

**HOLY COVENANT**  
**ANGLICAN CHURCH**

*a place for everyone*



*finding our future*

our parish plan  
2021-2024

# Welcome

Churches come in many different shapes, sizes and colours. As a church, we believe that God loves everybody. We seek to be a church that values the things that Jesus valued. Consequently, we seek to follow the way of love that Jesus taught and demonstrated to the apostles.

Paul taught and walked the way of love, encouraging the earliest Christians to:

*take in with all followers of Jesus the extravagant dimensions of Christ's love—to experience its breadth! Test its length! Plumb its depths! Rise to the heights! Live full lives, full in the fullness of God* (Ephesians 3.18–19, The Message).

Out of love, God sent Jesus into our world to let everyone know that they are loved by God. We are sent to remind everyone of this love and to help them participate in God's kingdom, irrespective of their age, ability, gender, orientation or ethnicity.

God has a big future for you. We would love to help you discover all that God has in store and to share this journey with you.



**WAYNE BRIGHTON**

Rector of Holy Covenant Anglican Church



## Growing in Generosity

### PARISH COUNCIL

Most people want to become more generous, open hearted and effective for God's kingdom. They just struggle knowing how. Churches are great places to help us to learn generosity in heart, mind and spirit. They are communities where diverse people gather to give their energy, time and money to help others flourish. It's an adventure into the life of God that we share with others.

Like most adventures, journeying into generosity is more of a pilgrimage than a day trip. It takes understanding, preparation and practice. It is something best shared together.

This parish plan highlights who we are as a church and invites you to find your future at our place together. As God's people, we have a vision that guides us, values that support us and a mission that we can share together. All of this can help you find your future.

The plan presented here extends over three years to 2024. This allows us to focus on achievable goals, while giving space to grapple with more audacious items too.

Your prayers, help and energy will make the difference between a church that grows communities of compassion, justice and freedom, and one that simply talks about it.

So we invite you to share in the journey and to find your future with us at Holy Covenant.

## *our vision*

**Holy Covenant is a place  
for everyone**

## *our values*

**Holy Covenant is a place  
that values what Jesus valued:**

**inclusion**

**diversity**

**compassion**

**justice**

**freedom**

## *our mission*

**Holy Covenant welcomes all  
to discover, understand and participate  
in God's kingdom  
so that our neighbourhood will thrive**



# finding the future together



## our vision, values and mission

The future often arrives with little notice. One day we look in the mirror and it's hard to recognise the face we see. The future that arrives and the kind of people we will become is influenced by every decision we make today.

Churches can help people find their best future by sharing their vision, building their values and inviting to join in God's mission together. Without this framework, churches get nostalgic and turn inwards. With a strong framework, people find new energy as they engage with the world around them.

**VISION** is about where we are going as a church. Holy Covenant's vision is to be a place for everyone. As a church in Canberra's north, we believe that everyone needs a place where they can be affirmed and become the person God made them to be. We aim to enable everyone to exercise their God-given gifts through their age, ability, gender, orientation, or ethnicity.

Our **VALUES** underpin our vision. Holy Covenant values what Jesus

valued: inclusion, diversity, compassion, justice and freedom.

Jesus valued inclusion: he met people without judgement or condescension. He valued diversity by empowering all kinds of people to let the world know about God's kingdom. He valued compassion by listening and healing without asking for anything in return. He valued justice by lifting people up and challenging those who profited from exclusion. He valued freedom: setting people free so that they could become what they were always created to be.

By valuing what Jesus valued, we strive to be a church community that is generous, open and diverse, one that enriches and empowers others.

Our **MISSION** is what we are called to do. It's how we put our vision and values into action. Mission is a statement that shows the who, what and why we do what we do.

Jesus came to change the world by walking the way of love. As followers of Jesus, we welcome anyone who desires God's love and who wants

to participate in God's kingdom by learning to walk in Jesus' way of love with us.

In some ways, the parish needed to update its mission—not by changing it so much as giving it a fresh focus. Holy Covenant welcomes all to discover, understand and participate in God's kingdom so that our neighbourhood will thrive.

Walking the way of love involves growing in Christ together, equipping each other for service, and sharing our gifts and talents with our neighbours. When we share our lives, everyone thrives, regardless of their religion or spirituality. We choose to stand with those left out, overlooked and ignored. We strive to hear their voices and encourage participation in our life together.

God's kingdom is all about love and not fear. Jesus is our Southern Cross who shows us the way of love. As we follow in his footsteps the future we want begins to grow.

