



Baptist Churches
of NSW & ACT

Ordinary Assembly Guide 2019

for the
September Meeting

Saturday 7 September 2019

Thornleigh Community Baptist Church

Wagga Wagga Baptist Church

Dubbo Baptist Church

Lismore Baptist Church

Rev Jamie Long
Chair – Assembly Council

Rev Dr Steve Bartlett
Director of Ministries



Baptist Churches
of NSW & ACT

2020 Key Dates

4-6
FEBRUARY

**BYM State
Conference**

19
FEBRUARY

**Pastors &
Leaders
Day**



8 MARCH
**Simple
Church
Day**

21 MARCH

**CFM
Connect
Day**



30 APRIL

**Annual
Assembly**



1 MAY

**The
Gathering**



5 SEPTEMBER

**Assembly &
Accreditation
Service**



TBC

25-28
SEPTEMBER

**State Youth
Camp**

22-24
OCTOBER

**Form
Church Planting
& Evangelism
Conference**

The Association also provides a number of other training and equipping events across ministry areas such as Administration and Insurance, Creating Safe Spaces, Coaching, Community Engagement, Church Planting and SRE, some of which are available via webinar or available in regional areas.

For more details and to keep up to date visit www.nswactbaptists.org.au/eventlist



Indicates Live Streaming will be available for these events.

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Ordinary Assembly Agenda 2019

8:30am Registrations Open

- 9:30am**
- Welcome
 - Worship
 - Time of Prayer
 - Devotions

10:20am Notices of Motion
• Affiliated Churches and Accredited Pastors

11:05am Morning Tea

- 11:35am** Other Matters & Updates:
- Ministry updates
 - Motion from Committee for the Ministry
 - Affiliation Fee discussion – update & FAQ's
 - Update on the Association's Vision & 2020-2022 Strategic Plan

12:45pm Lunch

2:00pm Accreditation Service commences

3:40pm Accreditation Service finishes

Affiliation Discussion

Explanatory material from Assembly Council

5 July 2019

Dear Church Leader,

Information from Assembly Council regarding next steps in the Affiliation Discussion & Notices of Motion received for the 7 September 2019 Assembly

SUMMARY

- A process for discussing the concept of an Affiliation Agreement and the Baptist tenet of Freedom of Conscience was proposed at the May 2019 Assembly.
- On 6th June a Notice of Motions for this upcoming Assembly was received (attached) regarding churches and ministers who no longer support the foundational beliefs, objects and values of the Association. A key current concern of those bringing the Notice of Motions is the scenario where a church or accredited/recognised minister no longer holds to the Association's statement in its Values concerning marriage as between a man and a woman.
- Those moving the motions have agreed for them to be introduced and laid on the table at this Assembly, to enable a process of discussion and engagement on these matters to occur.
- An amended version of the previously proposed discussion process is now planned. This will involve opportunities for feedback into the practical, pastoral and theological issues which may be related to the issues raised in the Notice of Motions. It will include discussion around shared values and freedom of conscience. This way forward will comprise:
 - appointment of a taskforce to shepherd the process,
 - a series of forums and opportunities for feedback,
 - a report back from the taskforce by May 2020 Assembly, and
 - a June or September 2020 Assembly discussion and vote on the Motions
- The draft Affiliation Fee Proposal tabled at May 2019 Assembly has been updated and is included in this Assembly Guide.

At the May 2019 Annual Assembly, we continued our discussion around Affiliation and what it means to belong together. Two papers were tabled for consideration.

One was around a 'Draft Proposal for an Affiliation Fee', building on the current aim of churches contributing 5% of general income to the collective work of our Association. Discussion and feedback was obtained and the Assembly Council has taken that feedback and prepared a further draft proposal, which will be brought to this Assembly for consideration. This feedback, FAQs and the revised proposal will be released to churches in the near future.

