

Report on the development of GWAC Vision 2025



**GWAC WILL BE A LIGHT ON THE HILL AS WE LIVE
IN STEP WITH CHRIST. WE WILL NURTURE AND EQUIP
ONE ANOTHER, AS WE SERVE THE BROADER COMMUNITY
WITH A CHRIST-CENTRED AND SPIRIT-LED APPROACH.**



Table of Contents

<i>Summary</i>	3
<i>Vision 2025 - explained</i>	4
<i>Vision 2025</i>	5
<i>Vision 2025 Diagram and Vision Statement</i>	6
<i>How the Vision was developed</i>	7
Prayer night 20.5., methodology, outcomes	7
GWAC Life and Community Survey 2019 - findings relating to Vision 2025	7
Taskforce – Terms of Reference and membership	7
Methodology to address Objectives	8
30.6. Sunday, kick off presentations	8
July engagements methodology, setup and outcomes	8
August engagements methodology, setup and outcomes	9
September engagements methodology, setup and outcomes	9
Finalising Vision 2025	11
Communication strategy - channels we used / frequency / presentations	12
Demographic participation in the engagement process	12
<i>Implementation tools</i>	13
Vision 2025 – Weighting of final engagement	13
Vision 2025 Diagram digital version	15
Catalogue of operational ideas to assist implementation	17
Suggested 5-year timeline to show implementation priorities	20
Attachments – Available upon request	21

Summary

GWAC's path to shape the vision for 2025 started with prayer and prayer carried us along the way.

We formally started the journey on 30 June 2019, and we all prayed this prayer together at the various services:

'Lord God, you are an awesome God and our Father, and we prayerfully prepare ourselves in anticipation of what you have in store for GWAC.

Lord, we pray that you would cover us all with the blood of Jesus to protect us from the schemes of the evil one as we embark on this journey. We pray that you bring us together so we can share in fellowship, encourage each other and celebrate this community.

We pray God that you would pour out your Spirit on all people, that they will receive power when the Holy Spirit comes on them so that your sons and daughters will prophesy, your old men will dream dreams and your young men and women will see visions. In the name of Jesus. Amen.'

As the Taskforce, we are convinced that God had his hand in shaping Vision 2025 from the start to the end. We give praise to God for his protection, provision and guidance for GWAC.

We commit Vision 2025 to the people of GWAC and to the Glory of God.

Vision 2025 Taskforce
November 2019

Vision 2025 - explained

Vision 2025 aims to provide strategic direction for the people of GWAC in their walk with God from 2020 to 2025. The goal is to create a vision for those inside and outside our walls, of what GWAC will look, feel and be like in 2025.

Vision 2025 centres around the Step concept, consisting of IN STEP WITH CHRIST; STEP IN; STEP UP and STEP OUT.

IN STEP WITH CHRIST

Aims to focus our thinking, our being and our actions on the centrality of Christ. The short statement attached to this Step - ***Walking a Christ-Centered and Spirit-Led life to serve the body of Christ*** – combines the key aspects that emerged as priorities related to the theme of being In Step with Christ. Our focus should be to be Christ-centred, Spirit-led and prayerful, whilst being selfless and willing to give our first fruits to serve others.

STEP IN

was the strongest theme overall and signifies that to be In Step with Christ we need to be - ***Stepping in with one another as a caring and nurturing community*** – as was demonstrated by the early church and over the centuries. Following Jesus' example, we are called to care for and nurture one another as we intentionally create opportunities to connect with those inside and outside GWAC by being welcoming and by living out hospitality.

STEP UP

It is about taking up the cross and following God's call on our lives as individuals and a community. ***Stepping up with courage to follow God's call and to grow one another in faith*** brings together the key aspects of being courageous to grow personally in faith so that we are equipped to help others grow in their faith. It includes characteristics such as being inclusive of others in the broader community and embracing biblical values in our walk with Christ. A strong theme here was for different styles of worship to be embraced – be they traditional, contemporary or other forms of expressing a relationship with Christ.

