.pdf>



Glen Waverley Uniting Church Children's and Families Ministry - Questionnaire



Dear Parents,

On behalf of the Glen Waverley Uniting Church Children's and Families Ministry, we would like to invite you to share your thoughts with us. The results of the questionnaire will assist us in designing and refining the children's and families program for 2020 and beyond. Please know that the ministry team and the Church Council Board are working to facilitate a positive experience for both youth and children during the coming year. We continually strive to improve our programs and to meet the educational needs of our church community.

So please take a few minutes to fill out the questionnaire (we recommend using your word processor) and return it to one of us by email (we love attachments). Alternatively, you can print and return the completed form to the office.

During 2020 members of our congregational family will be working with both children and youth to provide a nurturing environment to foster their faith.

Thank you for taking the time to provide us with your feedback. And please feel free to contact us with any comments or questions you may have about the Children's and Families Ministry for the coming year.

Blessings,

Alanee Hearshaw
alanee.h@gmail.com

Questionnaire for Parents of Children and Youth

In order to help the Ministry Team gather feedback from parents regarding the Children's and Families Ministry, we ask that you please complete the following questionnaire. Simply type in your answers, save it as a Word document (feel free to rename it if you wish), and email it as an attachment back to: office@gwuc.org.au

1. Please list the ages of your child(ren) and/or youth.
2. What do you want your youth and child(ren) to receive from being part of the Children's and Families Ministry program and the church community in general? Please list any specific desires for your child related to the Children's and Families Ministry particularly, but please feel free to share your desires for other programs such as Worship with Children, Youth Group, intergenerational/special events, etc.
3. What things could GWUC do to help grow the Children's and Families Ministry program?
4. On Sundays the 9.15 church services are developing into contemporary, multi-generational faith celebrations. Please tell us your view in regards to these services being re-designed to have the whole family (adults, youth & children) sharing in, and provided for during the whole service, as distinct from the children being taken out for their own learning time.
5. What do you see as the biggest obstacles to sustaining interest and attendance throughout the year?
6. Are there practices that you have observed at other churches that you think would work well at GWUC? Please explain.
7. Are you willing to assist with the Children's and Families Ministry in some capacity in 2020? Please specify.

Please return completed forms to the GWUC office manager Joanne Boldiston
office@gwuc.org.au at your convenience.

You can also email comments directly to the GWUC Alanee Hearnshaw
alanee.h@gmail.com.

Other (parent) questions for consideration:

- How can we share with you in your child's spiritual development?
- What would you like to see your children taught from God's Word? What do you want them to learn and live out?
- In what areas would you like to see your child grow spiritually?
- What cultural issues and challenges do you see your child facing right now?
- How can we make your child's experience at church better?
- What's working well right now in the children's ministry? What positive things do you see happening in your child's life as a result?
- How can we make our children's and families ministry even better?
- How can we communicate with you better?

Other (children) questions for consideration:

1. What do you want to accomplish by your next birthday?
2. What do you love about yourself?
3. Describe your perfect day.
4. What sort of things make you smile?
5. Do you want to change the world? If so, how?
6. If you could give a million people one word of advice, what would you say?
7. What are you the most proud of?
8. What is something you've always wanted to ask?
9. What are 3 most important qualities in a friend?
10. If you could live in another country for a year, where would you go?
11. If you could have 2 superpowers, what would they be?
12. What is something you're great at?
13. What can't you leave the house without?
14. Who makes you smile the most?
15. What's the best thing about living here?
16. When is it hard being a friend?
17. What's your favourite Bible verse? And why?
18. Who's your role model? And why?
19. If you could be famous for one thing, what would it be?

Other questions for consideration:

- Please mark the age range(s) of your child(ren):

Birth-2 3-Pre K 1st-2nd Grade 3rd-4th Grade 5th Grade

- How often does your child attend GWUC?
 - Most weeks
 - 2 weeks out of the month
 - Once a month
 - Less often than once a month
- What role do you see the church and the Children's and Families Ministry of GWUC playing in your child's life development?
- What is your primary motivation for sending your children to GWUC?:
- What are all the factors that keep them from attending GWUC? (check all that apply):
- My child would attend the Children's and Families Ministry program if (Please complete this sentence):
- How do your children feel about the Children's and Families Ministry program at GWUC?
- What Children's events did your child participate in during the past year?
- What is your opinion on creating a Children's and Families Ministry e-mail newsletter?

CHURCH COUNCIL STRATEGY DOCUMENT – Prepared by Alanee

DF Response

Church Council Strategy Document – prepared by Alanee

David Fraser's response 6/4/2019

Up-front thoughts

1. Church council must find ways of providing extra human resources to support our ministry team so that they have time to process, plan, dream and recreate.
 - Options:
 1. **Employ a part-time Deacon or retired minister**
 - a. The focus for this person would be pastoral care and welfare.
 2. **Increase the number of people on church council**
 - a. We do not have enough active people on church council
 - b. We often barely have a quorum due to existing members not being able to attend council meetings.
 3. **Bring back Elders or equivalent empowered group of leaders**
 - a. The Uniting Church as a whole recognises that the merging of Elders into a Church Council has in some churches, such as ours, lead to less people being committed to taking on some of the less obvious yet valuable roles in the church such as visiting and welcoming.
 4. **Support group**
 - a. Each of our ministry team members (Neil, Alanee, Dj) must have a support group to share their inner thoughts in a confidential environment.
2. Church Council must:
 1. Be strategic and introduce over-arching changes under which programs are developed. The Vision is the starting point.
 2. Develop and/or support initiatives. (See Appendix 1)
 3. Consist of members who read all the documentation provided before a meeting so they can make informed comments.
 4. Stay focused on the Agenda at council meetings.
 5. Consist of members who contribute to a meeting even if unable to attend.
 6. Make sure each member plays an active role in one or more of the church committees.
 7. Plan for future changes such as:
 - a. A ministry team member leaving the church.
 - b. Integration of other cultures into our existing multicultural services
 - c. Changing demographics (Ageing population, cultural diversity)