# THE FOUR DIMENSIONS OF CHURCH LIFE

We all know that it takes a village to raise a child. Yet most of people find themselves journeying through life alone. As a church, we live to help people find their future as disciples of Jesus. By being church together we find opportunities to grow the love, peace, joy, patience, kindness, generosity, faithfulness, gentleness and self-control that we desire so deeply. Disciples grow best when they attend to four relational dimensions in their life. Similarly, churches grow strong when these dimensions are nourished and balanced. If one or more of the dimensions are weak or overlooked neither our discipleship nor the church will work as it should.

Some of these dimensions are obvious, while others are hidden. Some are well developed, while others need to be nurtured. We express these dimensions through our many and varied programs and activities.

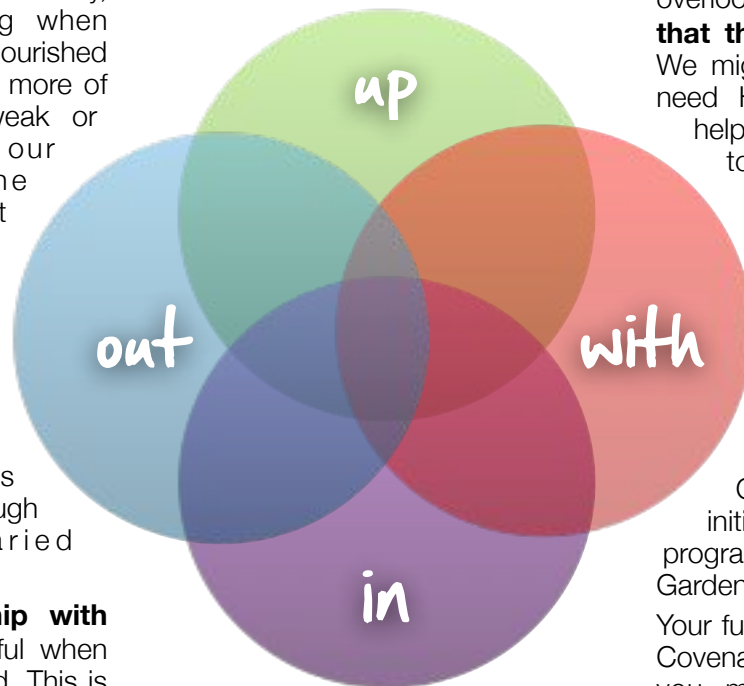
**UP is the relationship with God.** We become fruitful when we spend time with God. This is not so much learning new things *about* God as it is discovering afresh God's character and presence in our lives. We grow this dimension through things like reading Scripture, sharing in worship, daily prayer and spiritual retreats.

**IN is the relationship with each other.** Walking in love is not something we can do by ourselves in isolation from others.

In our individualistic culture, learning to be open and inclusive

of those who are different isn't easy. Other people have different priorities, perspectives and backgrounds. Living with difference is tiring and challenging. Yet love calls us into community where we share our presence and gifts with others.

At Holy Covenant, we grow this dimension through our small groups and social activities and events. We find that we know each other best when people laugh, learn and share things



together. Our kids and youth ministry are especially important as we learn faith through our relationships.

**OUT is the relationship we have with the world around us.** God sent Jesus into the world to change it; Jesus sends us to do likewise. At Holy Covenant, we take a holistic approach to reaching out. This means we seek to be good news with our words and actions rather than just talking about it.

The goal is not to create clones of ourselves but to welcome others as partners in God's kingdom so that they can discover their gifts, roles and contributions too.

At Holy Covenant we run a range of programs to engage our neighbours like: the Holistic Care Nursing Ministry; the Pet ministry; Alpha Youth; Colours of God; nursing homes and many others.

A fourth dimension often overlooked is **the relationship that the world has WITH us.** We might ask, does Belconnen need Holy Covenant? Are we helping our part of Canberra to thrive and to be all it could be? We believe that the world needs us to be all that we can be so that it might come to know how deeply it is loved by God also.

At Holy Covenant, we grow this dimension through our new Community Chaplaincy initiative, the Becoming Well program, and our Community Garden.

Your future can be found at Holy Covenant. As you explore where you might go, why not ask yourself:

- how can Holy Covenant help me better connect with God, others and those in my neighbourhood?
- which dimension might God want me to strengthen?
- why might this dimension be important to God, our church and the neighbourhood?

Asking some questions is the first step towards growth!