STEP OUT

Stepping outside of GWAC to share Christ's love with those around us - urges us to serve the needs of those outside our walls, including the multicultural community around us, and seek to be innovative with how we can actively connect with the community.

The essence of Vision 2025 is captured in the Vision Statement:

***GWAC WILL BE A LIGHT ON THE HILL AS WE LIVE IN STEP WITH CHRIST.
WE WILL NURTURE AND EQUIP ONE ANOTHER, AS WE SERVE THE BROADER COMMUNITY WITH A CHRIST-CENTRED AND SPIRIT-LED APPROACH.***

The Vision Statement looks to capture the four Step concept and the four strategic themes that emerged as the top priorities during the final engagement. It also captures both a physical and a spiritual vision that emerged initially at the 20 May 2019 prayer meeting and during the envisioning – for GWAC to be a light on the hill, a beacon of hope.

VISION 2025 DIAGRAM

The diagram of the cross, the four Steps and the four symbols serve to visually assist the people of GWAC of Vision 2025 in a memorable way. The diagram visually assists in 'reading' the diagram from left to right.

It supports the centrality of being IN STEP WITH CHRIST, symbolised by a pair of praying hands. It displays that first we need to STEP IN to a loving relationship with Christ and one another, symbolised by a pair of holding hands that form the shape of a heart. STEP UP is symbolised by two hands holding up or supporting a cross, bringing meaning to the concept of acting on God's will for our lives – to take up our cross. STEP OUT: is symbolised by a hand that offers a heart, reminding us of the fact that God's love conquers all and that HE wants us to step out and meet one another by sharing the same selfless and sacrificial love that God shares with us.

GWAC VISION 2025

IN STEP WITH CHRIST

Walking a Christ Centered and Spirit Led life to serve the body of Christ.

Christ Centred

Spirit Led

Prayerfully dependent

Serving the body of Christ

Shaped by Scripture

Willing to give our First Fruits for God's purpose

STEP IN

Stepping in with one another as a caring and nurturing community.

Caring and nurturing one another

Intentionally creating opportunities for all of the GWAC community to connect

Intentionally welcoming everyone

Living out a Culture of Hospitality

Valuing difference whilst upholding unity

Fostering/Cultivating Intergenerational connections

STEP UP

Stepping up with courage to follow God's call and to grow one another in faith.

Courage to Grow in Faith - self and others

Equipping people to follow God's call on their life

Embrace all styles of worship - traditional, contemporary and others

Inclusive of everyone in the broader community

Hands on learning

Committed and accountable

STEP OUT

Stepping outside of GWAC to share Christ's love with those around us.