- d. Societal changes (Acceptance of new norms, those left behind)
- e. Potential growth areas (New families)
- f. Focus on solutions not problems. (Don't be a naysayer!)

3. Input relating to:

- a. **Where do we grow - Partnerships**
 - i. UCA, government, charities, service groups, other churches, local support groups, internally
- b. **Where do we share - Resources**
 - i. Local churches, library, Internet, social media
 - ii. Stock a book display built in one of the covered walkways where anyone can take a Christian/ self help resource. (Replenished from Book stall/ Fete books) (Example from a church in Warragul)



- c. **Where do we grow – Opportunities**
 - i. Kingsway, Internet, social media, inter-church activities, outreach activities
- d. **Where do we grow – Finances**
 - i. Bequests, targeted fund raising, resource creation, sponsorship
- e. **Where do we grow – Resources**
 - i. Expand the existing library shelves to cover the whole wall and stock with books, study material, audio books, self help material, Christian themed jigsaws and games, computer screen to display online resources. (A lot of the material that comes to the book stall/fete may be suitable to stock and display.)
- f. **How do we utilise – UCA**

[worship-resources-and-publications](#)

[worship-and-preaching-links](#)

ucatas.org.au/faith/worship/links/

4. Random thought dump;

- a. Set up a local radio broadcast from inside the church to broadcast news about the church activities plus local news and music (Two or three times per week)
- b. White night light show projected on to the church building showing Christian themes
- c. Exhibition of Christian art and literature from other cultures
- d. Display word/verse of the week outside the church building in Mandarin and English
- e. Install a mahjong table and stools on the church lawn.
- f. Tai Chi on the church lawn each Saturday morning followed my breakfast in the fellowship area.
- g. Set up a 'blog'

APPENDIX 1

Glen Waverley Uniting Church Open Day

AIM: To share the Christian experience at the Glen Waverley Uniting Church with the Kingsway community.

VISION: Adorn the chapel with red and gold and have on display at stations around the church the Christian symbols: *cross; baptismal font; communion table with bread & wine; bible; pulpit; stained glass windows; ministerial garments.* Visitors can visit each station on their own or with a church member. At each station they can either read (English, Mandarin, Indonesian, Hindi, ??) about the significance of the items that are there or if they go with a church member it can be verbally explained to them.

STAGES:

1. **KINGSWAY:** Prepare and distribute flyers and posters inviting people to the GWUC open day.
2. **ON LAWN at GWUC:** Set up table and give people a fortune cookie containing a bible verse & a voucher for a free dumpling available from the GWUC kitchen. (Bible verse example: John 16:33 *"I have told you these things, so that in me you may have peace. In this world you will have trouble. But take heart! I have overcome the world."*)
3. **KITCHEN:** Give people a free dumpling, a voucher for a free gift (?) available from inside the chapel, a flyer outlining GWUC activities.
4. **CHAPEL ENTRANCE:** Church member ready to hand out guide to the meaning of the symbols to be found at each station within the chapel.

The Pulse



PULSE POINTS

- Introduce bi-lingual services
- Encouraging HUB, playgroup people to be part of GWUC community
- Part-time paid social worker
- Dreaming that nobody says I didn't know about that
- Enhance our social media presence
- Music program for kids
- More involvement of different cultures
- GWUC provide morning tea for GWSC staff
- Not cliquey
- More recognition of 1st people
- Quarterly multi-lingual services followed by shared meal
- 9.15 to become a real inter-generational service
- Community relevance then engagement
- Deeper faith through deeper level of engagement
- Is website reaching the community?
- Bible studies not well attended
- Difficulty getting volunteers
- Older people connecting with young people and families
- Difficult for some older people to get to church
- Car park and toilet issues (for us / not us)
- Need more communication from Church Council
- Daytime bible study
- Need Elders
- Stretched resource wise (people!)
- Finding time to dream, plan, implement
- Finding appropriate resources
- Integrating initiatives into the office activities
- Encouraging congregation to read material provided



“Burnout was our greatest challenge until we changed our mission statement.”

Strategy Church Council Meeting

Reminded ourselves...

“We have a diverse ministry that encourages and empowers individuals, families, youth and children to explore their faith and purpose in a community environment of unconditional love.

We offer a variety of worship services, communion, faith development, baptisms, weddings, funerals, small groups, faith exploration groups, bible studies, welfare, broadcasts, podcasts, gatherings, hospitality, english conversation classes, pastoral care, coffee and many other seasonal programs and ministries, for all ages and cultures. In all we do, we aim to serve our community, our world and each other.