# our plan to grow

## ENHANCING OUTREACH

- Provide neighbourhood fun nights *through 2021*
- continue Youth Alpha *in 2021*
- strategic planning for Colours of God *in 2022*

## DEEPENING SPIRITUAL GROWTH

- offer retreats *annually*
- offer Diving Deeper sessions on worship *through 2021*
- develop family camp *in 2022*
- develop small groups and leaders *in 2022*

## ENRICHING WORSHIP

- refresh music and sanctuary teams
- revamp our 5pm service *in 2022*
- develop our digital ministry *over next 2 years*
- engage a music director *by July 2022*

## IMPROVING OUR FACILITIES

- improve WiFi in the Rainbow Centre *by Oct 2021*
- improve our signage *by Dec 2021*
- plan to improve our green spaces *by July 2022*
- renovate the Rainbow Centre *by July 2022*
- enhance our capacity for fundraising *over next 2 years*



## DEVELOPING THE MINISTRY TEAM

- redesign office role *in 2021*
- encourage people to discover their gifts by using 5Q model *in 2022*
- expand our community chaplain role *by 2024*
- provide scholarships to students interested in ministry
- map our ministry hours

## FRUITFUL PARTNERSHIPS

- Becoming Well program self-funding *in 2022*
- expand community garden *by increasing our community participants*
- ensure the sustainability of Holistic Care Nursing Ministry *in 2022*
- strengthen engagement in environmental issues

## ENGAGING YOUTH MINISTRIES

- develop the volunteer team
- develop the youth ministry by expanding the team

## STRONGER PASTORAL CARE

- Diocesan Safe Ministry requirements implemented
- recruit new pastoral carers
- develop new small groups

Knowing where to go, what to do and which values empower us is only half the plan. Churches grow through participation, when our gifts are appreciated, offered and engaged.

Some of our present programs are running at full capacity, while others need topping up. As a church, we aim to offer enriching worship, enhanced outreach, deeper spiritual growth, engaging

children and youth ministries, broader fruitful partnerships, and stronger pastoral care. To do so, we will need to invest in two areas.

We need to improve our **facilities** and develop our ministry **team**. Improving our facilities will enable the children's and youth ministry to grow, as they are now constrained by the spaces in which they meet. Building our

team will help to connect with our neighbours better and do more at a time when it is harder for volunteers to coordinate large projects like the fete and annual dinner.

When people offer to share their gifts and talents it makes all the difference. Vibrancy is something that we create through sharing our prayer, ideas and energy together.



# How can I be involved?



## Discipleship as the way of love

The crowds that surrounded Jesus were eager to share the good things of God's kingdom. They enjoyed whatever Jesus had to offer whenever it fitted their busy schedules. It was harder being a disciple because it took energy to make time and be available when other priorities came up. Being a disciple encouraged people to enter a new world based on values that were easy to identify but challenging to practice.

God's new world emerges when everyone decides to be a disciple. There are many ways to find your future at our place. You might want to:

- **ask God** how to invest your energy, time and money in God's work
- **decide** to take the way of love by growing as a disciple; this might involve engaging more deeply with our programs and activities to discover your place in our future
- **pray** regularly for our church and our neighbours to thrive
- **talk** with our ministry team about discovering your spiritual gifts
- **review** your giving by either contributing through a regular deduction or providing a one time gift.

As a parish, we seek to build on the strengths available rather than complaining about what's absent or missing. We seek to encounter God in whatever we do. We seek to empower and strengthen others even if things get a little inconvenient, uncomfortable or challenging. Here are five ways to find your future and to enrich your time at Holy Covenant:

1. **energetically** - time is the one thing that seems to be in short supply. Your presence, ideas and energy are always a catalyst for change—because ministry won't happen when we all stay home. Which activities or ministries might you engage with?
2. **relationally** - so much of our life is made up of those people we've always known—a pool that shrinks the older we get. If strangers are just friends waiting to be met, then everyone we meet can enlarge our world. Who might you connect with?
3. **financially** - so much of our life is evaluated by what we have, not what we give away. Your gifts enable us to work beyond the bare bones of keeping worship going and enables all our ministries to flourish. What ministry might you support?
4. **spiritually** - so much of our life is measured by what we've done before. At Holy Covenant, what matters is who we are becoming. This might mean trying something new or listening to what God might teach us through those things that we find most challenging. This is how things like love, joy, peace, kindness, generosity, faithfulness, gentleness and self-control can grow in our lives. What might you need to learn?
5. **vocationally** - our significance in life often comes from our occupations yet God gives us a vocation. Vocation is a calling, a matter of heart, mind and soul working together. At Holy Covenant, we know that everyone has a vocation, a calling by God to join in the life of the kingdom. How is God calling you?