Seek opportunities to serve community needs

Actively engage in local community

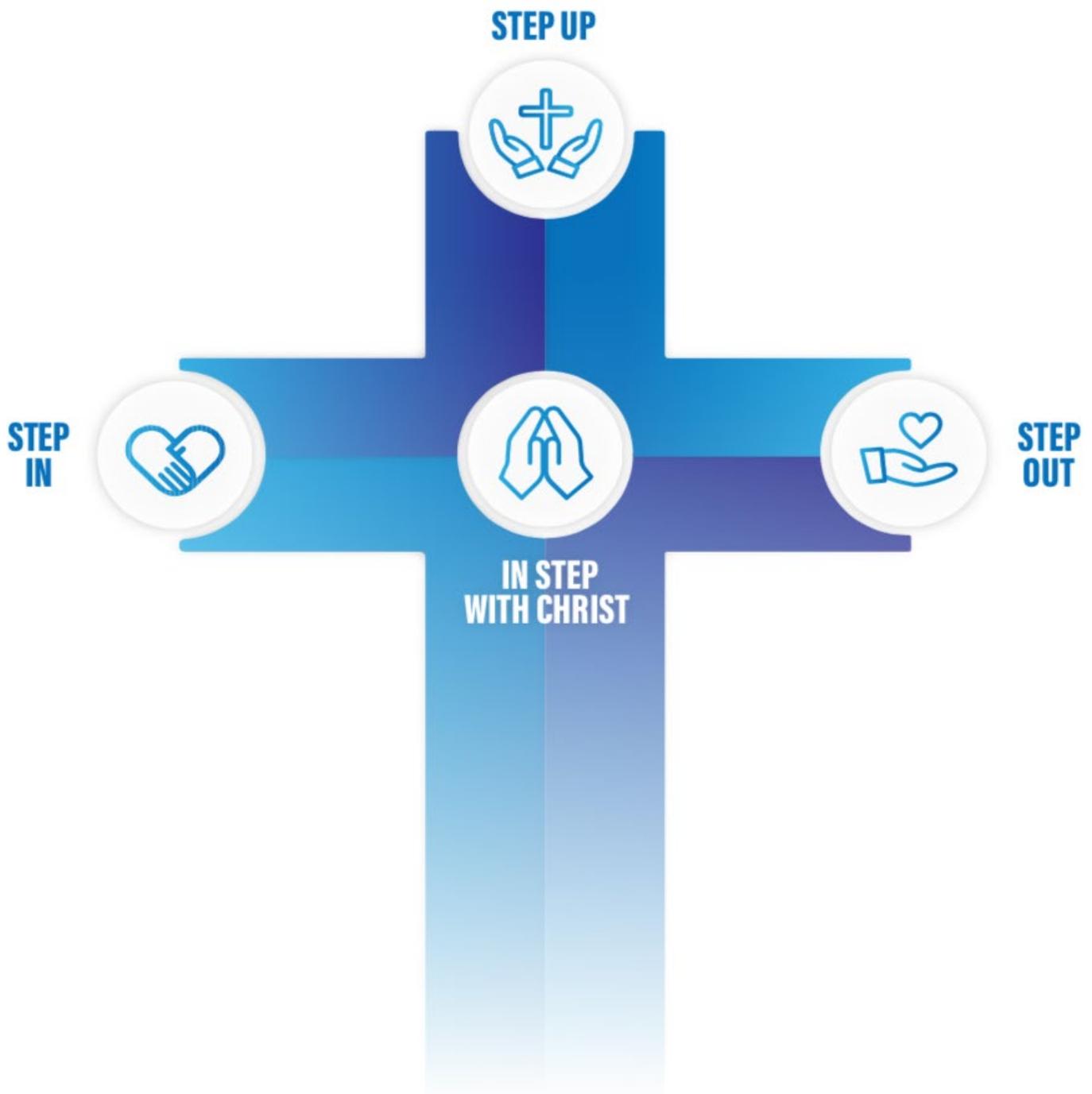
Innovate & Experiment

Embrace the multicultural community around us

Nurture Christ centred communities outside our walls

Culturally Relevant

Vision 2025 Diagram and Vision Statement



GWAC WILL BE A LIGHT ON THE HILL AS WE LIVE IN STEP WITH CHRIST. WE WILL NURTURE AND EQUIP ONE ANOTHER, AS WE SERVE THE BROADER COMMUNITY WITH A CHRIST-CENTRED AND SPIRIT-LED APPROACH.

How the Vision was developed

Prayer night 20.5., methodology, outcomes

Everyone was invited to attend a prayer night on Monday 20 May at GWAC to start discerning God's vision for the future. 30 people attended and spent 2 hours in prayer and reflection.

The night was led by Drew Mellor, Lead Pastor. 30 people met in the fellowship area for a bible reading and general prayer before splitting into four groups. Prayer pointers had been placed in four areas of the church, being the back of the auditorium, the fellowship area, the hallway and meeting room 1. The four groups rotated to each of the four locations, where they prayed and noted down Godly prompts.

These prompts were recorded and provided the foundation for GWAC engaging God's vision together and serving as a beacon that informed various discernments of the Taskforce during the process of developing Vision 2025. The collated notes from the Prayer Gathering are in **Attachment 1**.

GWAC Life and Community Survey 2019 - findings relating to Vision 2025

GWAC conducted a church wide survey in June 2019. The following description was provided with the survey:

'Thank you for taking some time to complete this survey; it is part of our church's 'envisioning' process and important for our understanding of 'who' we are as a church community. The survey is anonymous and will remain that way unless you decide to provide your name and contact details because you would like to specifically talk to a member of the staff team about what you have written; in this case we will contact you.