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- Money

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Through

- Team
- Staff
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- Work Experience
- Residencies

How to

- Resource
- Set Up
- Do it Properly

Pondering

Where do we grow - Partnerships

Where do we share - Resources

Where do we grow - Opportunities

Where do we grow - Finances

Where do we grow - Resources

How do we utilise - UCA

Ideas & things that stood out

Training for specific ministry roles ie pastoral care	Uniting – Next Step 2019	Monash Council Ideas, options
Globe @ Annservice	"WE ARE A CHURCH OF DOING" ... INTERNAL + EXTERNAL ARE WE RULED BY THE CALENDAR ASKING	P/time social workers Brentwood / training + thriving youth Volunteers Training option – bequest training
Quarterly Bilingual worship with meal & consultation		
40-60 Age	Profile and relevancy – embrace sense of international church... Remembering it takes time	Social Media About being more accessible to families...
9.15am service opportunities	Indicators – international faces to greet.... Sculpture Globe Does CC reflect our cultural diversity	Bible reading group on Whats app etc. -> Encourage those committed to read it & questions to go with.
Welcoming		
Testimonies/ sharing/ stories/ expertise - video stories More People - More Faces - More Voices	9.15am Service OPPORTUNITIES	8am Coffee – Deeper conversations
Lonely People	Special Morning Teas a big hit	
Uniting Connections - next steps in growing partnerships	Inclusion of all ages and ethnic groups Intergenerational and Intercultural	CC – size breadth etc of options – things to take load off ministry team Reinstate explore: Deacons Elders -> Pastoral care
Utilise our Technology	S & RE teaching resources	
Publicise more in Indonesian publications Publicise more in Monash Community diaries & community platforms	Expand CC – more people to take on tasking, a team. Group of Leaders to support team.	
Questions at Coffee...	Pop up studies	

1. Continuing to build connectedness and genuine community.
2. Nurturing faith development, sharing, questioning and exploration.
3. Kingsway Ministry.
4. Raising Glen Waverley Uniting Church's profile, by serving our local community.

Action/ Idea	Why	Who	Consultant	When/ Time line
Globe sculpture/interactive piece	Engages with multi cultural dimension of our community & where we are from	Artist - David Fraser	CC - Ministry team - Property	Unveil at Anniversary Service June 2019
Quarterly Bilingual Worship with meal	Intergenerational & intercultural worship. Representing our communities demographic	Sony? Angel? Glyn? Lucky?	Ministry Team - Chinese Fellowship - Indonesian service - Susan C +	Two worship services in 2019 & hope to expand to four in 2020
9.15am service opportunities	Priority to C & F growth, representing our demographic & research into intergenerational Worship being the way of future church.	Neil & Alane & Kerry & Annette....	C & F groups - done Musicians Broadcast Intersted People	Now.... Create space time and teams to curate meaningful intergenerational worship & worship tool for 9.15am. Set up teams etc by July 2019
Welcoming	We have many visitors through our doors at each service realising that our intentionality needs to improve as we are missing people	Identify our natural welcomers	Inclusive community Neil Welcome table roster etc	Set up a task group & Implement a program (have done training etc by June 2019)
More People - More Faces - More Voices	Feed back of the power of Testimonies/ sharing/ stories/ expertise when we have done it. video stories so all can hear & be apart of it, & feel connected to each other.	Ministry Team ???	Warren re videoing Find editors etc - programs - subtitles Permission forms etc	- Find a Coordinator - Editor - Try to do 6 story segments by end of 2019
Uniting Connections -	The intention was next steps in growing partnerships	Joseph & ????	?????	Hold a meeting. Bring possibilities to CC

Publicity	Raising our profile	Indonesian publications Monash community Diaries C & F publications Bulletins etc	Communications ????	Explore possible platforms Find out details, how long does it take to get in. When do they need to be in by? etc Report to Communications results
Pop up studies	Faith Development	Faith MG	Faith MG - MT - CC - Pilgrim Theological College	Look into what speakers would be available. Plan another one for 2019
Social Worker options Partnership with Thriving Youth & Placement students Bequest use for Training volunteers	Supporting Welfare in their ongoing work & load.	Welfare Group MT & CC	Thriving Youth Welfare group Team Office CC	Plan to have a meeting with Thriving Youth & welfare group at next meeting to explore if this is a helpful & doable solution. Explore training & course opportunities for new volunteers
Questions after services on fellowship tables	Faith development - building community - intergenerational & intercultural potential	MT	Office to print off questions???	Choose a Sunday once a month, every six weeks etc to have questions out?
8am Coffee – Deeper conversations	Faith development - building community relationships – intergenerational & intercultural potential	Glyn	Ross?	???
Digital bible study (WhatsApp etc)	Faith development	Sony	Faith MG - Find a study or choose a book of the bible & then have some questions/ commentary etc	See who might be interested in signing up to a digital bible study group for a set time...try see how it goes... Find content.
S & RE teaching resources				
Social media platforms	Publicity & reminders.. About being more accessible & prominent to families....	Alanee ???	Communications Office	See if someone has already done this & buy there's Report to Communications & CC

Specified Leadership positions Deacons Elders Pastoral carers etc - Enlarge ministry team - Enlarge CC	Have a group of leaders trained to support the ministry & the ministry of the ministry team. Really look into how we are operating & how we could grow our capacity... Working smarter not harder etc Potential for someone to sit & observe & then suggest etc ????	David F Ministry Team	Church Council	Sit down with MT & group. Identify areas where leadership support is needed & roles that can be trained up.
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DIVERSE SERVICE DISCUSSION

<http://wiki.gwuc.org.au/gwuc/DiverseServices1>

50 responses

What are three things that are/were most important to you, or your family members in your faith journey?

