



ANGLICAN DIOCESE OF BENDIGO

STRATEGIC PLAN

2023-2027



A MESSAGE FROM BISHOP MATT...

Dear Friends,

I have a big dream -

*That there is a congregation of people
worshiping God in every community.*

I have this dream because we have a big vision in the Diocese of Bendigo. Nothing less than to...

*...transform society through the gospel
of Jesus Christ by building healthy
mission-shaped communities.*

It is my pleasure to commend a new strategic plan to you. It is our third as a diocese and builds on the achievements which have flowed from its predecessors. As you know we have been working on the points of focus and priority which will allow us to work with God to realise this vision.

The previous strategic plans tended to focus on 'organisational' matters, and rightly so. If the governance and administrative engine of an organisation is not focused on the right things then we will fail to grow in transformative and sustainable ways.

This time we are blessed to have made many improvements to the way we run as an organisation (or really series of organisations). So blessed that we were faced with a conundrum! We could continue to frame the strategic plan on the small tweaking of the engine or restating the matters we must always have our eye on. Or open the plan up, inviting the action of the whole body so that together we may make disciplined choices about the way we expend our time, talents and the treasure God has given us.

I hope you are excited to see that we have chosen the latter option! Previous strategic plans have laid the foundation for this expansive step. In choosing the more adventurous option we are also choosing to issue an invitation.

*An invitation to the individuals,
congregations, parishes and diocesan
entities which make up this corner of
God's Kingdom.*

You will see aspects of the plan which will cry out for your action, and there will be parts which properly belong to congregations or parishes. There are also parts which require Synod or the Registry to take a lead on.

Those who fed into the plan overwhelmingly said that they wanted to be engaged in its implementation. And so, you will see that an invitation to be engaged in achieving the objectives is the crucial next step.

Will you take up the invitation? In your parish, as part of parish council or through the diocese?

The **Responsive Parishes, Engaged People, and Adaptable Spaces** we desire can only be **Creative, Healthy, Representative, Innovative, Safe and Trustful** if we all choose to own those parts which we can affect.

Soon you will hear of the opportunity for parish leaders from across the diocese to join and develop parish plans to implement those goals which resonate with the needs and visions God has placed in each of our places.

I hope that this will be a concrete expression of our activity as part of the Body of Christ (see 1 Corinthians 12), each of us building up the other as we seek to bear witness to Jesus in the places we live.

Finally, our Registrar Sarah Crutch, the Senior Leadership Team and Bishop in Council, and all of those who responded to the first invitation to be involved must be thanked. Their hard work has resulted in a fantastic plan.

Your servant in Christ,

thatt

OUR STRATEGIC OBJECTIVES...

RESPONSIVE
PARISHES

ENGAGED
PEOPLE

ADAPTABLE
SPACES

OUR VALUES...

Centred on Christ, we will follow these values as we strive towards our vision:

C

CREATIVE

I have come that they may have life, and have it to the full

John 10:10

H

HEALTHY

You also, like living stones, are being built into a spiritual house to be a holy priesthood, offering spiritual sacrifices acceptable to God through Jesus Christ

1 Peter 2:5

R

REPRESENTATIVE

Then I heard every creature in heaven and on earth and under the earth and on the sea, and all that is in them, saying: "To him who sits on the throne and to the Lamb be praise and honor and glory and power, for ever and ever!"

Revelations 5:13

I

INNOVATIVE

He said to them, "Therefore every teacher of the law who has become a disciple in the kingdom of heaven is like the owner of a house who brings out of his storeroom new treasures as well as old."

Matthew 13:52

S

SAFE

Come to me, all you who are weary and burdened, and I will give you rest

Matthew 11:28

T

TRUSTFUL

Let no debt remain outstanding, except the continuing debt to love one another, for whoever loves others has fulfilled the law

Romans 13:8

STRATEGIC OBJECTIVE 1 RESPONSIVE PARISHES

OUR VISION FOR 2027

Vibrant and collaborative parishes representing community diversity and need.
Safe and innovative parishes honouring and serving our people.

As we follow Christ we will...

