



Churches of Christ in Victoria and Tasmania
STRATEGIC PLAN 2021-2025

Growing and Sustaining Healthy Communities



A Message from the Executive Officer, Rob Nyhuis

In contemplating a future that will be shaped by the impact of COVID-19, it remains of vital importance that we also respond to the needs of our generation in step with the leading of the Spirit. The immediate future is filled with strategic opportunity and we can have great confidence that we continue to offer a vital voice to those around us.

It remains important to invest in the development of healthy local communities and to create the leadership pipeline to service them. Our efforts must align to the furtherance of the Great Commission of Jesus by which mission is centred on making – and not just being – disciples. Though we celebrate a diversity in our approaches, there is much to be gained from our interdependent unity.

As a movement, we truly move together as we celebrate our shared values. These see us promoting: ‘The Gospel’ of the Good News about Jesus Christ; the centrality of ‘The Scriptures’; ‘Diversity’ expressed in a spirit of unity and interdependence; ‘Formation’ as disciples of Jesus; the ‘Mutual Ministry’ of the priesthood of believers; ‘Servanthood’ that positively influences society; ‘Intentional Stewardship’ of our story and our resources; ‘Justice’ associated with the advance of God’s Kingdom in our world, and ‘Collaboration and Unity’ among those of faith.

With several new churches being pioneered in recent years and with funding and other support available for emerging leaders, we continue to seek a forward-looking plan that brings growth. However, health is also important. Our Supporting Growing Churches initiative has invested into dozens of existing churches who have been receiving follow-up coaching to ensure ongoing fruitfulness.

While many challenges exist for ministers and churches today, there has never been a season of greater opportunity to see people won to Christ. People

of courage who lead with certainty, inspire hope and advance mission will necessarily rally around a compelling vision that is flavoured by our values. To then be dynamically empowered by the Spirit in a vitalised relationship with God, we collectively rise from our knees and serve the cause of the Kingdom which advances through us.

This document outlines the plans by which our vision might translate into a preferred future of local and collective growth. This growth was both quantitative and qualitative for the early church, and for us today it flows from optimum health in pursuing missional fruitfulness. I trust that, as we work together in our cooperative zeal for the Kingdom, we will see that growth realised and Christ honoured amidst our best effort and prayerfulness.

The days ahead are truly exciting and filled with enormous promise and I look forward to journeying with you.



From the 2020 CCVT Board Chair, Milton Oliver

The Board of the Churches of Christ in Victoria and Tasmania are excited about the potential that the next five years offers for growth and impact. The Board has prayerfully considered and discussed the needs of the movement based upon conversations held with many of our churches, agencies, ministers and other representatives across the past year.

We trust that you will continue looking to God for His favour on our every effort to serve Him as we work together in the years ahead.



ELEMENTS OF OUR STRATEGIC PLAN

WHO

Our distinctives

In any Christian movement there is variation in expression and style across churches. There are also many unique features that are commonly experienced. In the Churches of Christ, our key distinctives (as elaborated on the national website) include the following ten balanced traits shared by Christian communities across the movement:

- a concern for Christian unity;
- a commitment to evangelism and mission;
- congregational autonomy;
- a simple confession of faith;
- an emphasis on the centrality of the New Testament;
- believers' baptism;
- regular communion;
- biblical names for biblical things;
- lay leadership; and
- diversity, freedom and liberty.

WHY

Our vision

We see ourselves progressing as a family with a growing commitment...
... to be a movement of the people of God gathering around the central figure of Jesus Christ, empowered by the Holy Spirit, living out His way in our neighbourhood and inviting others to do the same.

WHAT

Our intentions

The key strategic priorities elaborated in this document that facilitate the sustained growth of healthy churches and agencies and mission-focused leaders.

HOW

Our initiatives

The elements of our overall plan that will help us to achieve our goals.

WHEN

Our indicators

Our key signposts of success over the next five years.

OUR PEOPLE

Meet our CCVT Team Leaders:



Joel Plotnek

Joel oversees our operations and financial services and his team can offer property consultancy, insurance, administration support, and other practical services to our affiliates.



Philip Kua

Philip and his team's expertise is in leadership development, support for the formation of ministers, and the integration and development of new church communities.



Michael Vanderree

Michael's team specialises in helping our existing communities with everyday missional effectiveness and optimised ministry practice.