The other paper was around the concept of an 'Affiliation Agreement and the Baptist Tenet of Freedom of Conscience'. A way forward to engage discussion on this issue was outlined which was intended to include:

- *Production of a resource for the conversation by a capable Taskforce appointed by Assembly Council, exploring the theological, historical and contemporary perspectives on the issue of Freedom of Conscience in Baptist life. To be released by the end of the year.*
- *A variety of opportunities for feedback and discussion across the movement.*
- *Refining of proposed ways forward leading to the emergence of an assembly-preferred way forward which is then discussed, refined and affirmed by Assembly.*

It is anticipated that this process will take more than 12 months and should not be rushed, while at the same time should be progressed steadily, including discussion at both Assemblies in 2020.

(MAY 2019 ASSEMBLY GUIDE, P35)

On 6th June, a Notice of Motions was received for the September Assembly from the Chatswood, Wollongong, Castle Hill, Campbelltown and Newtown churches. These motions propose that actions be taken regarding affiliated churches that no longer support the foundational beliefs, objects and values of the Association, and accredited and recognised ministers who no longer subscribe to the Association's basic doctrines, objects and values. They also propose that Assembly Council be directed by Assembly to make whatever changes are necessary to the Property Trust Act to ensure that churches ceasing to be affiliated with the Association can still have occupation and use of their property, as long as they continue to uphold the basic doctrines set out in the Baptist Union of NSW Incorporation Act.

For transparency, as indicated in the explanation prepared by the churches bringing the Notice of Motions, a key current concern of those churches is the scenario where a church or accredited/recognised minister chooses to no longer hold to the Association's statement in its Values concerning marriage as between a man and a woman.

Discussions have taken place with representatives of those bringing this Notice of Motions, and Assembly Council. As a result of those discussions:

- 1. *The intention is that the motions be presented at this Assembly and questions for clarification be answered, but that the motions be ‘laid on the table’ and not voted on at this Assembly.***
- 2. *Assembly Council proposes that the process of discussion around affiliation and freedom of conscience brought to the May 2019 Assembly be amended. The Council desires to provide adequate opportunities for member churches in the Association to prayerfully listen and speak into the motions and the practical, pastoral and theological issues which may be related to them.***

