

Diocesan Strategic Plan

2023-26



Vision

Growing communities in the love of Jesus Christ.

Values and behaviours

The way we work is based on the following values and behaviours.

VALUE	THE KIND OF BEHAVIOUR THAT ILLUSTRATES THIS VALUE
Love	We love God, and so we try to serve the people around us the best we can.
Integrity	We seek for all church members to live in the way that follows the pattern of life for God's people set out in the New Testament.
Unity in diversity	We value each person, recognising their ethnicities, languages and social background. We encourage ways of worship and fellowship that show that in our differences we belong to one family that tries to follow Jesus.
Courage	In the power of the Holy Spirit, and looking for God's guidance, we try to do what pleases God even when we are afraid of what will happen.
Hope	We believe that God will achieve His plans and so we prayerfully keep going in our work.
Safety	We take great care to provide churches and relationships where all people are kept safe from harm and abuse.
Faithfulness to our foundations	Following the Anglican tradition, we acknowledge the Bible as God's written word and our supreme authority. We work to understand and explain it using the best methods of interpretation.

Strategic objectives

Our strategic objectives are set out to help us achieve our vision.

Objective 1: Promote the gospel

AREA	STRATEGY	OUTCOMES (what do we want this strategy to achieve?)	MEANS (what needs to happen for this to occur?)	MEASURE (how will we know it is happening?)
1.1 Recruitment and training	To recruit and develop high quality church leaders who will ensure that the gospel of Jesus Christ is central in our churches	<ul style="list-style-type: none"> a. All church leaders will understand their special role and responsibility in the gospel ministry of the church b. Church leaders will set up individual development pathways, with diocesan assistance if required c. Diocesan safe ministry workers will make sure church leaders are trained to follow the requirements for safe ministry and be able to explain them as protecting gospel witness d. The Bishop and other church leaders will recruit church leaders who are well-equipped for their work 	<ul style="list-style-type: none"> a. Bishop and diocesan staff will have regular pastoral contact with ordained church leaders to encourage and support them b. The Diocese will implement the General Synod's ministry wellbeing package c. The Diocese will monitor and maintain safe ministry requirements including regular training d. Bishop and diocesan leaders will maintain contact with local and interstate churches and agencies to seek recruits e. Local church leaders will look for and develop congregation members who seem gifted for ministry 	<ul style="list-style-type: none"> a. Pastoral contact will be logged on bishop and diocesan office calendar b. Stages of implementation will be charted c. Diocesan safe ministry database will log compliance and training d. Bishop will report to DC on bishop and other staff's agency relationships/ visits and recruiting conversations e. Bishop and diocesan staff will seek progress reports from local church leaders
1.2 Church services	To encourage and equip gospel-based church ministries that strengthen believers and are accessible to a wide range of people	<ul style="list-style-type: none"> a. Churches will review and develop ways to make church services encouraging and accessible as we gather around God's word b. Churches will have specific plans to consider how to minister most effectively recognising the cultural diversity of their area 	<ul style="list-style-type: none"> a. The Diocese, parishes and other agencies will offer training in relevant areas of liturgy, preaching, discipleship and community building b. Diocesan and local workers will prepare ministry resources in Aboriginal and other languages as required and appropriate 	<ul style="list-style-type: none"> a. Records of training will be kept by trainers b. Resources will be added to parish or diocesan resource repositories



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1.3 Evangelism	To encourage evangelism around our churches	<ul style="list-style-type: none"> a. Churches will actively plan for sharing the good news in their communities b. Churches will be equipped to have specific plans for encouraging their members in evangelism 	<ul style="list-style-type: none"> a. Churches will include planning for evangelism in their ministry planning and development b. The Diocese and churches will seek evangelistic courses and strategies that are suitable for our contexts 	<ul style="list-style-type: none"> a. Annual meeting reports will include information on evangelism b. The diocesan office will maintain a file on relevant courses and strategies
1.4 Innovation	To work together in facilitating new ministries	<ul style="list-style-type: none"> a. The Diocese will encourage churches to think about new ministries relevant to their contexts b. Diocesan and church leaders will work together to ensure new ministries are as effective and sustainable as possible 	<ul style="list-style-type: none"> a. The Diocese will work with resource-providers who specialise in new ministries b. The Diocese will develop ways of measuring and predicting what works and what lasts 	<ul style="list-style-type: none"> a. Interaction between the Diocese and innovation providers will be diarised b. The bishop will report to Diocesan Council on progress
1.5 “Public Christianity”	To seek to present the Christian faith effectively in the wider world	<ul style="list-style-type: none"> a. The bishop in collaboration with local church leaders will explore areas for strategic gospel engagement in the public space b. We will work with churches to develop relevant resources for engagement. 	<ul style="list-style-type: none"> a. Diocesan and church leaders will map Territory opportunities for public witness b. Diocesan and church leaders will work with or learn from agencies that are experienced in public engagement 	<ul style="list-style-type: none"> a. At least one annual professional development session will map opportunities b. At least one annual professional development session will provide input on engagement