CCVT Executive Office:

Rob Nyhuis **Executive Officer**

Claire Egan **Executive Assistant**

Zanyta Woodward **Communications Officer**

Samuel Young **Videographer**

Suzy Ziko **Receptionist and Admin Assistant**



Leadership Team:

- Philip Kua **Team Leader**
- Greg Illingworth **Leadership Facilitator**
- Anna Nyhuis **Generations Coordinator**
- Ben Kumar **Generations Coordinator**
- Meera Livingston **Processing and Project Officer**

Communities Team:

- Michael Vanderee **Team Leader**
- David Ratten **Mission Consultant**
- Kylie Kendall **Safe Places Coordinator**
- Jo Antoni **CareWorks Project Manager**

Operations Team:

- Joel Plotnek **Team Leader**
- Frank Morabito **Finance Director**
- Kevin Pang **Finance Manager**
- Melanie Milson **PA and Operations Manager**
- Robert Palma **Property & Business Advisory Services**
- Quynh Truong **Accountant**
- Peggy Harker **Assistant Accountant**
- Olivia Katiyo **Assistant Accountant**

CCFS:

- Joel Plotnek **Managing Director**
- Frank Morabito **Chief Finance Officer**
- Kevin Pang **Finance Manager**
- Stuart Campbell **National Relationship Manager**
- Karen Wilson **Banking Services Officer**
- Mara Novembre **Client Liaison Officer**

OUR LANDSCAPE

EXISTING STRENGTHS

- Financial support of churches via CCFS loans and products.
- Community support through Careworks grants.
- Anticipation of change with positive support from stakeholders.
- Openness to support and assistance.
- Economy of scale via our churches and agencies.

NEW OPPORTUNITIES

- Missional opportunities for local communities.
- Sustainable use of existing facilities.
- Revitalisation via existing teams and resources where possible.
- Use of resources to pioneer of new churches.
- Development of localised strategy aligned to shared vision





Suggestions for Growth from Church Feedback:

- Creative funding options
- Leveraging of existing resources
- Practitioner support
- Receptivity and a desire to change
- Breadth of impact across movement
- Internal and external coaching
- Reframing/resolution of concerns
- Resources for missional change
- Consultancy support available
- Sustainable facilities
- Clear mission-focused strategies
- Leadership of change initiatives
- Compelling vision for the future
- Assistance with ministry models
- Ministry coaching cohorts
- Stimulus grants
- Clear endorsement pathways
- Timed support for reinvigoration
- Evangelism support
- Energy and resource management
- Church planting grants
- Clarity of processes

STRATEGIC DIRECTION #1: EMPOWERING MISSION

Evangelism and Pioneering New Churches



Goal:

To direct mission toward evangelism and church planting initiatives with a priority focus on growing and reproducing new Christian disciples.

Initiatives:

- 1.1 Clarity on the nature of a disciple and effective disciple-making churches.
- 1.2 Activation and implementation of tailored church neighbourhood programs focused on evangelism.
- 1.3 Prayer initiatives for effective evangelism by affiliated churches and agencies.
- 1.4 Financial and logistical support of new churches and new campuses of existing churches, and the added development of online communities and cross-cultural congregations.
- 1.5 Training and resource provision for communities targeting implementation of mission.
- 1.6 Strategic funding allocations for growth-focused programs in urban and rural growth precincts and the facilities to match.

Indicators of Success:

- New neighbourhood engagement programs in 1/3 of churches by 2021 and with clear missional outcomes and the use of online interaction where possible.
- All churches to be engaged in mission-focused neighbourhood engagement by 2025 utilising CCVT support where needed and funding where available.
- At least 10 new churches planned and planted by 2025 in response to sound strategic planning.
- Priority funding for church revitalisation and new church initiatives in key urban and rural growth precincts using established guidelines to facilitate enhanced impact.
- Focused global mission initiatives in at least 2/3 of CCVT churches by 2025.

STRATEGIC DIRECTION #2: INSPIRING LEADERSHIP

Leadership Growth



Goal:

To develop Christian leaders able to grow and reproduce healthy churches and ministries for effective mission in diverse contexts.

Initiatives:

- 2.1 Ongoing facilitation of the accreditation, endorsement and celebrancy (as needed) of all ministers, inclusive of ministry supervision.
- 2.2 Liaison with training partners to influence the provision of diverse ministry-focused training options that support leadership development in local church communities.
- 2.3 Ongoing support of churches with the placement of optimal quality leaders in all vacated positions.
- 2.4 Targeted leadership coaching for all emerging ministers (and established ministers where possible) promoting churches' growth, health and reproduction.
- 2.5 Provision of targeted ministry-focused development opportunities for emerging leaders and all ministers that will facilitate church health and growth.
- 2.6 Enhanced clarity regarding commitments to policy, values, and Churches of Christ identity.