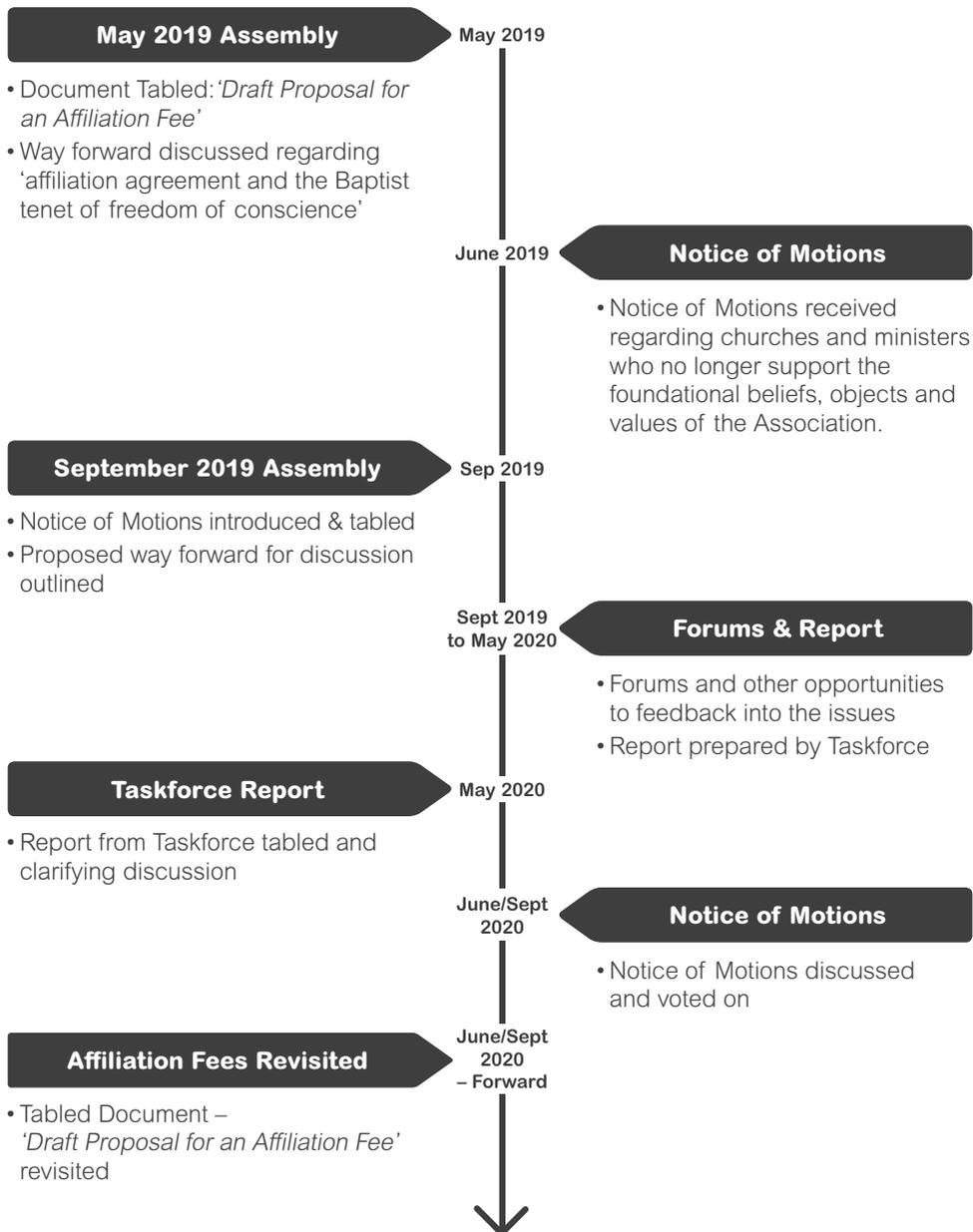
The Assembly Council proposes that prior to May 2020 a series of forums be conducted in various locations to discuss the motions and the issues which may relate to them. A taskforce of suitable persons will be appointed by Assembly Council to shepherd the discussion process. This group would decide the most effective way to run the forums and work on questions that will help forum participants grapple with the issues. They may also recommend some preliminary material if it seems helpful for the process.

The taskforce would then provide a report to the May 2020 Annual Assembly reflecting key thoughts and ideas which were common in the forums.

At an Assembly subsequent to the May 2020 Annual Assembly – either a Special Assembly in June 2020 or at the normal Ordinary Assembly in September 2020 – the motions would be discussed and voted on. By this time there could be confidence that there had been adequate opportunity for Assembly to grapple with the issues as it makes decisions on the motions presented.

Please note that there is no proposal to change the Association’s stated position on the nature of marriage. The Association’s position on marriage has been affirmed in recent years, and there is no move to amend that position.

Time Line



Notice of Motions for September 2019 Assembly

Submitted jointly by Newtown Baptist Church, Wollongong Baptist Church, Castle Hill Baptist Church, Campbelltown Baptist Church & Chatswood Baptist Church.

Motions regarding affiliation, foundational beliefs and core values

Explanation

Affiliated churches

Adherence to our foundational beliefs and core values is the substance of what unites us as an Association, providing the basis for a common identity, trust and purpose together in mission and ministry. Thus, our constitution requires churches seeking to join the Association to affirm these beliefs and values:

17.1 Qualifications for Affiliation

A church located within NSW or the ACT is qualified to become an affiliated church of the Association by Assembly if it:

(a) supports the foundational beliefs, the objects and the values of the Association as set out in this constitution.

The constitution also provides provisions for the Assembly to withdraw affiliation of a church from the Association through a process outlined in section 17.5 (a). Just as churches are required to affirm the foundational beliefs and values of the Association to become affiliated, it is only reasonable that they must continue to affirm these beliefs and values to remain affiliated.