The survey is open to people associated with the life of our church community who are age 15 and above. There are five sections plus a final opportunity for you to add any explanatory notes, ideas or questions and the survey concludes with an option for you to provide your name and preferred contact details.'

Details relating to the survey are in **Attachment 2**.

Taskforce – Terms of Reference and membership

The Terms of Reference (**Attachment 3**) for the creation of a Taskforce (TF), as directed by the GWAC Governance Board (GB), were ratified by the church wardens on 28 June 2019.

The GB delegated to the TF the envisioning engagement process for developing a draft Strategic Plan looking forward to 2025 (Vision 2025) and to set out the key mission objectives of GWAC for the timeframe 2020-2025. Vision 2025 was to be ready for presentation at the November 2019 Annual General Meeting.

The TF membership comprised:

Chair	Frank Gribi
GB delegates	Diane Craig, Sean Hsien
GWAC members	Fiona Dunn, Murray Outram, Jamie Yeung
Pastoral Staff	Drew Mellor/Bree Mills

The key objectives for the TF were:

- Steer the envisioning engagement process in 2019 to develop draft Vision 2025.
- Provide appropriate engagement avenues for people of GWAC aged 15+ to share Christ inspired and prayerfully considered hopes and dreams (Joel 2:28) to develop a shared vision for the future.
- Provide a framework and process for the engagement to happen in a constructive way that moves GWAC forward and aligns with our vision, purpose and values.
- Provide an avenue for discernment of all input to test that it is Christ inspired.

Methodology to address Objectives

The guiding principle and slogan of the envisioning process was 'Engaging God's Vision together', focussing the TF during the process to ensure it was about discerning God's vision by engaging everyone in GWAC.

The TF met regularly and always gave prayerful consideration on how to achieve the key objectives and to successfully steer the envisioning engagement, trying to include everyone that attends GWAC. It was discerned via prayer and discussion and as indicated in the ToR that the process should enable everyone aged 15+ to share Christ inspired and prayerfully considered hopes and dreams (Joel 2:28).

A key consideration here was to provide engagement that allowed for time to reflect on Christ's guidance, to share with others and to provide a space for discussion. Sessions were to be mindful of the intergenerational and multicultural aspects and requirements of GWAC's population. The TF endeavoured at all times to make sessions attractive, engaging and provide each person with an outlet to contribute in order to provide appropriate engagement avenues for everyone.

The focus of the sessions was to provide a constructive, forward looking framework. Whilst it was important to create avenues to discuss the past and for recording what has been and what is currently GWAC, it was a key observation that we must direct everyone to look forward and imagine what GWAC should be like in 2025.

This was informed by the ToR but also repeated through the whole process by revisiting the input from the 20 May prayer night, which provided a vision of GWAC being a light on a hill, both shining in and out.

30.6. Sunday, kick off presentations

The envisioning process started officially on Sunday 30 June with the commissioning of the TF at all three services (8am, 10:30am, 5pm) as well as the following Wednesday 10am service.

The chair of the TF provided a devotion to set the scene for the envisioning and set out the timeline and process for how people would be able to engage with God's vision.

The engagement would be conducted in three stages. July would give everyone in GWAC the opportunity to contribute and provide the TF with a broad base of input. August was to engage the wider leadership of the church and serve to test the July input. September engagement sessions would offer an opportunity for everyone to provide input.

Details of the 30 June sessions, including the devotion and presentation are in **Attachment 4**.

July engagements methodology, setup and outcomes

These engagement sessions were based around the four GWAC values of Authentic Community, Transformational Discipleship, Radical Generosity and Missional Living. Everyone in GWAC was invited to attend one session. The sessions were widely advertised via the church services, bookmarks featuring weekly prayer plans related to each value, the website and app.