Category	Count
Christian Community	38
Prayer and reflection	17
Worship	16
Studying the Bible	16
Music	10
Faith	9
Sermon & teachings	7
Broad theology	5
Witness	4
Family & Friends	3
Spirituality	3
Other answers	3

What are three things that are/were most important to you, or your family members when worshipping on a Sunday before COVID-19?

Category	Count
Faith Community	30
Meeting face-to-face	30
Music & Songs	22
Sermon & Teaching	13
Worship	7
Communion	7
Prayer & Contemplations	5
Diversity of Worship	4
Sharing over food and drink	4
Other responses	10

What are three things that are/were most important to you, or your family members when worshipping during COVID-19?

Category	Count
<u>Togetherness</u>	21
<u>Online broadcast</u>	20
<u>Church people sharing online</u>	13
<u>Message or prayers</u>	11
<u>Accessibility of Worship</u>	8
<u>Music and singing at home</u>	7
<u>Zoom</u>	7
<u>Virtual links</u>	4
<u>Ministry team still available</u>	3
<u>Other responses</u>	37

What are your expectations in relation to how worship will look like when we return in full?

Category	Count
<u>The way it was</u>	18
<u>8am service</u>	6
<u>Streaming to continue</u>	3
<u>Variety within services</u>	2
<u>Other responses</u>	24

What new initiatives would you like to see introduced into worship post COVID-19?

These have not be categorised, but are just listed here.

Even more engaging worship. Modern worship and liturgy, with lively content enhanced by a variety of videos and additional musical instruments. That we encourage a variety of people to

participate with their musical skills. Less of just one choir or the other and more solos, duets, small music groups, instrumental contributions maybe supported by an expanded band/orchestra.

Safe hygiene practices

AGAIN WAITING TO SEE IF 8.00 SERVICE RETURNS IN THE FUTURE

Some meetings to continue via zoom

I think the sermons are very good! But, perhaps, we could sometimes hear more about issues such as what Christ says about - e.g. - the prospect of immortality for animals (and other issues).

Bringing more contemporary worship

I wish we had a drummer.

A monthly combined service, more community outreach through for example messages outside the church and offers of help and assistance to those in the surrounding community and more climate change action.

at least one intergenerational worship time rather than a separation of adult and children

"Breakout rooms"!

A choir

If we are only having one service, I would like to have more traditional hymns in it.

Less conformity to traditional liturgical language, and the use of language with which the 'common man' can relate.

A definite introduction of silence for a few minutes before start of services

Combined worship of the whole congregation once a month

NONE! We must return to normal for a period before we think of any change. Retired members of the congregation have been locked up in their homes for so long many have lost their normal skills in face-to-face communication and the social skills that come from dining out, visiting friends/family, etc. Those still in the work force, even though working from home, have not experienced this isolation to the same degree.

no hand shaking

engagement with younger worshippers and other cultures

More bible readings and/or prayers prerecorded so our broadcast ministry churches can participate

Variation in music groups.

May need to maintain online as well as on site worship.

Online participation does have advantages in some ways. To have at least one service doing this would be worthwhile.

Boarder context in sermons.
Understanding God's message in this changed world
Search for initiatives that other churches are trying that may work
I am very pleased and blessed that I am part of this church. Enjoy children's talk, songs & Neil's & Alanee's & Gemma's talk / sermons. A big thank you to Technical Department Pastorla team - all together. Thank you to all.
Opportunity to reduce the number of services
Just let's get back to normal instead of all the restrictions imposed on attending
Include a short regular segment which "showcases" an inspirational person, activity or group from within our own congregation of any age. This can be very unifying and may encourage more participation in spiritual or missional aspects of church life.
Make better use of our position near Kingsway - do more outside activities, music/singing, small discussion groups, temporary banners.
Make our signage bigger and brighter.
<p>We can do simple things to enhance our more inclusive intercultural worship e.g.</p> <ol style="list-style-type: none"> 1. have the Lord's prayer on screen in English and Chinese (at least once a month?) 2. periodically (perhaps 3 times per year- Indonesian Fellowship anniversary, Indonesian independence day (August 17), first week in December) have Indonesian choir lead the singing (one song only) with verses on screen with alternating English/ Indonesian verses. Needs to be a song familiar to everyone like "I have decided to follow Jesus". We could also frame this song with photos from previous Indonesian Christmas celebrations. Tis also helps to consolidate the Indonesian Fellowship. 3. Further expand number of people who read Bible in service eg was good to see Geri reading on Sunday for first time. <ul style="list-style-type: none"> • Why have I focussed on Indonesian? Glen Waverley has many culturally and linguistically diverse communities, why choose two to the exclusion of others? • There are two reasons. Firstly, we currently have an active Indonesian Fellowship and so to recognise and embrace them we should give space for their "language of the heart" in our worship. .Secondly, Chinese speakers/ readers make up one of the largest components of our immediate community demographically. We need to recognise this to connect to our community. Furthermore, it is my belief that more recent migrants from China are among the groups with the least English facility; so recognising this is again a way of being welcoming and understanding where they come from socio-linguistically.
Mix of online and face-to-face. Less of the formal platform/audience approach. Extended guided sharing time.
I'd like to see some content from our partner churches, etc Prayers or Reading from Beac if the tech isn't too challenging
Increase participation of different age groups and cultures as well as multi-cultural services; familiarisation with any new hymns/songs through teaching and sharing so that people are confident to join in; trialling different combinations of forms of worship and/or times of