We are proposing that, with respect to churches that no longer hold to the Association's foundational beliefs, objects and values, the Assembly Council, in accordance with the procedure 17.5(a) of the constitution, and after appropriate investigation and engagement with the church, should bring a resolution to the Assembly to disqualify the church from affiliation with the Association.

This issue is not merely a theoretical or hypothetical one; we are aware of at least one church currently affiliated with our Association that appears to have publicly embraced a position that places it at variance with the affirmation in the Association's core values regarding marriage as "an institution created by God as the foundation for a lifelong faithful union of a man and a woman." On this and other issues, we need to make it clear that ongoing affiliation with the Association requires shared beliefs and values, and that departure from those beliefs and values means departure from the Association.

Accredited Pastors

Pastors seeking to be accredited with the Association likewise are required to affirm the beliefs and values of the Association outlined in the constitution. The Accreditation Guidelines also specify that 'Persons will be removed from the Accredited List by the Committee for the Ministry under the following circumstances... The Assembly Council resolves that the person no longer subscribes to the basic doctrines, objects and values, ceases to hold to their response to the statement of beliefs, or makes comments or acts in a way which indicates that the person no longer holds to their responses to the statement of beliefs' (Section 6.5 of the Accreditation Guidelines, 2019). We affirm these provisions in the guidelines and we are proposing that the Assembly formally affirm the responsibility of the Assembly Council and the Committee for Ministry to act accordingly.

What about property?

We recognise and share the concern that some may have over what happens to a church's property if they have their Affiliation with the Association withdrawn. We affirm that churches should retain control of their own property, and the proposal to remove churches from affiliation who no longer hold to the Association's foundational beliefs, objects and values, should not be seen in any way as a threat to take away their place of worship.

We believe the Property Trust Act¹ leaves room for a congregation to continue to retain use of property held by the trust, so long as they continue to satisfy the basic requirement of 'the public worship of God according to the usages of the Baptist denomination' and uphold the beliefs outlined in Schedule A of the Baptist Union Incorporation Act 1919. However, we see good grounds for the Assembly to remove any doubt on that question.

One way to achieve that objective may be to reinstate a clause from the original Property Trust Act (1984), which made provision for churches to retire the Property Trust for an equivalent trust, but which was removed in 1992. This clause was designed to uphold and protect voluntary associationalism whilst protecting the intent that such land be used for public worship in line with Baptist convictions.

Thus, although it should not be seen as a necessary condition for the Assembly passing motions (1) and (2) as outlined below, we propose that the Property Trust Act be amended to allow churches to retire the Property Trust as per the 1984 Act, or (alternatively) another mechanism be found that is better suited to achieving the

1. www.legislation.nsw.gov.au/#/view/act/1984/4/full

aim of ensuring that churches ceasing to be affiliated with the Association can still have occupation and use of their property, as long as they continue to uphold the basic doctrines set out in the Baptist Union of NSW Incorporation Act.

MOTIONS

Motion 1. With Regard to churches

- When the Assembly Council is made aware of any church that no longer holds to the association's foundational beliefs, objects and values, that the Assembly council investigates this matter in a timely manner.
- If, upon investigation, the Assembly Council finds that that the church no longer holds to our foundational beliefs, objects and values, that the Assembly council, where possible, engage with the church and its leadership to encourage and urge the church to reconsider their position and affirm the beliefs and core values of the Association.
- If, after a further period of three months from the conclusion of the investigation, the church continues to reject our foundational beliefs, objects and values, the Assembly Council is to begin the process of withdrawal of affiliation in accordance with section 17.5 (a) of the constitution. The name of the church should be brought to the soonest possible assembly.

Motion 2. With Regards to accredited and recognised pastors

- When the Assembly Council is made aware of any accredited or recognised pastor who no longer holds to the Association's basic doctrines, objects and values, that the Assembly Council investigates this matter in timely manner.
- If, upon investigation, the Assembly Council finds that that the pastor no longer holds to our basic doctrines, objects and values, that the Assembly council engage with the pastor where possible to encourage and urge the pastor to reconsider their position, in accordance with section 6.5 (j) of the Accreditation Guidelines.
- If, after a period of no more than three months from the pastor being given an opportunity to be heard by the Assembly Council either in writing or in person at one of its meetings, he or she continues to reject our basic doctrines, objects and values, the Assembly Council is to direct the Committee for Ministry to remove the pastor's name from the list of accredited pastors or the list of recognised pastors in accordance with the Accreditation guidelines section 6.5 (j).