The 2-hour sessions were spread across a couple of weeks, different weekdays and weekend days and different times of the day to enable everyone in GWAC to attend. The focus of the sessions was to create an environment that allowed for individual, prayerful consideration of God's leading for the future. Everyone gathered in the auditorium for a devotion, prayer time for personal reflection supported by candle-light, music and direction for the evening. Attendees were split into four groups that rotated between the fellowship area and meeting rooms 1-3 for 15-minute group sessions where individual discernment was gathered via post it notes.

The directions given to the attendees were:

- We would like you to prayerfully reflect on "What you discern God would like the community of GWAC to become".
- "Imagine a future where the GWAC community is a light on a hill and a beacon of hope
... that is transforming the broader community of Glen Waverley through the Gospel of Christ.

- ... that is radically generous and compassionate to others.
- ... that lives in authentic community.
- ... expressed through missional living.

Hospitality was provided halfway through the sessions as we wanted to live out hospitality and provide space for socialising. During this time, everyone was provided with 4 stickers and the session input related to the four values was displayed in the hallway and outside the auditorium. Everyone was asked to move around to look at the input and use their sticker to 'vote' for the one thing under each value that stuck out to them. Sharing with others while doing the exercise was encouraged.

For the final part of the engagement, everyone moved back into the auditorium and was given one final post-it note. Attendees were asked to prayerfully reflect for five minutes and to try to distil what God was saying to them. What was the one most pressing thing that God was saying to them in relation to Vision 2025 and to note it down.

113 people attended the six sessions and there was a good spread from across all services and age groups. It was recognised, though, that similar to the survey, there was a relative under-representation of those aged between 15-29 years.

Further detail relating to the July engagement sessions is provided in **Attachment 5**.

August engagements methodology, setup and outcomes

The outcomes from the July sessions informed 7 themes:

- Christ Centered
- Courage
- Demonstrating and Sharing God's Love
- Diverse and Inclusive Community
- Growth and Equipping
- Listening and Responding to God
- Selfless and Sacrificial

These were reproduced in word maps, that graced the windows to the auditorium for a few weeks and were used during the August engagement sessions. One of them is displayed below and all of them are provided in **Attachment 6** together with further detail relating to the August engagement sessions.



The audience for these sessions were the wider leadership of GWAC, Governance Board members and GWAC staff members. The objective was essentially to:

- Provide an avenue for discernment of all input to test that it is Christ inspired, in line with the objectives outlined in the Terms of Reference.
- Receive operationally focussed input around the 7 themes to get a sense of how those themes might be implemented towards 2025.
- Receive input from those in GWAC that regularly deal with operational aspects.

September engagements methodology, setup and outcomes

The outcomes from the August sessions initially informed a mind-map showing 10 main themes (bold diamond shapes) with multiple sub themes (square shapes), aligned by colour:

given only three votes across 25 themes would likely mean that some themes wouldn't score at all. This was however not the case, as each theme was to be shown as one of the three priorities for at least one person. After eight sessions, there were however four strategic themes that emerged as priorities receiving substantially more 'votes' (see Implementation tools, final weighting) than any of the others. They were spread across four of the Step headings and are listed below:

In Step with Christ:	Christ centred (91)
Step in:	Caring and nurturing one another (103)
Step up:	Courage to grow in faith – self and others (98)
Step out:	Seek opportunities to serve community needs (89)

Comparatively, the next highest priority received 69 'votes'. The format that was chosen for these sessions was easy to follow and engaging for everyone, as can be deduced from the widespread participation across all age groups, services, families and single participants with a total of 397 participating, providing 994 'votes'.

The TF and it seemed everyone who participated, really enjoyed this engagement as it provided an avenue to connect with the vision and with others and for families it allowed a discussion about what this was all about and to engage their kids. The detail of the participation across services and the nuances of where priorities for implementation might want to focus on, are shown under Implementation tools.

Finalising Vision 2025

The results from the final engagement was discerned by the TF in a couple of sessions. The stars and dots were expected to purely touch base with the voice of the people about the Step concept and an indication of priorities. The outcome of these sessions and the active engagement during the process however confirmed that not only was the Step concept well received and unquestioned but neither did the 25 strategic themes barely create any questions. Each strategic theme was embraced by at least 14 people (lowest count of support for a theme). This influenced the decision making significantly as it meant that GWAC should move forward with what had been discerned prior to the September engagement sessions.

