Ways to Mission

Mission 2020

Resources and suggestions to support churches implementing *Mission 2020*

Introduction

The Strategic Research Group (SRG) of the Anglican Diocese of Sydney has put this collection of resources and suggestions together in an effort to support churches implementing *Mission 2020*. The SRG recognises that every parish is unique, and so it follows that the mission needs of each parish will vary. As such, the SRG has chosen to highlight 'ways to mission' that have been demonstrated to be effective in ministry in a variety of contexts.

The volume of resources available highlights not only the need for a resource guide such as this, but also the difficulty of collating all available resources. For that reason, please continue to forward suggested additions or changes, to our contact email below for inclusion in future versions of this guide.

Our prayer is that God would fill our lives with the fruit of his Spirit, so that we may walk in joyful obedience, share his love by word and deed, and see Christ honoured in every community as Lord and Saviour.

Contents

5 June 2015

This is a working document, expected to develop over time in response to feedback and suggestions. To provide feedback, please email
srg@sydney.anglican.asn.au

<div style="border:1px solid #000; padding:10px;">

Mission 2020
Priority 1

Reach all the lost in our Diocese with the life-giving gospel of Christ

Key factors include

1.1 Engaging with our local community and creating opportunities for evangelism at the local and diocesan level
1.2 Mobilising more people to share Christ's love in word and deed
1.3 Strengthening our invitation, welcoming and integration

</div>

Ways to 'Reach the Lost'

The following activities are typical of a structure of ministry that will encourage reaching the lost –

- Church members are actively encouraged to participate and engage in community groups, volunteering or social groups, which provides opportunity to interact with the lost.

- Introducing Christianity courses are programmed regularly into the church year, which provide opportunity for consideration and acceptance of the gospel; as well as promoting the expectation of continued evangelism within the wider church membership.

- Small Groups encourage and foster a culture of –
  - prayer for the lost and for specific individuals,
  - sharing of faith with individuals, and
  - inviting people to hear the gospel.

- A welcoming ministry that values all individuals and makes it easy for them to hear the gospel and integrate into the church.

- Pathways for evangelising and integrating newcomers are well understood and clearly articulated.

- Church members are equipped to share their faith.

Resources to support 'Reaching the Lost'

Mission Area Groups

- Utilising Mission Area Groups and other collegiate groups to discuss approaches to the Mission, share stories about implementation and encourage and learn from each other.

Engagement with the community

- **Community Social Profile (provided by NCLS)** – enables a church to understand the demographics of their parish. Census data (2011) has been aggregated for the parish area overlaid on the parish boundaries to create a local community profile. Selected community demographics can be compared with congregational demographics obtained from 2011 NCLS survey (where available).

- **2011 Australian Bureau of Statistics Census Data** – enables churches to understand their local area (www.abs.gov.au/census**)**.
    - Anglicare Sydney's Social Policy & Research Unit is able to provide Census statistics for customised areas such as a parish area or part of a parish. Contact research@anglicare.org.au or visit www.anglicare.org.au/research.
    - The ABS has an easy reference section, Quickstats, where they have prepared reports for suburbs and local and state government boundaries (www.abs.gov.au/websitedbs/censushome.nsf/home/quickstats).

- **Local Government** – most local governments have an array of materials outlining the key events and activities in the local community.

- **Centre for Ministry Development (strategic consultancy)** – provides support for exploring engagement with your community and equipping in use of tools (e.g., SWOT, PEST, Segment analysis) to identify opportunities (info@cmd.training / www.cmd.training).

- **Parish Partnerships with Anglicare** – Anglicare seeks to bring the love of Jesus to the disadvantaged in our community in partnership with local churches. Anglicare wants to support and equip parish ministries that will serve the disadvantaged, connect them to the church and give them an opportunity to respond to Jesus. To discuss how your church and Anglicare could work together in such ministry, contact partnerships@anglicare.org.au or visit www.anglicare.org.au/partners/churches.