Motion 3. With regard to property held under the Property Trust

- That the Assembly Council make whatever changes are necessary to the Property Trust Act to ensure that churches ceasing to be affiliated with the Association can still have occupation and use of their property, as long as they continue to uphold the basic doctrines set out in the Baptist Union of NSW Incorporation Act.

Note from Assembly Council:

*By agreement with those bringing this Notice of Motions, the intention is that these motions be presented at this Assembly and questions for clarification be answered, but **that the motions be laid on the table and not voted on at this Assembly.***

Please see the Additional Explanatory Material from Assembly Council that outlines the proposed process for discussing these matters in the months ahead and deciding on them at an assembly in 2020.

Appendix (1)

Freedom of Conscience

It has been proposed that the Baptist tenet of 'Freedom of Conscience' needs to be considered alongside our commitment to shared beliefs and core values in the development of an Affiliation Agreement. Freedom of Conscience is certainly foundational to Baptist thought and practice, however (as the vast majority of Baptists across the centuries have affirmed) it is entirely consistent with the freedom of Baptist congregations and associations to articulate their shared beliefs make decisions about affiliation and disaffiliation that are consistent with those beliefs.

Freedom of conscience is both a theological and apolitical idea, flowing from the separation of the church and state and linked intrinsically with freedom of religion.² It has provided the historical basis for churches, such as Baptists, to gather freely to worship without coercion from the state and for individuals to think, speak and act in accordance with their religious beliefs. The proposals in motions 1 and 2 that the affiliation of churches and accreditation or recognition of ministers be dependent on their adherence to the core values and foundational beliefs of the Association, are in no way a violation of the Baptist principle of Freedom of Conscience. Nor do they take away from congregations and their pastors the freedom to worship without coercion from the state or any other institution, including the Baptist Association. Rather, they relate to the basis of our voluntary association, and whether we will maintain meaningful boundaries around that association.

Of course, we affirm the autonomy of the local church and the freedom of churches and individuals to disagree over certain issues and remain unified in the gospel and to remain in association with each other. However, the point is that these differences are not foundational beliefs or core values. If we wanted to say that a certain issue was 'a matter of indifference', we would be declaring that it was not part of our foundational beliefs or core values.³ Whereas to state clearly that an issue is a foundational belief or value is to state that this is not a matter of indifference to us as an association – to associate with us is to affirm these things.

Freedom of conscience as a basic tenet of Baptist life (and the western political tradition) is something to be protected and celebrated, but it is not relevant to the question of whether a church or pastor can dissent from the Association's core values and beliefs and continue to be an Associated Church or Accredited Pastor.

2. See for example: www.bit.ly/foc-assembly

3. For example, when a political party allows a 'conscience vote' they are saying that this matter is not part of the core values of the party.

Appendix (2)

Schedule A of the Baptist Union Incorporation Act 1919

1. The Sinfulness of man
2. The Deity of Jesus Christ
3. His atonement for the sin of Man
4. The need of the Holy Spirit for conversion
5. The Divine Inspiration of the Scriptures
6. The Resurrection of the Dead
7. Rewards and punishments in a future state
8. The Baptism of Believers only by Immersion

Appendix (3)

Relevant Sections of

Baptist Churches of NSW & ACT Constitution (2017)

17.5 WITHDRAWAL OF AFFILIATION

(a) An Assembly may withdraw the affiliation of a church with the Association by:

- (i) Assembly Council passing a resolution to the effect that it proposes to move at an Assembly a resolution to disqualify the affiliated church from membership of the Association
- (ii) prior to the meeting, the Secretary to Assembly Council has given the affiliated church not less than 1 month's notice in writing of the time and place of the Assembly meeting at which it is proposed to move a resolution of withdrawal of affiliation, and
- (iii) at the Assembly meeting, the church is provided with an opportunity to be heard or make written representations at the Assembly when consideration of the motion to disqualify the church from affiliation with the Association is being considered.