services, e.g. midweek
No "kindergarten segment" --- too long and unnecessary--
No suggestions at this stage
The chance to share ideas and thoughts with others, on the Lectionary reading as part of the service. (a short segment.) This could include people who have joined us as broadcast partners and covid partners.
Return to choice of worship times
Based on own COVID experiences: 1) aim for one combined morning service (at least 8 + 9.15 + 11) each month, say.on each First Sunday ? With option to vary as needed e.g. with Easter services? For example: Currently the 8am attendees have almost NO chance (on a Sunday) to get to know new worshippers (or catch up with OLD friends) whose service is 9.30 /11 .AND vice versa. "Right of Choice" seems to have generated fragmentation unfortunately. 2) Based on ad hoc browsing of other churches' livestreams during COVID:< >widen our use, across all our services, of good modern HYMNS (e.g. not just TIS ones) that match refreshing, MEANINGFUL words to existing well-known tunes. Times of silence, singing groups to teach us good hymns from Together in Song that we never sing - e.g., psalms with cantor and sung responses.
2 morning services, at 8am and 10am.
Anything new or varied is welcomed
Our whole community and country has, and will continue to change as a result of the pandemic. As always, our task is to be sensitive to what is happening, and to be relevant to the community we serve. As I'm no longer involved in organisations, - church or community, I won't be bolder enough to make any firm suggestion.

Is there anything else you'd like to share about worship going forward?

These have not been categorised, but are just listed here.

No but thank you for asking
That we continue to include pre-recorded contributions from the widest possible membership of our congregation each week. Just because we are back in the building does not mean we cannot have prayers, readings and reflections from people unable to attend.
Just that it has been over 12 months. To return to church is a strange feeling.
Not about worship, specifically. But I would like to join classes that discuss what our faith says about the great questions of life and death, and spiritual struggle.
Have Families provide worship music from their homes was fresh and new, and Prayers from

home in a relaxed natural setting. It also gives opportunity to members who often are not involved in these ministries. Due to medical issues it is unlikely I will be OK to return to Face to Face services, thus the importance of online streaming. The integration of young ones segment has been great and not a `tack-on' to the service as is often the case.

I think we have the best worship team of any church I have been part of and we have a fantastic congregation. Our messages of peace reconciliation, understanding and compassion are needed even more so today and represent a common sense loving contrast to some of the hard line rhetoric coming out from some other Christian communities across the world.

A one worship service that fits all needs is not meaningful for anyone

I look for the opportunity to "share faith" in some way, maybe structured, maybe open, but certainly intentional.

Return of 11 am service for oldies

I am very thankful for all we have.....our Ministers, our tech team, and Jo and her family have been wonderful....as have Glen and David, helping people keep COVID requirements.

Less slavish observance of the lectionary (which is not a complete coverage anyway).

As some of our services are broadcast to other churches, the atmosphere and conduct of our congregation is very important and can be improved

I do think that it is going to be a challenge to maintain music and congregation participation as it appears that COVID-19 has significantly reduced the number of people actively participating.

Enjoy the more modern uplifting hymns but trust decisions made by Church Council and Ministry Team

More fellowship activities

May rethink if we really merge some of the worship sessions; eg. instead of three services, maybe two.

I think everyone did a great job last year under difficult circumstances.

Contemporary studies, draw younger people.

This is an opportunity to discern how to nourish people spiritually Time to bravely discern what actually worked and what didn't and move forward in faith

Switching from 8.00am to 11.00am (in response to health issues)

I think it is time to reduce the number of services, eg have 2 morning services only (one of which links to children's Kats/Dogs/Mice program), although I would not wish to exclude the youth and young adults, if they prefer an afternoon/evening option.

Our ministerial staff work too hard and have many demands on their time. Fewer services may mean that we don't run them into the ground quite so much.

Music seems to be a big issue. I've been surprised how vital, pre-eminent and divisive this is to many people. It's not an area I know about but clearly, it's something we will need to work on both to meet people's needs and to "...extend the boundaries of grace" (Apwee Ting).

Personally, I grew up in the old Presbyterian hymn tradition (with the organ) but have appropriated and appreciated many diverse traditions over the years. We need to resist the tendency to seek to preserve the past for our own sake if it is a stumbling block to those who have not grown up within our traditions. We need to allow for diverse traditions. More generally, it's only by creating a Christian community of acceptance and mutual respect that we can remain united and faithful. This is a test of our tolerance and our openness.

Restructure the 5 services "silo" approach which segregates people and makes the congregation less tolerant of those who worship differently and of elements of worship that don't suit them.

I would like to explore what makes Christian faith relevant and welcoming to our community in Glen Waverley and what makes people comfortable when they come to see what worship is about.

Acknowledge that we come together to worship God through praise, prayer and reflection, not just to suit individual preferences.

As we plan to strengthen our community of faith particularly through worship, we should not focus on the worship 'silos' we've had. It will be a balance between a diverse community and individual preferences. This has always been a challenge!