The draft vision was presented to the GB for feedback on 9 October 2019, with a suggestion for the format of Vision 2025 and the format of the report to document how the vision had been developed. Other items included a draft diagram including symbols to support the Step concept and six draft vision statements. All was well received, and a solid discussion was had around various aspects of what was proposed. Key input for changes related to the wording of some of the strategic themes to enable better comprehension, the suggestion to remove Step Across and use the opportunity to align the Step concept with the concept of IN-UP-OUT, which has been well adopted in the GWAC community and some suggestions in relation to the six draft vision statements that had been presented.

Key items that evolved during the final discernment were to

- remove 'Step Across'
- remove the strategic theme of 'Be involved and aligned with God's vision for GWAC'
- reduce the 25 themes to 24, making it 6 per Step concept, instead of 5
- finalise the two-pager Vision 2025
- finalise the Vision 2025 diagram
- create an over-arching vision statement
- create a short sub-statement for each of the Step items
- adjust the wording of some strategic themes
- re-introduce 'courage', which had been lost in the process of developing the Step concept out of the mind mapping

The finalised Vision 2025 was submitted to the GB members on 4 November for final feedback, prior to the Vision being launched at the Annual General Meeting on Saturday 23 November 2019.

Communication strategy - channels we used / frequency / presentations

One of the objectives in the ToR was to 'Provide appropriate engagement avenues for people of GWAC aged 15+ to share Christ inspired and prayerfully considered hopes and dreams (Joel 2:28) to develop a shared vision for the future.'

This meant that the envisioning process should enable all GWAC people to participate at some stage during the engagement. As such, all available channels for communicating messages to GWAC people were activated and these included:

- Launch at 30 June services with a devotion and TF introduction
- Regular website articles with a dedicated webpage (Details in **Attachment 7**)
- Regular GWAC app articles, mirroring the website
- Devotions by the TF members related to the four GWAC values and a general one
- Bookmarks to invite prayer during the July and August engagement, based around the values
- A Noticeboard to provide access to updates for those who don't use digital channels regularly
- Monthly presentations at church services
- September engagement as part of eight different church services

Demographic participation in the engagement process

GWAC Life and Community Survey

180 people completed the survey and there was a good spread from most age groups. It was recognised though that there seemed a relative under-representation (20 participants) of those aged between 15-29 years.

July engagement sessions

113 people attended the six sessions and there was a good spread from across all services and age groups. Similar to the survey though, there was a relative under-representation of those aged between 15-29 years.

August engagement sessions

A majority of GWAC leaders, GB members and staff members engaged in the August sessions, which was essential for the validation of the information that had been discerned thus far.

September engagement sessions

Across the 8 sessions, a total of 397 people participated, with a balanced spread across services and age groups. It was comforting that the trend of the under 30-year old's being under-represented was reversed with one 5pm service showing the highest overall participation (69 people) and the Ignite service showing a strong participation of GWAC Youth (50).

Implementation tools

Vision 2025 – Weighting of final engagement

High Level

DRAFT - GWAC VISION 2025 – Steps x 5

IN STEP WITH CHRIST	302
Christ Centered	91
Spirit Led	61
Prayerful dependence	58
Scripture shaped	47
Willing to give our best (First Fruits) for God's purpose	45
STEP IN	329
Care and nurture one another	103
Intentionally creating opportunities for all of the GWAC community to connect	64
Intentionally welcoming everyone	57
Live out a Culture of Hospitality	53
Embrace all styles of worship - traditional, contemporary and others	52
STEP UP	236
Grow in Faith - self and others	98
Equip people to follow God's call on their life	69
Serve the body of Christ	33
Committed and accountable	22
Be involved and aligned with God's vision for GWAC	14
STEP OUT	234
Seek opportunities to serve community needs	89
Actively engage in local community	58
Nurture Christ centred communities outside our walls	37
Innovate & Experiment	26
Hands on learning	24
STEP ACROSS	222
Inclusive	57
Multicultural	56
Valuing difference	45
Intergenerational connections	43
Culturally Relevant	21
994	"Votes "
397	People