17.6 RESIGNATION OF AFFILIATION

A church may resign from being affiliated with the Association by giving 1 month's notice in writing to the Secretary to Assembly Council of its intention, and on the expiration of this period, the church's affiliation with the Association ceases.

Appendix (4)

Section 6.5 of the Accreditation Guidelines (May 2019)

6.5 REMOVAL FROM THE ACCREDITED LIST

Persons will be removed from the Accredited List by the Committee for the Ministry under the following circumstances:

...

- (j) The Assembly Council resolves that the person no longer subscribes to the basic doctrines, objects and values, ceases to hold to their response to the statement of beliefs, or makes comments or acts in a way which indicates that the person no longer holds to their responses to the statement of beliefs, provided that the person has been given an opportunity to be heard by the Assembly Council either in writing or in person at one of its meetings. The person must be given not less than ONE month's notice in writing of the time and place of the meeting and the nature of the business to be addressed at the meeting.

Assembly Council Recommendation

That the Assembly welcome Mark* and that he be approved to proceed to accreditation later today and after being set apart for ministry his name be added to the List of Accredited Ministers, on the recommendation of the Committee for Ministry.

* Unfortunately, due to location of mission activity, security issues prohibit use of name.

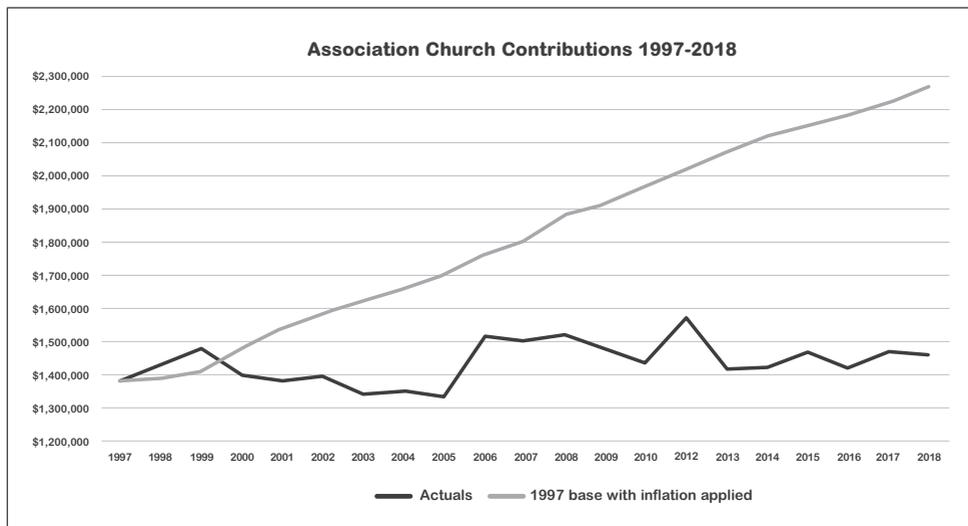
Affiliation Fee Proposal

Update and FAQs

The conversation so far

In 2017/18 an initial round of forums and consultations were conducted on the topic of why we affiliate together. The strongest response given during this initial feedback process was that *it enabled resourcing by our Association of the local church for mission, ministry and general operations.*

The Association's activities are funded in majority by contributions from affiliated churches. These contributions have remained static at about \$1.5m since the mid 1990s. If that giving were simply to have kept pace with inflation over the last 25 years, it would now be about \$2.5m per year, so compared to 25 years ago there has been a decrease in real terms of about \$1m each year. In the light of this we need to determine the best way to more adequately resource the needs of our movement going forward.



PLEASE NOTE: The missing year 2011 indicates transition from financial year accounting using 2010/11 to calendar year accounting using 2012.