- **Volunteering** – Anglicare provides a wide range of opportunities for volunteer service on both a regular and occasional basis throughout the year. Major areas include volunteering for disaster recovery, community visitors (disability services and aged care), opportunity shops and community care. For more information contact volunteers@anglicare.org.au or visit www.anglicare.org.au/volunteers.

- **Media support** – Anglicare's Public Affairs unit is able to provide media support to parishes who partner with Anglicare for services, programs or events such as English as a Second Language (ESL) classes; Toys 'n Tucker; markets and community events; and food drives. Please contact publicaffairs@anglicare.org.au for more information or visit www.anglicare.org.au/media-releases for the latest media releases.

Evangelism

- **Evangelism and New Churches** has a range of resources and consultancy in areas of evangelism and church planting, including reaching different cultures of Sydney (info@newchurches.org.au).
    - Just Start Talking course: DVD +5 workbooks
    - 'Certainty for Eternity' – seeking to share the gospel with those outside the Protestant tradition non-Protestants.

- **NCLS statistics related to evangelism in your parish** – there are 2 sections in the NCLS report related to Evangelism: section 8, *Faith-Sharing*; and Section 9, *Inclusion*. The denominational questions (the last set of questions in the NCLS report regarding *Confidence*) are helpful in identifying the confidence of people in various areas associated with sharing faith and invitation.

- **www.christianity.net.au** (God makes sense) is an Anglican Media Sydney production to present the Gospel of Jesus Christ and answer common questions regarding Christianity.
- **Leading in Contextual Mission** – a course by City to City Australia to equip leaders with skills in understanding and responding to culture with the gospel, and mobilising both the church community and individuals for mission (this is part of its Incubator program & can be taken as an MA unit).
  - **Courses Introducing Christianity**
    - Christianity Explained – a six-part course to explain the Gospel one to one, or in a group (www.christianityexplained.com).
    - Christianity Explored – a seven-part course based on the Gospel of Mark (www.christianityexplored.org).
    - Introducing God – combines the theology of Two Ways to Live with the sociology of the relational course (www.introducinggod.org / info@introducinggod.org).
    - Simply Christianity – a five-part course based on the Gospel of Luke. The goal is to surprise and challenge ordinary non-Christian people (whether 'churched' or 'unchurched') with the unique story of Jesus Christ, as told by Luke (www.matthiasmedia.com.au).
    - Just for Starters – a seven week Bible study for new and young Christians that explores what the Bible teaches on seven fundamental topics (www.matthiasmedia.com.au).

Welcoming Ministry

- *Welcome* **(training course for welcomers)** – available from Evangelism and New Churches (www.newchurches.org.au).
  Meet, Greet, Integrate **(research paper)** – a paper exploring best practice in this area. Available from Effective Ministry (www.effectiveministry.org/welcoming-and-integrating).
- **NCLS statistics related to your Welcome ministry** – there are two questions in your NCLS report relating to Welcoming ministry to help gauge your current needs in this area –
  - Likelihood that 'attenders personally seek out and welcome people they know are new arrivals', and
  - Confidence of attenders in 'helping a new person make connections with others'.
- **Centre for Ministry Development (strategic consultancy)** – support in exploring 'best practice' for welcoming and integration in your environment through workshops or consultancy (info@cmd.training / www.cmd.training).

Small Groups

- **NCLS statistics related to participation in small groups** – there is one question in the NCLS report which indicates the participation in small groups. The denominational questions are helpful in identifying the confidence of people in various areas associated with small groups.

- *Growth Groups* **(training program)** – a 10 week practical, 'hands-on' training program to develop effective small group leaders, by Colin Marshall (www.matthiasmedia.com.au/growth-groups-manual).

- *The Ministry of Small Groups* **(research paper)** – explores best practice in this area. Available from Effective Ministry (www.effectiveministry.org/discipleship-groups/).