Detail Level

RETAIN	Final Wording 5.9.19, 13:45	Total	Sun 8am	Sun 10.30	Sun 5pm	Wed 10am	Ignite	Sun 8am	Sun 10.30	Sun 5pm	
STEP IN	Live out a Culture of Hospitality	53	2	5	17	2	6	5	8	8	
329	Intentionally welcoming everyone	57	13	6	4	5	4	10	12	3	
	Care and nurture one another	103	17	8	13	8	15	13	17	12	
	Embrace all styles of worship - traditional, contemporary and others	52	12	6	6	3	7	6	10	2	
	Intentionally creating opportunities for all of the GWAC community to connect	64	4	19	4	2	8	5	10	12	
IN STEP WITH CHRIST	Prayerful dependence	58	11	13	11	7	0	3	7	6	
302	Willing to give our best (First Fruits) for God's purpose	45	3	2	15	3	4	2	9	7	
	Christ Centered	91	12	17	13	4	8	18	4	15	
	Scripture shaped	47	6	11	10	2	2	4	2	10	
	Spirit Led	61	13	6	5	2	6	9	9	11	
STEP UP	Committed and accountable	22	4	2	4	1	1	2	4	4	
236	Grow in Faith - self and others	98	8	24	17	3	11	9	17	9	
	Equip people to follow God's call on their life	69	8	10	19	0	5	8	10	9	
	Serve the body of Christ	33	3	6	3	2	3	1	9	6	
	Be involved and aligned with God's vision for GWAC	14	2	5	0	4	0	1	2	0	
STEP OUT	Seek opportunities to serve community needs	89	14	16	11	2	9	11	22	4	
234	Innovate & Experiment	26	1	3	6	1	11	0	2	2	
	Actively engage in local community	58	8	8	11	1	7	5	10	8	
	Nurture Christ centered communities outside our walls	37	5	2	5	2	4	4	5	10	
	Hands on learning	24	1	1	5	3	6	0	3	5	
STEP ACROSS	Valuing difference	45	11	2	6	3	8	2	8	5	
222	Multicultural	56	12	15	4	3	6	4	11	1	
	Intergenerational connections	43	8	6	10	3	4	5	3	4	
	Culturally Relevant	21	1	3	1	1	3	6	5	1	
	Inclusive	57	3	2	8	4	13	5	12	10	
		994	134	154	164	51	111	99	154	127	"Votes"
		397	61	66	69	24	50	33	51	42	People

 <p>IN STEP WITH CHRIST</p>	<p>Walking a Christ Centered and Spirit Led life to serve the body of Christ</p>
 <p>STEP IN</p>	<p>Stepping in with one another as a caring and nurturing community</p>
 <p>STEP UP</p>	<p>Stepping up with courage to follow God's call and to grow one another in faith</p>
 <p>STEP OUT</p>	<p>Stepping outside of GWAC to share Christ's love with those around us.</p>

STEP UP



STEP IN



IN STEP WITH CHRIST

IN STEP WITH CHRIST

WALKING A CHRIST CENTERED AND SPIRIT LED LIFE TO SERVE THE BODY OF CHRIST

STEP IN

STEPPING IN WITH ONE ANOTHER AS A CARING AND NURTURING COMMUNITY

STEP UP

STEPPING UP WITH COURAGE TO FOLLOW GOD'S CALL AND TO GROW ONE ANOTHER IN FAITH

STEP OUT

STEPPING OUTSIDE OF GWAC TO SHARE CHRIST'S LOVE WITH THOSE AROUND US.

STEP OUT



Catalogue of operational ideas to assist implementation

A multitude of operational ideas and suggestions were provided by people of GWAC during the envisioning process. These have been collected and are provided below and also in spreadsheet format in **Attachment 8** for use by the Governance Board, Lead Pastor and the staff team.

All the operational suggestions have been grouped into the four themes of In Step with Christ; Step In; Step Up and Step Out. There are a number of suggestions that sit across more than one theme, these have been highlighted in yellow to assist with easy recognition for later use.