We need to be aware of expectations we place on our Ministry Team and make greater use of our human resources in the congregation.

Having one Service means we are all meeting together. Too many Services means congregations do not know each other

As mentioned above i have found live streaming meaningful and there will be some who stay with us although remote from us. I think live streaming should continue.

I would like to still assist by reading the bible sometimes

The lockdown periods enabled us to tap the talents of many members of the congregation from young children to older adults - e.g., bible readings, prayers for others, leading the singing. I hope we can continue this.

Pearls of Wisdom from the GWUC Survey

As selected by [DavidFraser](#) and categorised by [GlynHowells](#).

Not about worship, specifically. But I would like to join classes that discuss what our faith says about the great questions of life and death, and spiritual struggle.

Evaluation of worship

- I think we have the best worship team of any church I have been part of and we have a fantastic congregation. Our messages of peace

reconciliation, understanding and compassion are needed even more so today and represent a common sense loving contrast to some of the hard line rhetoric coming out from some other Christian communities across the world.

- I think everyone did a great job last year under difficult circumstances.
- I am very pleased and blessed that I am part of this church. Enjoy children's talk, songs & Neil's & Alanee's & Gemma's talk / sermons. A big thank you to Technical Department Pastoral team - all together. Thank you to all.
- I do think that it is going to be a challenge to maintain music and congregation participation as it appears that COVID-19 has significantly reduced the number of people actively participating.
- At least one intergenerational worship time rather than a separation of adult and children.
- A one worship service that fits all needs is not meaningful for anyone.
- I am very thankful for all we have.....our Ministers, our tech team, and Jo and her family have been wonderful....as have Glyn and David, helping people keep COVID requirements.

Content of worship, preferences

- This is an opportunity to discern how to nourish people spiritually. Time to bravely discern what actually worked and what didn't and move forward in faith.
- Mix of online and face-to-face. Less of the formal platform/audience approach. Extended guided sharing time.
- Online participation does have advantages in some ways. To have at least one service doing this would be worthwhile.
- The chance to share ideas and thoughts with others, on the Lectionary reading as part of the service. (a short segment.) This could include people who have joined us as broadcast partners and covid partners.
- As mentioned above i have found live streaming meaningful and there will be some who stay with us although remote from us. I think live streaming should continue.
- That we continue to include pre-recorded contributions from the widest possible membership of our congregation each week. Just because we are back in the building does not mean we cannot have prayers, readings and reflections from people unable to attend.
- More bible readings and/or prayers pre-recorded so our broadcast ministry churches can participate.

- I'd like to see some content from our partner churches, etc Prayers or Reading from Beeac if the tech isn't too challenging.
- The lockdown periods enabled us to tap the talents of many members of the congregation from young children to older adults - e.g., bible readings, prayers for others, leading the singing. I hope we can continue this.
- If we are only having one service, I would like to have more traditional hymns in it.
- Less conformity to traditional liturgical language, and the use of language with which the 'common man' can relate.
- Less slavish observance of the lectionary (which is not a complete coverage anyway).
- A definite introduction of silence for a few minutes before start of services.
- Times of silence, ...
- More fellowship activities
- Include a short regular segment which "showcases" an inspirational person, activity or group from within our own congregation of any age. This can be very unifying and may encourage more participation in spiritual or missional aspects of church life.
- Engagement with younger worshippers and other cultures.
- I would like to explore what makes Christian faith relevant and welcoming to our community in Glen Waverley and what makes people comfortable when they come to see what worship is about.
- Even more engaging worship. Modern worship and liturgy, with lively content enhanced by a variety of videos and additional musical instruments.
- Contemporary studies, draw younger people.
- Search for initiatives that other churches are trying that may work
- I think the sermons are very good! But, perhaps, we could sometimes hear more about issues such as what Christ says about - e.g. - the prospect of immortality for animals (and other issues).
- "Breakout rooms"!
- I look for the opportunity to "share faith" in some way, maybe structured, maybe open, but certainly intentional.
- We can do simple things to enhance our more inclusive intercultural worship e.g.
 - have the Lord's prayer on screen in English and Chinese (at least once a month?)
 - periodically (perhaps 3 times per year- Indonesian Fellowship anniversary, Indonesian independence day, August 17, first week

in December) have Intercultural choir lead the singing (one song only) with verses on screen with alternating English/ Indonesian verses. Needs to be a song familiar to everyone. We could also frame this song with photos from previous Inter-cultural Christmas celebrations. This also helps to consolidate the Intercultural/ Indonesian Fellowship.*

- Further expand number of people who read Bible in service.

Why have I focussed on Indonesian and Chinese? Glen Waverley has many culturally and linguistically diverse communities, why choose two to the exclusion of others? There are two reasons. Firstly, we currently have an active Indonesian Fellowship and so to recognise and embrace them we should give space for their “language of the heart” in our worship. Secondly, Chinese speakers/ readers make up one of the largest components of our immediate community demographically. We need to recognise this to connect to our community. Furthermore, it is my belief that more recent migrants from China are among the groups with the least English facility; so recognising this is again a way of being welcoming and understanding where they come from socio-linguistically. In time we should aim to move towards becoming a more intercultural church.

When to worship

- Our whole community and country has, and will continue to change as a result of the pandemic. As always, our task is to be sensitive to what is happening, and to be relevant to the community we serve. As I'm no longer involved in organisations, - church or community, I won't be bolder enough to make any firm suggestion.