CREATIVE

Pioneer gatherings and forms of worship that are attractive, vibrant and nurturing for all ages

Embrace children's ministry, especially Sunday School in a Box

HEALTHY

Meet the rightful claims of those who have been wronged

Sustain good ministry

Continually plan for mission

REPRESENTATIVE

Welcome and engage diverse groups within congregations, communities and ministries

Embed the Aboriginal Communities Officer into diocesan life

INNOVATIVE

Work to embed a congregation worshipping God in every community

Create partnerships to build community engagement

SAFE

Continually build and develop safe ministry practices

Provide parishes with tools and resources to meet child safe standards

TRUSTFUL

Work in collaboration to build financially viable parishes

Share processes to support development of local solutions

STRATEGIC OBJECTIVE 2 ENGAGED PEOPLE

OUR VISION FOR 2027

Engaged and empowered people transformed by Jesus
with God's call in their lives.

As we follow Christ we will...

CREATIVE

Be the leader in
Rural Ministry Training

Identify and train
our own people for
lay and clerical vocation

HEALTHY

Empower lay
witness and ministry

Deliver a holistic strategy
that ensures clergy
are fit for ministry

REPRESENTATIVE

Design and implement
activities of recognition
and reconciliation

Support and encourage
worship and witness
alongside CALD communities

INNOVATIVE

Support and train our people
on ICT solutions
and opportunities

Seek partnerships which
support and enable ministry

SAFE

Work with Kooyoora
to keep people safe

Identify and respond to
family violence, abuse and
foster healthy relationships

TRUSTFUL

We will promote a
living relationship across
each part of the diocese

Be attentive to God's
continuing work
in the diocese

STRATEGIC OBJECTIVE 3 ADAPTABLE SPACES

OUR VISION FOR 2027
Strong stewards of innovative spaces and places
that are meeting current and future needs.

As we follow Christ we will...

CREATIVE

Open up time and space for creative projects

HEALTHY

Ensure that every
building has a purpose

Minimise the environmental
impact of our activities

REPRESENTATIVE

Ensure that our places and spaces
are fit for their community

INNOVATIVE

Develop and embrace
new forms of online ministry

Develop and adapt
property and asset
management plans

SAFE

Comply with secular
expectations for child safety
including Child Safe
Standards and the Royal
Commission

Expand our ESM/OHS
incident tools and training

TRUSTFUL

Value and insure property assets
so that parish life may flourish

HOW WE WILL ACHIEVE THIS...

These are the steps we will take to put our words into action for each of the strategic goals we have set.

We will identify priorities from our strategic goals and determine the **scope** of our actions. We will **plan** how to achieve the goal, including targets for what success will look like. We will **implement** the plan, **assess** our progress against the targets and make any adjustments. When complete, we will **review** how it went and celebrate our achievements.



PARISH PLANNING WORKSHOPS...

Implementation of this Strategic Plan will call for all of our people and parishes to be involved. **Parish planning workshops** will be held to support parishes to develop their own **parish plans** in line with our three strategic objectives. Parish plans will enable a **localised approach** to achieving our strategic objectives across the breadth of the diocese.

What will it look like in action across parishes and ministries?

<p>PHASE 1</p>	<p>A parish planning framework will be developed to:</p> <ul style="list-style-type: none"> • create a template for Parish Plans • facilitate the strategic objectives cascading down to parish level • provide a framework for capturing and reporting progress back to the Registry 	<p>REGISTRY</p>
<p>PHASE 2</p>	<p>Parish planning workshops will be held to:</p> <ul style="list-style-type: none"> • support parishes to develop their own Parish Plans • develop engagement with Diocesan Strategic Plan • facilitate engagement planning to ensure plans will be owned by their communities 	<p>PARISHES</p>
<p>PHASE 3</p>	<p>Parish plan reviews will take place which will:</p> <ul style="list-style-type: none"> • allow follow up sessions to provide accountability for completion of Parish Plans • provide guidance and address any questions or concerns • promote building a 'community of practice' type approach for parish leaders 	<p>REGISTRY & PARISHES</p>

OUR VISION...

WE WILL

transform society

THROUGH THE GOSPEL OF

Jesus Christ

BY BUILDING HEALTHY,

MISSION-SHAPED

COMMUNITIES