- **Centre for Ministry Development (strategic consultancy)** – support in exploring 'best practice' in small groups and small group leader training your environment through workshops or consultancy. CMD also provides training for clergy and lay leaders in mentoring and discipleship of small group leaders (info@cmd.training / www.cmd.training).

- **Leadership training in expository or topical studies** – consider inviting an expert lecturer (e.g., from Moore Theological College or Peers) to provide training in a specific area for your leaders.

Diagnostics

- **M20 Survey** – A short '*Mission 2020*' version of the NCLS survey has been commissioned by the Diocese to support the Mission. This is a 27 question survey which focusses on the key Mission priorities and is available through to 2020 (with the exception of 2016 – the year of NCLS) to all churches in the Diocese at a cost of $150 + $1 per survey form (i.e., a church of 100 participants would be charged $250 = $150 + $100). The report is tailored to align with *Mission 2020*.

- **NCLS Survey** – A complete NCLS survey is available to churches at any time for a fee of $250 per church plus $2 per survey form. When a full survey is conducted in 2016 and 2021, a tailored *Mission 2020* report will also be provided in addition to the standard NCLS report.

More information regarding the M20 and the NCLS surveys, is available at www.ncls.org.au, by phone (02 9701 4479) or email (info@ncls.org.au).

Deepen spiritual maturity among our members

Key factors include

2.1 Ensuring congregational gatherings are significant places for spiritual growth

2.2 Enriching Christian fellowship through small groups

2.3 Strengthening personal and family devotions through prayer and Bible reading

Ways to 'Deepen spiritual maturity'

The following activities are typical of a structure of ministry that will foster a deepening of spiritual maturity –

- All teaching is centred on God's Word and services are conducive for spiritual growth.

- Small Groups are intent on discipleship (maturity, personal and corporate devotion to God's Word and prayer, one another, sharing faith and invitation) and cater for the major constituents throughout the church (e.g., working women, single parents, married couples, youth, retired, aged etc).

- Small Group leaders are intentionally selected, trained and mentored.

- Personal and corporate devotion to God's Word and prayer is encouraged and modelled strategically through all ministries (services, small groups, 1:1 support, prayer triplets etc).

Resources to support 'Deepen spiritual maturity'

Mission Area Groups

- Utilising Mission Area Groups and other collegiate groups to discuss approaches to the Mission, share stories about implementation and encourage and learn from each other.

Church Services

- **Encountering God Together** – a useful book on biblical patterns for ministry and worship by David G Peterson.

- **NCLS statistics related to participation in church services** – there is a whole section in the NCLS report related to how helpful attenders find church services: section 2 *Worship*. The section *What you hope for and value* also provides valuable information about church services.

- **Focus groups or surveys with church members** can be a useful method for understanding what factors either encourage or hinder the spiritual growth of members in church services. Examples are available from the Centre for Ministry Development. The CMD is also able to provide churches valuable feedback and

consultancy through its *mystery shopper program* (info@cmd.training / www.cmd.training).

- **TWIST – The Word In Song Together** – an annual event delivering training and encouragement in music ministry for churches (www.twistconference.com).

- **Discipleship formation through communicating grace and truth** – a course by City to City Australia on preaching the gospel of grace to people's hearts in a transformative way (this is part of its Incubator program & can be taken as an MA unit).

Small Groups

- **NCLS statistics related to participation in small groups** – there is one question in the NCLS report which indicates the participation in small groups. The denominational questions are helpful in identifying the level of confidence people have in various areas associated with small groups.

- *Growth Groups* **(training program)** – a 10 week practical, 'hands-on' training program to develop effective small group leaders, by Colin Marshall (www.matthiasmedia.com.au/growth-groups-manual).

- *The Ministry of Small Groups* **(research paper)** – explores best practice in this area. Available from Effective Ministry (www.effectiveministry.org/discipleship-groups).