- We must return to normal for a period before we think of any change. Retired members of the congregation have been locked up in their homes for so long many have lost their normal skills in face-to-face communication and the social skills that come from dining out, visiting friends/family, etc. Those still in the work force, even though working from home, have not experienced this isolation to the same degree.
- Restructure the 5 services "silo" approach which segregates people and makes the congregation less tolerant of those who worship differently and of elements of worship that don't suit them.
- Acknowledge that we come together to worship God through praise, prayer and reflection, not just to suit individual preferences.
- Having one Service means we are all meeting together. Too many Services means congregations do not know each other.
- 2 morning services, at 8am and 10am.
- Maybe merge some of the worship sessions; eg. instead of three services, maybe two.
- Opportunity to reduce the number of services.
- Over time to reduce the number of Sunday services, e.g. have 2 morning services only (one of which links to children's Kats/Dogs/Mice program), although I would not wish to exclude the youth and young adults, if they prefer an afternoon/evening option. To hold a more traditional weekly service on a week day, perhaps in the evening.
- Some meetings to continue via zoom.
- A monthly combined service, more community outreach through for example messages outside the church and offers of help and assistance to those in the surrounding community and more climate change action.

Music in worship

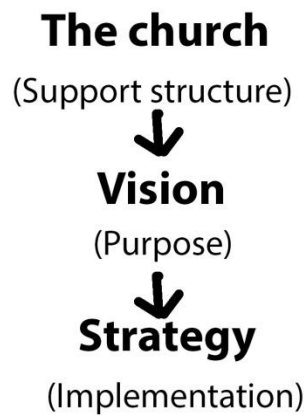
- If we are only having one service, I would like to have more traditional hymns in it.
- Variation in music groups.
- Enjoy the more modern uplifting hymns but trust decisions made by Church Council and Ministry Team.
- Singing groups to teach us good hymns from Together in Song that we never sing - e.g., psalms with cantor and sung responses.

- Have Families provide worship music from their homes was fresh and new, and Prayers from home in a relaxed natural setting. It also gives opportunity to members who often are not involved in these ministries.
- That we encourage a variety of people to participate with their musical skills. Less of just one choir or the other and more solos, duets. small music groups, instrumental contributions may be supported by an expanded band/orchestra.
- I wish we had a drummer.
- Increase participation of different age groups and cultures as well as multi-cultural services; familiarisation with any new hymns/songs through teaching and sharing so that people are confident to join in; trialling different combinations of forms of worship and/or times of services, e.g. midweek.
- Music seems to be a big issue. Personally, I grew up in the old Presbyterian hymn tradition (with the organ) but have appropriated and appreciated many diverse traditions over the years. We need to resist the tendency to seek to prioritise the past for our own sake if it is a stumbling block to those who have not grown up within our traditions. We need to allow for diverse traditions. More generally, it's only by creating a Christian community of acceptance and mutual respect that we can remain united and faithful. This is a test of our tolerance and our openness.

EXTRACTED FROM BYGONE RESTRUCTURING AND REVISIONING DOCUMENTS & OTHER THOUGHTS

1. Always included a meaningful sharing time at CC meetings
2. Emphasis on the now in terms of the church/local community
3. Church group leaders to share with CC (start of year briefing and end of year debriefing)
- 4.
5. Endowment fund and bequests to be rejigged.
6. Church Council – primary role is spiritual oversight and strategic leadership while the business of the congregation is done by the church groups
7. Expand pastoral care to include children, youth and families
8. Explore the ways children, youth and families transition through faith and life stages.
9. Review the integration of different cultural and family groups to develop a sense of belonging and ownership of the church.(Spiritual life, prayer activity and faith)
10. Cross age and cross culture sharing opportunities to overcome 'silos'
11. Introduce program of ideas sharing for all ages and cultural groups and act upon suggestions.

12. Introduce one day per week for ministry team members to “vision” for the future.
13. Embrace fringe members and integrate them into the core of the church
14. Generational change in leadership is important and succession planning is needed
15. Hope for the future while honouring the past
16. Recognise that change takes time and courage
17. Develop respect, empathy and tolerance with other’s points of view
18. Recognise that there are many members under 55 who have substantial leadership and governance experience.
19. Reflect on our behaviours to each other and to our ministry team
20. CC to share with the Minister(s) in mission and in the pastoral care and spiritual oversight of the Congregation.
21. “What would Jesus do?”
22. Let us find kind words and trust in the way we deal with matters.
23. Strengthen the sense of community and strengthen communication networks
- 24.



VISION STATEMENTS FROM OTHER CHURCHES

To be a place where LOVE WORKS

To reach out to the community and expand the Kingdom of God.

To become an equipping and mobilizing church that transforms our world for Jesus Christ.

A church that encourages people to change their lives with hope, comfort and peace.

We believe all people matter to God and that Christ's message and ministry through the local church is the hope of the world.

To be the church that displays the love of Christ and connects with people of all walks of life through our creative services, discipleship, outreach.

WHAT IS A VISION STATEMENT

A vision is what a group wants to achieve in a defined period of time to contribute to achieving its mission. A vision statement is aspirational – it points to

- 1) where the congregation believes God is calling them to be in the future (usually in 3-5 years' time, or sometimes as far out as 10 years) and
- 2) the transformation they desire to see in their community and the world as a result of people coming to know Jesus and seeing God's kingdom come.