Indicators of Success:

- The availability of intensive training, support and consultancy for the development of younger leaders and leadership development initiatives in local churches.
- Implementation of CCVT approved coaching and competency-based formation pathway to guide the effective mission-focused endorsement and practice of all ministers.
- Accreditation of all new (and existing) ministry personnel leading to a clearly-defined and tailored endorsement pathway for each individual.
- The availability of specialised coaching and consultancy support for all emerging and established ministers to ensure the sustained growth of healthy churches and agencies.
- Provision of training programs, workshops and resources to facilitate the coaching and consultancy support of leaders and ministers.
- Ongoing currency of all celebrants' licences, accreditation and ministry supervision.

STRATEGIC DIRECTION #3: STRENGTHENING CHURCHES

Community Engagement



Goal:

To develop accountable relationships with churches through supportive engagements and coaching that optimise mission.

Initiatives:

- 3.1 Regional conversations based both on geography and on church size, as required to enhance community engagement and effective mission.
- 3.2 Supportive engagement weekends generating individualised recommendations for growth.
- 3.3 Other support for churches, as needed, in accordance with strategic directions, professional standards and the needs of healthy ministry practice.
- 3.4 Ministry cohorts and personalised coaching for accountability and enhanced leadership skills.
- 3.5 Data tracking, recording and analysis with engaged churches.
- 3.6 Optimisation of youth and kids' initiatives to resource and network churches and complement strategic directions.

Indicators of Success:

- All churches actively engaged in effective mission in and beyond their local community, including via online options where possible.
- All churches implementing professional standards and healthy ministry practice.
- 5% average numerical growth within 2/3 CCVT churches by 2025.
- 32 supportive engagements conducted by early-2022 and 8 resultant monthly minister cohorts established.
- Skills-based coaching relationships established for all churches participating in supportive engagements to assist with the implementation of recommendations.
- Supported churches identifying and tracking effective discipleship markers.
- A further 52 churches implementing coaching recommendations and discipleship tracking by 2025.
- All at-risk churches to be engaged in targeted discussions re mission and unique revisioning possibilities.
- Maximisation of Generations initiatives (children's, youth, and young adults ministries, and State Youth Games) to complement leadership and training growth.

STRATEGIC DIRECTION #4: RESOURCING GROWTH

Finance and Property



Goal:

To provide targeted and accountable financial support for churches based upon mission-focused strategic planning.

Initiatives:

- 4.1 Optimised resourcing of ChurchWorx support, CCI insurance and CCFS products in accordance with strategic directions.
- 4.2 Targeted funding of projects through increased CCFS loans.
- 4.3 Resourcing of mission-focused entrepreneurship initiatives such as child-care, schooling, business opportunities, and other approved projects.
- 4.4 Policy initiatives to streamline property trustee and management authority and practices.
- 4.5 Investigation of supplementary funding options to assist churches, such as lines of credit, grants and alternative income streams, in accordance with strategic directions.

Indicators of Success:

- Facilities maintenance, redeployment, and/or consolidation to be assessed in accordance with strategic directions for all assets by 2025, where possible.
- All new capital funding to be based upon approved mission-focused strategic planning.
- Any church and ministry closures to result in assets being reallocated in accordance with mission-focused strategic planning (unless otherwise determined through existing deeds).
- Liaison with other strategic portfolios to optimise the current and future use of all church buildings.
- CCVT budget prioritisation in light of mission-focused strategic planning.





CONNECTING AND COMMUNICATING

CCVT will seek to serve its churches and agencies in support of the four strategic directions by providing diverse communications initiatives and management supports. Together we can work to facilitate the building of healthy communities and we would love to assist yours.

Our directions and initiatives will be served as we:

- identify stories and produce video summaries for social media and other communication vehicles including live events.
- produce print and online resources to address key discipleship growth markers.
- assist with the promotion, distribution and implementation of policy documentation.
- provide regular updates of CCVT activities on website, social media and through email/print.
- produce resources to complement training initiatives, including leadership, ministry and governance tools.
- continue regional and central workshops to address, and follow up on, safe church practices.

Together, we aim to develop 130 quality stories of transformation captured and promoted using a variety of media by 2025, and regular electronic updates to affiliates with an improved strategic and visionary focus.

We will continue to facilitate compliance by all churches with Red Book/safe churches/policies and other administrative requirements, while producing increasing numbers of leadership, ministry and governance resources annually.

CCVT's strength as a movement is in its people. God has joined us together as a family of servants to advance His Kingdom. Your support, via ideas, gifts and individuals is most welcome as we harness momentum so that we might grow better together.