Discussion at the September 2018 Assembly started to provide direction. The concept of an Affiliation Fee had overwhelming support, and there was a clear preference in the method of collection – a flat % of a church's general income. The challenging matter of non-contribution was also discussed with various options put forward.

At this year's May Assembly the Assembly Council tabled a proposal to move from the current model of 5% of general income as a voluntary target, to the 5% being collected from all churches as an Affiliation Fee. The model had a significant phase in period for churches not currently contributing at that amount, and 'hardship' provisions if the financial circumstances of a local church temporarily prevented it from increasing its giving. Discussion groups took place particularly around what the consequences should be in the cases of churches who chose not to engage with the process of moving towards contributing at the 5% level.

Next steps

The intention was to bring back to this September Assembly a more concrete proposal for consideration and decision. However since the May Assembly a Notice of Motions has been received for this coming Assembly (see page 7) regarding broader matters of affiliation. It is anticipated we will be undertaking a focused period of engagement around these in the months to come. For this reason Assembly Council is recommending that the Affiliation fee discussion be paused while we undertake this process.

However, feedback from the May Assembly and further discussion has allowed Assembly Council to refine the proposal. While a full revision will come back to Assembly in the future, it can be noted at this point that it will involve a strong emphasis on positive engagement with churches not currently contributing 5%, enabling them to move to that level in a way that is practically viable for them over time. The Council also recognises that communicating well about the value of what we do together as an Association is important. Further action would be reserved for situations where churches choose not to engage in any meaningful dialogue about moving towards the 5%. Recommended consequences would include suspension of voting privileges at Assembly, and the Association reserving the right to charge for services provided to the church, but not withdrawal of insurance or disaffiliation.

At the May Assembly and in the months since very helpful feedback and group discussion about these proposals has taken place. Attached to this update are answers to Frequently Asked Questions which have arisen from these discussions.

Please continue to be in prayer that we might discern God's way forward for us in this important matter in the times ahead.

The Affiliation Fee Proposal Frequently Asked Questions

Where did the 5% target come from?

The goal of churches contributing 5% of General Income to our collective Association ministry was agreed by Assembly in 2010. Over the last 9 years this has been seen as an aspirational goal and while some churches contribute in this way, the majority do not. It is estimated that around 1 in 5 churches currently contribute 5%. Another 1 in 5 do not financially contribute at all. The other 60% of churches are somewhere in between.

Why do we need to emphasise this?

Has giving from the churches to the Association declined?

Giving to our collective ministry has been static at around \$1.5m since at least the middle 1990's. This is despite the fact that there are more churches in our Association now than there were 25 years ago. If that 1990's giving were simply to have kept pace with inflation over the last 25 years, it would now be about \$2.5m per year. This means that compared to 25 years ago there has been a very significant decrease in real terms of about \$1m each year to our collective ministry through the Association. This significantly impacts the capacity of the Association to pursue our agreed vision and provide the resources that our churches are asking for.

Where does the Association spend its money? What do the funds go towards?

The Association team is here to support our affiliated churches and our movement, and also to make possible together things we could not do separately. This support is very broad and includes overseeing accreditation of pastors, training and developing leaders, assisting churches with regulatory compliance and Safe Church health, fostering church planting (30 in the last 3 years alone), advocating with government, training and authorising 1000 SRE teachers, and maintaining ministry standards. It involves assisting churches in revitalisation, health and vision, providing resources and encouragement in youth ministry and children's/families ministry, and managing the key events of our state movement. It also includes contributions to Morling College and our national body Australian Baptist Ministries, as well as resourcing churches in global mission and funding the NSW/ACT state office of Global Interaction which supports our cross-cultural workers on their journey to and on the field.

How would calculating and collecting the 5% actually work?

Churches would complete a simple survey by 31 March each year, showing total General Income for the year ending the previous December. This would form the basis of the church's financial contribution for that calendar year. The amount would be invoiced quarterly to the church.

Where will the increased money go?