A vision statement articulates the kind of future the congregation desires to see and what they're aiming to do towards that in a specific timeframe. This will always be grounded in both its history and its local, regional and global context as well as the kingdom of God.

For example, if a church's mission is "making disciples and planting churches", its vision for 2020 – 2025 might be "to establish 3 new church communities by 2025".

A way to check that your vision statement is a true vision and not a mission statement is that it is possible to quantify targets and goals and to measure progress towards it. It is helpful to ask and answer the following questions when seeking God's vision for your church:

- Who are we? What is our identity and history as God's people in this place? And how does/can that inform where we go in the future?
- What does God want to use us to do in our congregation, community and the world?
- What do we want this congregation and facility to look like in the future?
- Where do we want to be 1, 5, 10 years from now? o Do we have a vision and heart for a new ministry/expression of the Kingdom? o Do we want to reach a new age group/life stage? o What do we want people to see/think when they hear the name of our church, when they see our facility or when they meet people from our congregation?
- What are our hopes and dreams for our congregation, our community and the world? o As you meditate on scripture and the characteristics of God's kingdom, what does He place on your hearts collectively?
- What problem are we solving or what would look different in our community and world if we saw God's kingdom come and what part is God calling us to play in that? o As you see, hear of or research needs in your local community, what do you think your congregation could do to bring transformation?

Glen Waverley Uniting Church is a multi-generational, multi-ethnic assembly of Christ followers passionate about worshipping Jesus, growing in faith, sharing our lives & faith with others, reaching people who don't have a relationship with God, and reaching out to our communities through our transformed lives & radical generosity.

A master list of core values produced by one church

Acceptance of others	Meeting needs
Authority of scripture	Multi-ethnic ministry
Christ-centred	Numerical growth
Comfort for the afflicted	Love for others
Commitment	Optimism
Community	Participatory decision-making
Creativity	Perseverance
Dedication	Prayer
Discipleship	Priesthood of all believers
Diversity on non-essentials	Racial harmony
Empowerment	Relationships
Encouragement	Relevance to the culture
Evangelism	Risk-taking
Excellence	Sacraments
Family	Service
Fellowship	Spiritual growth
Friendliness	Spirituality
Hard work	Teaching
Hospitality	Teamwork
Humour	Unity/harmony
Leadership	Willingness to change/flexibility
Learning	Inspiring worship

STRUCTURE - Example

Purpose Statement:

The church exists to reflect God's glory and love

Vision Statement:

To reset mission and discipleship as our primary focus and expression of Church

Mission Statement:

To build a mission-centred, disciple-making church, incarnating Christ, beginning at Southport, then across the northern Gold Coast as a network of diverse, fresh Christian Community Expressions, impacting the world.

Our Values:

Because we are Christ-centered: we are loving, we are gracious, we are generous, we are real with each other and we are committed to each other.

GWUC One Page VISION 2014

<http://wiki.gwuc.org.au/gwuc/OnePageVision2014>

To do this we will continually ask ourselves if we are honouring these areas in all we plan and do.



We are also encouraging all groups to create rhythms. We encourage each other to dream, wonder possibilities, to partnering with others and other areas of our community.

The process should include debriefing, asking what worked, what didn't and what could be improve. Remembering to celebrating the event and all those involved it it.



2014 was a new season here at Glen Waverley and the missional groups continued to be the life and ministry enablers of our congregation.

At the start of the year as requested by Church Council each Missional and Functional group shared their main objectives and goals. It is encouraging to see how these goals fit nicely into our newly identified areas and we look forward to seeing their initiatives for 2015 and beyond initiatives.

Next..



Read the full GWUC Organic Vision Document

Enabling our Vision the Growing Generous Givers campaign will begin in September.

Groups will form around interest in our identified areas, and begin to strategise.

Church Council will continue to look towards the future ministry and ministry team configurations on behalf of the congregation.

All documents can be found on the wiki or printed copies available from the office.

Glen Waverley Uniting Church Visioning handout. 31 August 2014

GWUC Organic Vision Document

GWUC is a faithful, Christ-centred community that meets God and shares unconditional love.



We have spent time together asking ourselves how we continue to live out our vision statement in a culturally relevant way.

We belong to a multi cultural community and our ministry needs to reflect this.

We are committed to all our existing ministries, and would like to highlight that our Seniors, Children and Families and Youth and Young adults ministries are still a part of our vision and focus, and to reflect our community's demographics we especially need to grow in the latter two areas.

This is a organic, living document. It will change, with each season.



We have a diverse ministry that encourages and empowers individuals, families, youth and children to explore their faith and purpose in a community environment of unconditional love.

We offer a variety of worship services, communion, faith development, baptisms, weddings, funerals, small groups, faith exploration groups, bible studies, welfare, broadcasts, podcasts, gatherings, hospitality, english conversation classes, pastoral care, coffee and many other seasonal programs and ministries, for all ages and cultures.

In all we do, we aim to serve our community, our world and each other.



Our biblical understanding of the Church and her role centres around us loving God and loving our neighbour in all our communal activities.

Responding to the promptings of the Holy Spirit in our local and global world, we strive to be a church reflecting Jesus' gospel message of love, grace and transformation.

Glen Waverley Uniting Church Organic Vision Document (2014)

<http://wiki.gwuc.org.au/gwuc/VisioningIdeas3>

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