# What do we need?

## OUR PRIORITIES...

Your generosity makes all things possible. In 2020, gifts made a substantial difference to our Community Garden, creating a verdant space that's safe to walk and capable of surviving our hot summers. Gifts enabled the purchase of camera equipment and lights that helped many in residential care or isolated at home to remain connected to their church.

As a parish, Holy Covenant must raise its own funds to keep operating. In 2021, Holy Covenant needs **\$6,602** per week to keep working well. Our expenses increased because we took on a part-time **community chaplain**. We believed this role would help our parish develop stronger community connections and enrich our ministry with families.

As we look ahead there are more things that we need to achieve, especially with **renovating the Rainbow Centre in 2022**. Removing internal walls would allow us to create spaces to enlarge our kids ministry. It would allow us to create attractive spaces suitable for hire to external groups and upgrade the toilet for those that are mobility impaired through disability. Although such work is yet to be costed, estimates range upwards of \$60,000.

INCOME AND EXPENSES - 2021 BUDGET <sup>1</sup>	
Offertories & donations	\$231,000
Fundraising	\$5,000
Hire of facilities	\$10,000
Other income	\$17,700
Grants (Jobkeeper)	\$10,000
<b>TOTAL INCOME</b>	<b>\$273,700</b>
Clergy costs	\$125,800
Community chaplain	\$25,300
Administrator	\$29,400
Children and Youth Worker salaries	\$21,400
Ministry expenses <sup>2</sup>	\$5,100
Property and sundry expenses <sup>3</sup>	\$52,900
Diocesan contribution <sup>4</sup>	\$37,000
Wider works <sup>5</sup>	\$20,000
<b>TOTAL EXPENSES</b>	<b>\$316,900</b>
<b>OPERATING DEFICIT</b>	<b>\$43,200</b>

<sup>1</sup> The 2021 Budget is for the parish alone. Holistic Care Nursing Ministries operates separately.

<sup>2</sup> Ministry expenses includes provision for materials, training and other activities.

<sup>3</sup> Property and sundry expenses includes improvement and maintenance costs.

<sup>4</sup> Diocesan contribution is a mandated proportion of parish income.

<sup>5</sup> As a generous church, we aim to financially support a range of external ministries.



## ... your journey

Standing on the cusp of a journey can fill us with excitement.

We love the world that we know but God's call to action comes through. Sometimes we ignore it, hoping for it to pass. We don't want to jump in alone.

Friends come alongside and we take our first step. Unexpected challenges emerge. We feel tested because growing can hurt a little.

Yet, when we step out in faith we find ourselves in a different space. Looking back, we discover that we have accomplished far more than we could have imagined. Our fears and worries were just that, our hearts trembling at the challenge as the realities realised bring life and wonder.

In the end, we discover that we have changed too. Our faith is deeper. Our hope is brighter. Our hearts are larger and bolder. Our love is more vibrant, enriching everyone around us.

Why not consider how Holy Covenant can help your journey by asking:

- what excites me most about Holy Covenant's vision?
- what values resonate most deeply with me?
- where might I lend a hand and discover my future in Holy Covenant's mission?



# finding our future

## our parish plan 2021-2024

Everyone has their own reason for coming to church. For some it's about connecting with God or following their passions. For others, church is about healing or renewal. Some come out of obligation. Most are here because it's where we want to be.

Whatever your reason, we all reach up to God with open hands to have more faith, a deeper hope, and richer love. We reach in to build friendships that last through the storms. We reach out to a world that's hungry for love, looking for hope yet uncertain

about faith. We work with others to build a better world. We find that we don't need to carry all that baggage by ourselves.

Holy Covenant is a place for everyone. We are community of friends who can help you to become all that God made you to be. We value inclusion, diversity, compassion, justice and freedom. We welcome all who want to discover, understand and participate in God's kingdom so that our neighbourhood will thrive.

So as you think about God's call, you might want to pray about:

- the future that God wants you to discover
- the seeds that God has planted in you that are waiting to grow
- how might you make a difference by helping or getting involved
- how you can help us redeveloped the Rainbow Centre
- how can we help you to find the faith, hope and love that you are looking for?