- **Centre for Ministry Development (strategic consultancy)** – support in exploring 'best practice' in small groups and small group leader training your environment through workshops or consultancy. CMD also provides training for clergy and lay leaders in mentoring and discipleship of small group leaders (info@cmd.training / www.cmd.training).

- **Leadership training in expository or topical studies** – consider inviting an expert lecturer (e.g., from Moore Theological College) to provide training in a specific area for your leaders.

- **Vinegrowers** helps churches and ministries renew a culture of biblical discipleship from the ground up (www.vinegrowers.com).

Diagnostics

- **M20 Survey** – A short '*Mission 2020*' version of the NCLS survey has been commissioned by the Diocese to support the Mission. This is a 27 question survey which focusses on the key Mission priorities and is available through to 2020 (with the exception of 2016 – the year of NCLS) to all churches in the Diocese at a cost of $150 + $1 per survey form (i.e., a church of 100 participants would be charged $250 = $150 + $100). The report is tailored to align with *Mission 2020*.

- **NCLS Survey** – A complete NCLS survey is available to churches at any time for a fee of $250 per church plus $2 per survey form. When a national survey is conducted in 2016 and 2021, a tailored *Mission 2020* report will also be provided in addition to the standard NCLS report.

More information regarding the M20 and the NCLS surveys is available at www.ncls.org.au, by phone (02 9701 4479) or email (info@ncls.org.au).

> ### Mission 2020
> ### Priority 3
> **Equip our members to exercise their gifts**
>
> **Key factors include**
>
> 3.1 Strengthening leadership skills of clergy, especially rectors
>
> 3.2 Identifying and unleashing the gifts of church members
>
> 3.3 Encouraging risk-taking and new initiatives in outreach and discipleship

Ways to equip our members to exercise their gifts

The following are typical of an approach to ministry that values equipping members to exercise their gifts –

- Budget and time is allocated for skill development and training of the ministry team (clergy and lay) in leadership, delegation, coaching, managing meetings etc.

- Church members regularly receive training and coaching in key tasks, and are provided support in identifying their gifts.

- The specific gifts and skills of individuals within the church community are sought out through survey, observation, recommendation.

- Appropriate consideration is given to 'succession management' within ministries, with a view to training of leaders and multiplication of ministries.

Resources to support 'equipping our members to exercise their gifts'

Mission Area Groups

- Utilising Mission Area Groups and other collegiate groups to discuss approaches to the Mission, share stories about implementation and encourage and learn from each other.

Clergy Leadership Development and training

- **NCLS statistics related to Church Leadership** – there are several sections in the NCLS related to church leadership –
    - Section 4, *Vision*
    - Section 5, *Leadership*
    - Section 6, *Innovation*
    - *What you hope for and value* also provides valuable information about church services

- **Centre for Ministry Development** (info@cmd.training / www.cmd.training)
    - Assessments – CMD provides a range of tools to assess clergy individually including: 360 degree assessments; accredited psychological, preference and competency assessments and team style assessments; all managed by an expert psychologist.

- Training – CMD runs a variety of courses on skills and practices in church management and leadership. For example: leadership, church strategy and vision, inspiring a shared vision, delegating tasks, coaching staff or lay leaders, time management, effective meetings, recruitment, personal effectiveness / time management, change management, and supervision.
- Coaching and mentoring is available from the CMD.

- **Cultivating a gospel spirituality for leadership** – a course by City to City Australia focusing on the leaders own life as embodying a gospel renewal dynamic (this is part of its Incubator program & can be taken as an MA unit).

- **The Family Systems Institute (psychological services)** – Providing counselling applying family systems theory, as developed by Dr Murray Bowen, to assist people in their efforts to improve relationships (www.thefsi.com.au).

- **Oilstone (practical program)** – provides an intensive three day program that encompasses practical hands-on skills and tools that pastors can use immediately in their leadership ministry (oilstone.com.au).