A portion of the increase will go to enabling the Association to fund its current level of services. Every year the operating budget is in deficit, and this is unsustainable. The move to co-locate with Morling College at Macquarie Park will benefit the budget, as we will no longer have to rent office premises, but there is still a gap of about \$350K each year based on current costs.

The demand for the services and support of the Association team regularly outstrips the current capacity to provide it. However, the current budget does not allow for the additional resourcing needed.

But most importantly, as a movement we have committed to a bold vision – to see God’s Kingdom grow over the next generation through 1000 healthy churches – our Gen1K Goal. The increased resourcing is essential to enable progress towards this.

Can the Association be satisfied with less?

If churches gave 4%, for example, wouldn’t that still be an increase?

If every church gave 4% it is estimated that this would total \$1.6m-\$2m each year. The current budgeted contributions from churches in our current budget is already \$1.6m, has already been at that level for a number of years, and as noted above is consistently in deficit. The best case scenario if every church gave 4% is that it might just allow us cover our current operating costs.

Didn’t the Association have a \$12 million surplus

through sale of property in 2018? Does it really need more money?

The legal entity called the Baptist Association looks after funds for a number of specific ministries across our wider movement – for example some of our regional ministries. These funds are held specifically for those ministries and, rightly, are not available for general use by the Association. In 2018, \$12m was received from the compulsory acquisition of the old Hurstville Baptist Church site. This is what constituted last year’s surplus. These funds are required to be set aside in trust for ministry in that region and are not available for general Association use.

What about the Gen1K Fund?

The Gen1K Fund is a key resource from which we can assist the Gen1K goal – specifically around church planting and church health. The Fund already contributes back into our General Budget to assist those specific areas of ministry, as it has capacity to do so, and funds grants to new church plants etc. We need to continue to build this fund alongside an increased commitment to our General Budget.

If we increase our support to 5%, this would have a negative impact on our other church ministries. Has the Association considered this?

Churches not currently giving 5% will not be asked to increase straight to 5%, but to increase their giving gradually over years - by 0.5% per year until they reach 5%. For a church with a general income of \$100,000, this equates to an extra \$500 each year; if \$200,000, \$1,000 etc. The heart of this is to encourage churches to phase in the changes over a period of years, where there can be planning and also over time we trust an increase in the overall size of the church's budget. Churches in hardship circumstances will not be asked to increase at all until those circumstances have passed.

Don't we already pay for additional support from the Association when we utilise a number of their services?

Many of the Association's resources are available free to affiliated churches. However, due to the volume and demand for services it is not possible to provide everything without charge – nor would this be fair given some services are particularly resource-intensive. Events and training are almost always subsidised such that participants are not paying the full cost of their production. Church consultancies (intensive work with specific churches) do attract a contribution however this is nowhere near the full cost of the time involved by staff and consultants. The fees received go towards training further groups of consultants for future ministry.

Our Common Goal

Where we hope to be.

GEN1K: To become a movement of 1000 healthy Churches in a Generation (2050)

Our Common Vision Pictures

What we hope to look like.

We see a movement of transforming, healthy communities

- Embracing faith and risk in a life of authentic discipleship
- Transforming lives in the power of Christ
- A culture of disciple making being normal and expected
- Diverse in expression and ministry yet united in purpose, values & foundational beliefs

We see a movement raising and empowering Kingdom-focused leadership

- A culture of leadership development across our movement
- Ample mature leadership to allow our churches, groups and new ministries to flourish
- Healthy pastors and leaders serving our churches and groups with sustained vitality
- Leaders equipped and supported for their roles in the broader community

We see an extraordinary mission shaped movement of God across our churches and affiliated groups

- Proclaiming and demonstrating Christ's love in holistic, culturally appropriate global engagement
- Growing faster than population growth to a movement of 1000 healthy churches in a generation
- Support and involvement in church planting and pioneering work being normal
- Mutual support and partnership between our churches, the Association of Churches and its affiliated groups

We see a movement impacting our society, culture and world

- Cultivating significant positive societal change
- Asserting a prophetic voice, bringing Kingdom values into the public square
- Advocating for and aiding the vulnerable, voiceless and oppressed



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