### *We grow up into God by:*

- Sunday morning services (8 & 10am)
- informal evening service (5pm)

- Wednesday noon service
- Colours of God (adults with disabilities)
- worship at aged care
- Meditation groups

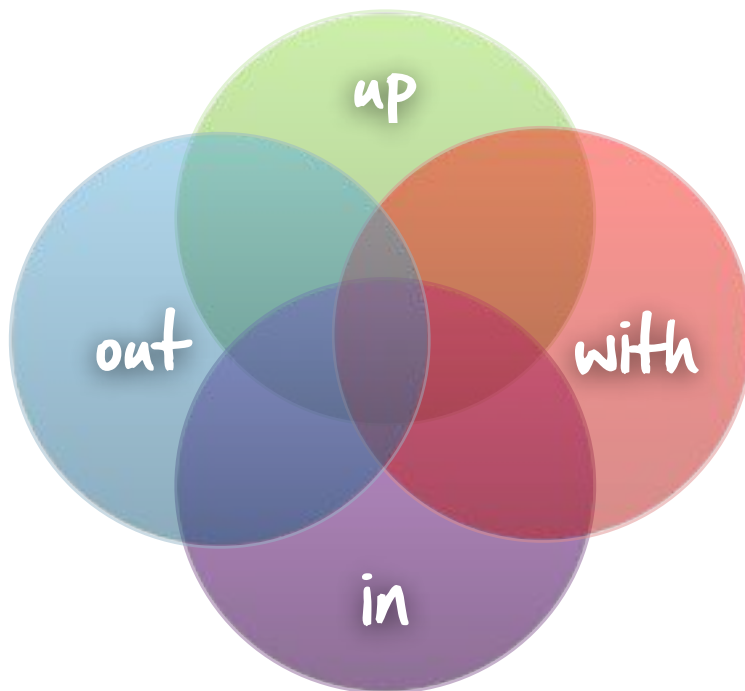
### *We nurture faith by:*

- Kid's church (5-12yrs)
- Youth group (13-18ys)
- Youth Alpha (13+)
- Fruitful Fridays (13+)

- Exploring Faith Matters
- Monastery of the Heart
- Diving Deeper
- small groups

### *We grow by reaching out to others through:*

- Community chaplaincy
- Holistic Care Nursing Ministry
- Pet ministry
- pastoral care through listening, baptism, weddings, funerals



### *We grow with our neighbourhood through:*

- Playgroup
- Community garden
- Becoming well (mental health)
- wider works (financial support for other groups like St John's Care)
- environmental and justice programs

### *We grow as a community through:*

- camps
- pizza nights
- women's afternoon teas
- men's dinners
- have a good yarn

# my contribution to our future

Yes, I want to help Holy Covenant become a place for everyone so that our church and neighbourhood can thrive.

Name: .....

Contact: .....

I would like to get involved by exploring:

.....  
 .....

I would like to help Holy Covenant grow by making a special gift for:

- the community chaplain  
 renovating the Rainbow Centre  
 another area of ministry .....

	Other amount		\$80
	\$250		\$60
	\$200		\$40
	\$150		\$20
	\$100		\$10

Your generosity makes so many things happen. In 2021 you might wish to consider increasing your weekly giving by 10%.

Giving regularly through an automatic deduction (direct credit) means that the parish can better meet its monthly expenses. Offertories fall behind during the winter months when up to a third of parish members are away either on holiday or due to sporting commitments. Of course, our giving does not stretch like it used to. We encourage those using this method to review it each year.

Offertory envelopes are an important way for regular attenders, who might not feel comfortable with electronic options, to help our church to grow.

You can also make a legacy gift through making a bequest in your will. Gifts of between 1–5% from an estate can allow us to build a trust fund that could yield a regular income stream over time. Such gifts can enable our church to undertake larger projects that would otherwise be beyond our normal capacity to achieve.

	Direct Credit (our details below) Bank - Commonwealth Bank Branch - Jamison Centre, ACT BSB - 062 907 A/C No - 802 588 Name - Holy Covenant Anglican Church
	Offertory envelopes
	Make a legacy gift through a bequest



## A PRAYER FOR MY CHURCH

Good things grow through prayer. You might wish to pray the prayer below, or otherwise commit to praying regularly for our church.

*Generous God,  
 you have given us so much.  
 Everything we have comes from you.  
 Through your goodness we have so much to share.  
 May we who struggle for time make room in our diaries for your kingdom.  
 May we who find change hard make room for new people who may look, sound and act differently.  
 May we discover the wideness, deepness and breadth of your future as your disciple.  
 May all our offerings be used for your glory and for the service of your kingdom.  
 Amen.*