- **Ministry Training and Development** – MT&D aims to partner with parishes and regions in the renewal and strengthening of ministry culture within the Diocese. Policies and strategies adopted address needs at each of the following stages: Recruitment > Candidature > Entry into Ministry > In-Service Preparation > Leadership Preparation > Ministry Transitions (mtd@sydney.anglican.asn.au).

- **Sauerkraut Parish Ministry Leadership Development Program** – a program of ten day-meetings over a year in a small group of peers learning together, clarifying thinking and developing ministry systems (info@cciw.org.au).

- **Vinegrowers** helps churches and ministries renew a culture of biblical discipleship from the ground up (www.vinegrowers.com).

Equipping Lay Leaders

- **Moore College Distance Learning** – the teaching of Moore Theological College with the benefit of accessibility and flexibility, whilst still being interactive and affordable (www.moore.edu.au/distance). Options include –
  - PTC Award
  - Moore Access
  - ITS Award
  - Evening Course (at locations around Sydney)

- **Workshops for Lay Leaders** – the Centre for Ministry Development is available to conduct workshops for lay leaders in key areas of ministry and to conduct training in coaching, delegation etc (info@cmd.training / www.cmd.training).

- **Vinegrowers** helps churches and ministries renew a culture of biblical discipleship from the ground up (www.vinegrowers.com).

- **Youthworks Year 13** – a discipleship gap year for Christian school leavers, specifically designed to grow and mature love and knowledge of Jesus in preparation for service throughout life (www.year13.net).

- **NextGen** – a conference organised by Katoomba Christian Convention (KCC) and usually conducted in January each year. NextGen specialises in youth and children's

ministry, and aims to train the next generation of gospel leaders to faithfully pass on the gospel to others (www.nextgen.kcc.org.au).

- **TWIST – The Word In Song Together** – an annual event delivering training and encouragement in music ministry for churches (www.twistconference.com).

Key factors include

4.1 Loving our neighbours in local and cultural communities

4.2 Reaching children and youth

4.3 Connecting with people over 60 years of age

4.4 Planting new churches in rapid growth areas

Ways to 'Respond to the changing face of our society'

The following are typical of an approach to ministry that is intentional towards responding to the changing face of our society –

- The key demographic segments in the community have been identified, with prioritised ministries to those segments.

- All demographic groups are taught and encouraged to mature as disciples of Christ irrespective of age or culture.

- Partnerships with other churches or church organisations are considered and pursued.

- Ministers are trained to be effective 'leaders of leaders', (e.g., leading youth and children's ministries, leading ESL ministries etc).

- Children's and youth ministry is intentionally incorporated within the broader parish strategy.

- Parents are recognised as central to effective children's and youth ministry.

Resources to support parishes to respond to the changing face of our society

Mission Area Groups

- Utilising Mission Area Groups and other collegiate groups to discuss approaches to the Mission, share stories about implementation and encourage and learn from each other.

Youth and Children

- **NCLS statistics related to youth and children** – the section *Young Adult Retention* provides inside into the children and youth ministries of your church. The denominational questions are helpful in identifying the confidence of people in ministering to children.

- **Youthworks** exists to work with churches and schools in Word ministry to children, youth and families; in order to raise missional disciples for the glory of God (www.youthworks.net / info@youthworks.net).

- Youthworks College – Growing leaders of character and conviction calls for practical theological training for all levels of youth ministry leadership.
- Safe Ministry – Youthworks assists churches with training and understanding safe ministry when working with children and youth.
- Ministry Support / Consultancy – Youthworks Ministry Support team assesses, equips and assists those in front-line youth and children's ministry in churches and schools.
- Resources – Youthworks Media provides a range of resources for children's and youth ministry including the SRE curriculum and other Christian resources (commentaries, CDs and DVDs, targeted websites and online material, Bible studies and other books).
- Camps – Youthworks runs camp sites, Holiday camps, HSC study conferences.
- Youthworks Year 13 – a discipleship gap year for Christian school leavers, specifically designed to grow and mature love and knowledge of Jesus in preparation for service throughout life (www.year13.net).