Objective 2: Provide effective support structures around ministry

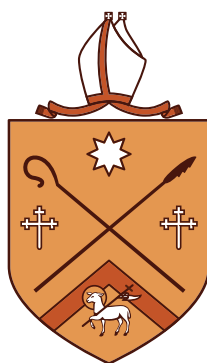
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<p>2.1 Sustainability</p>	<p>To build the relationship between the diocesan office and church ministries so that they last</p>	<ul style="list-style-type: none"> a. Diocesan leaders will work with parish leaders to develop the most needed resources for ministries that last b. Diocesan leaders will review and maintain systems, in conversation with churches, to make sure financial, legal, property, risk and human resource matters are covered well 	<ul style="list-style-type: none"> a. Diocesan leaders will investigate what makes sustainability hard and methods for making it more likely b. Diocesan leaders will work with parish leaders to decide which resources are most helpful to develop ministries that last c. The diocesan office will talk with parish leaders about any systems the parishes see as not fit for purpose and needing early solutions d. The diocesan office will talk with parish leaders about system changes that will take more time 	<ul style="list-style-type: none"> a. Diocesan leaders will present a report on increasing sustainability b. Diocesan leaders will log conversations with parish leaders around sustainable resources c. and d. diocesan office staff will create a continuous improvement cycle on infrastructure and report on it each synod



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2.2 Structures	To have organisational structures in the diocese that equip and empower our ministries	<ul style="list-style-type: none"> a. The diocese will have sufficient staff to function effectively to serve the parishes and internal and external partners b. Financial statements will be clear and transparent c. The diocese's property maintenance program will be sustainable d. Reporting to outside partners will be timely and accurate 	<ul style="list-style-type: none"> a. The diocesan office and Diocesan Council will formulate staffing plans and position descriptions b. The diocesan office will employ finance staff with appropriate qualifications and experience c. The diocesan property manager will develop criteria for sustainability and use them to measure and plan the maintenance program d. Reports to partners will be added to the annual timetable 	<ul style="list-style-type: none"> a. Staff PDs and organisation chart will be available from diocesan office b. Recruitment of finance staff will be transparent c. Property manager will report criteria to Property and Finance Committee and P&F will review annually d. Sending of partner reports will be logged on diocesan office calendar
2.3 Building partnerships	To have the right kind of engagement with internal and outside ministry partners	<ul style="list-style-type: none"> a. The diocese and ministry partners will have regular meetings, formally or informally b. The diocese and partners will be clear about the way we develop partnerships, in terms of people and projects 	<ul style="list-style-type: none"> a. The diocesan office will schedule meetings with ministry partners b. Diocesan leaders will review and document policies around partnership 	<ul style="list-style-type: none"> a. Partner meetings will be logged on diocesan calendar b. Partner policies will be added to diocesan policy manual



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2.4 Partner growth To increase the number of outside partners	<ul style="list-style-type: none"> a. Diocesan staff will identify potential new partners that support our vision and ministries b. Diocesan leaders will continue to build an investment fund to enable financial sustainability 	<ul style="list-style-type: none"> a. Diocesan staff will use contacts and search tools to identify partners b. The Diocese will regularly advertise the investment fund and seek major donors 	<ul style="list-style-type: none"> a. Diocesan office will maintain register of partners b. Diocese will report to Synod on fundraising
2.5 Partner engagement To engage with internal partners (including Anglicare NT and Nungalinga College) to work together as well as we can	<ul style="list-style-type: none"> a. Board appointees to internal partners will have a clear understanding of the diocesan strategic plan and its implications for partner ministries b. There will be good ways of communicating between parishes and our internal partners, worked out by partners and parishes together c. Communication strategies between internal partners and the diocese will be improved 	<ul style="list-style-type: none"> a. Diocesan leaders will develop an internal diocesan induction process for new Board members b. The diocesan office will facilitate regular contact between parish leaders and partner leaders c. Annual reports from internal partners will be provided to parishes. Top Centre will be distributed to partners. Diocesan leaders will facilitate contact between partner representatives and local churches 	<ul style="list-style-type: none"> a. Board member induction process will be logged in procedures manual b. Wednesday breakfasts with partner agencies will be held and advertised; significant public events of partners will be advertised c. Diocesan office will log distribution of reports and Top Centre. Visiting partner preachers will be offered to churches.



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