- **NextGen** – a conference organised by Katoomba Christian Conventions (KCC) and usually conducted in January each year. NextGen specialises in youth and children's ministry and aims to train the next generation of gospel leaders to faithfully pass on the gospel to others (www.nextgen.kcc.org.au).

- **Crusaders** – a Bible-based, interdenominational Christian youth organisation whose vision is to proclaim the gospel of Jesus Christ to the students of the independent schools of Australia, to nurture Christians, encourage church membership and train young Christians for a life of servant leadership (admin@crusaders.edu.au).
  - Holiday and Day Camps – the largest provider of Christian holiday camps for kids in New South Wales.
  - Educational Camps – a variety of fully programmed camps for primary and secondary schools which cover a wide range of curriculum objectives.
  - Schools Ministry – providing resources and speakers for school Christian groups

- **Scripture Union** – a Bible-based, interdenominational Christian youth organisation whose ministries include student Christian groups, camps, conferences, leadership training, resource development, and Scripture Union Family Mission ('Beach Mission') (www.sunsw.org.au/).

- *Youth and Children's* **(research paper)** – a paper exploring best practice in this area, available from Effective Ministry (www.effectiveministry.org/youth-ministry).

- *Retention and Transitions* **(research paper)** – a paper exploring best practice regarding retention and transition in this area, available from Effective Ministry (www.effectiveministry.org/youth-ministry).

Aged Ministries

- **Next Phase Ministries (Anglican Deaconess Ministries)** – training people in ministry to people over 55 across the Sydney Diocese and providing encouragement, support, training and resources (www.nextphaseministries.org.au / info@nextphaseministries.org.au).

- **Anglican Retirement Villages** (Consultancy and Advice in Ministry to the Ageing) – expertise and knowledge in the following areas –
  - reaching out to people affected by dementia,

- nurturing the faith of Christians who are living with dementia,
- dealing with difficult pastoral situations involving dementia, dying and frail ageing,
- advice for parish minsters about dementia and frail ageing ministry,
- educating people about ministry and dementia, grief, end of life issues, and
- training in pastoral visitation of the frail aged.

ARV can be contacted via the Senior Chaplain ARV (Rev Andrew Herron) on 02 8820 3071 (www.arv.org.au).

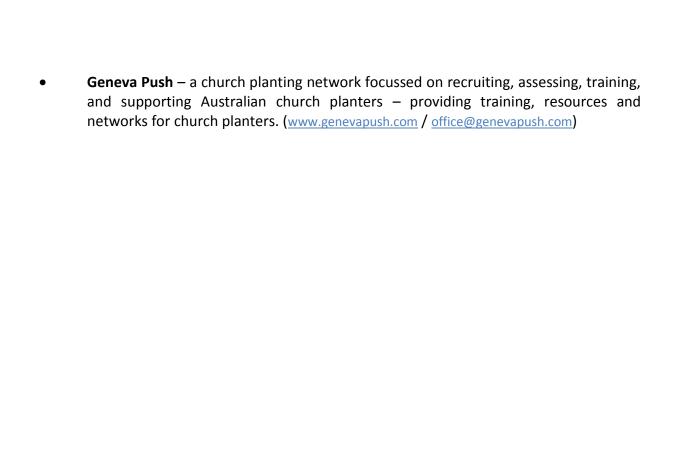## Multi-Cultural Ministry or Ethnic Ministry

- **Evangelism and New Churches** has a range of resources and consultancy in areas of evangelism and in church planting, including reaching different cultures of Sydney (info@newchurches.org.au).

- **English as a Second Language (ESL) ministry** – Anglicare partners with churches to assist and train in the running of ESL classes as part of their community outreach. (www.anglicare.org.au/directory-category/english-second-language-esl / esl@anglicare.org.au).

Addressing Disadvantage and Social Needs

- **Parish Partnerships with Anglicare** – Anglicare seeks to bring the love of Jesus to the disadvantaged in the community in partnership with local churches. Anglicare wants to support and equip parish ministries that will serve the disadvantaged, connect them to the church and give them an opportunity to respond to Jesus. To discuss how your church and Anglicare could work together in such ministry, contact partnerships@anglicare.org.au or visit www.anglicare.org.au/partners/churches.

- **Volunteering** – Anglicare provides a wide range of opportunities for volunteer service on both a regular and an occasional basis throughout the year. Major areas include volunteering for disaster recovery, community visitors (disability services and aged care), opportunity shops and community care. For more information contact volunteers@anglicare.org.au or visit www.anglicare.org.au/volunteers.

- **Media support** – Anglicare's Public Affairs unit is able to provide media support to parishes who partner with Anglicare for services, programs or events such as English as a Second Language (ESL) classes; Toys 'n' Tucker; markets and community events; and food drives. Please contact publicaffairs@anglicare.org.au for more information or visit www.anglicare.org.au/media-releases for the latest media releases.

Church Planting

- **Evangelism and New Churches** has a range of resources and consultancy in areas of evangelism and in church planting, including reaching different cultures of Sydney (info@newchurches.org.au).

- **Acts 29** – a church planting organisation providing assessment, training and support to church planters (acts29network.com.au).

- **City to City Australia** – a resource for church planting and renewal in the cities of Australia providing training, resources, networks and funding for church planters and church builders (www.citytocityaustralia.org.au / info@citytocityaustralia.org.au).

- **Geneva Push** – a church planting network focussed on recruiting, assessing, training, and supporting Australian church planters – providing training, resources and networks for church planters. (www.genevapush.com / office@genevapush.com)

Ministry Reflection and Planning

Reflection and planning questions

For each key factor listed below, use the template on the following page to reflect upon your current ministries, and plan how to act upon opportunities to improve. For example –

Key factor	What do we do well and should continue?	How can we improve?	What other opportunities are there for us?	What will we do in this area (5 year plan)?	By whom	By When
1.1 Engaging with community	• *ESL Classes* • *Community touch football* • *Playgroup*	• *More involvement in Community Centre*	• *Aged Care facility*	• *Plan to have regular visiting ministry of at least 2 parishioners fortnightly*	*Bob Jones*	*Dec 2017*
1.2 …	• …	• …	• …	• …	…	…

Key factors of ministry

Priority 1 – Reach all the lost in our Diocese with the life-giving gospel of Christ

1.1 Engaging with our local community and creating opportunities for evangelism at the local and diocesan level
1.2 Mobilising more people to share Christ's love in word and deed
1.3 Strengthening our invitation, welcoming and integration

Priority 2 – Deepen spiritual maturity among our members

2.1 Ensuring congregational gatherings are significant places for spiritual growth
2.2 Enriching Christian fellowship through small groups
2.3 Strengthening personal and family devotions through prayer and Bible reading

Priority 3 – Equip our members to exercise their gifts

3.1 Strengthening leadership skills of clergy, especially rectors
3.2 Identifying and unleashing the gifts of church members
3.3 Encouraging risk-taking and new initiatives in outreach and discipleship

Priority 4 – Respond to the changing face of our society

4.1 Loving our neighbours in local and cultural communities
4.2 Reaching children and youth
4.3 Connecting with people over 60 years of age
4.4 Planting new churches in rapid growth areas

Ministry Reflection and Planning Template for (parish): *(copy / print as many copies as needed)*

Key factor	What do we do well and should continue?	How can we improve?	What other opportunities are there for us?	What will we do in this area (5 year plan)?	By whom	By When