In Step with Christ

1. Annual teaching series on money (address key blind spot of western church)
2. Be selective who leads prayer in gathered celebs -> model prayer that is not boring
3. Deeper intentional prayer focus - prayer triplets
4. Demonstrate God's grace, so others can learn about God's love
5. Develop a culture of stepping out of our 'comfort zones' and a greater love and concern for those outside the church, i.e. stories of courageous actions, of taking risks! changing what we do -> respond to God's leading
6. Develop a process / incubator for people to listen, respond, start new ideas God is leading them into - low weight, permission giving
7. Encourage personal storytelling - stories of the everyday and the more miracle style, creative expressions of bible stories, testimonies in gathered celebrations
8. Encourage us to be countercultural in our approach to time, money and possessions
9. Foster and promote the counter-cultural value of putting others first
10. Gathered celebrations that have space for 'spirit leading' (the ones that are ready), foster culture of spirit led worship, teach ppl how to listen to the Holy Spirit
11. Gathering testimonies into a book for sharing with the congregation
12. Ongoing teaching and creative presentations re what Jesus did / how he lived / what he taught
13. Space during gathered celebrations for listening
14. Teach regularly into idols that take Jesus from the centre of our lives
15. Teaching / training on examples of courage

Step In

1. All - Age, Congregations, Intergenerational
2. Be more responsive to the congregation during services
3. Being a very practical church: food, friendship, courses that engage the community
4. Catering to ESL backgrounds
5. Consider more combined activities so that congregations can meet and share
6. Different age groups doing community together
7. Don't let the focus on the older people (8am / 10am Wed) disappear
8. Encourage unity by doing activities together - not necessarily worship as styles differ but by encouraging relationships
9. Focus on inclusiveness and respect for all service congregations
10. Fostering a greater understanding of cultural values from different backgrounds e.g. role of family
11. Ideas: Rotational dinner, get to know each other, icebreakers, games night, music nights, etc. If we could have more than just Sun worship time to know each other, wouldn't this be lovely
12. Inclusive of all abilities, groups, children & different cultural groups
13. Intentional intergenerational / intercultural involvement of people in upfront/hospitality/welcoming etc. - where people from different cultures feel 'at home' and valued
14. Intentionally develop space and process for welcoming new people into GWAC community -> info -> coffee machine
15. Intergenerational interactions
16. Knowing those who are in need of: food, money, other help. Connect cards, app?
17. Men's ministry to establish connections within GWAC

18. Ministry teams that are not AGE and STAGE based -> fostering a culture of GIFT and intergenerational based ministry
19. More all age events and cross generational worship
20. More all age worship or social get togethers
21. More and relaxed social gatherings that don't put much strain on the part of facilitators
22. More combined services
23. More frequent opportunities to share meals with others from all services to encourage sharing and understanding
24. More interaction between 'service groups'
25. More intergenerational opportunities. Bridge the gaps between 8am-10.30am-5pm-Wed services. Learn from each other.
26. More opportunities to just socialise together and get to know each other
27. Retain 8am service style - hymns, organ music, etc
28. Sharing food, socialise - Something beautiful happens when people eat, work, problem solve together
29. Single parent support groups
30. Some songs during music worship in different language
31. Suggestion box for needs/prayers is an excellent idea (-> connect card / app)
32. Sunday lunch lottery: A means to encourage hospitality amongst people and families who may not know each other
33. Train your brain - good way of inviting the local community into GWAC. Teaching English to non-English speaking community
34. Welcoming. GWAC should be a place where all people, cultures, strangers are joyously welcomed and it's not possible for visitors to go unnoticed.

Step Up

1. Annual teaching series on money (address key blind spot of western church)
2. Be bold and open to try something new as the Holy Spirit leads. Avoid set formats
3. Boldness to discuss / preach topics that are currently valid, but we avoid because they're hard
4. Communal spiritual disciplines, i.e. retreat days, reading plans, prayer partners, fasting
5. Emphasis on moving from understanding the word to applying it
6. Encourage active involvement of all in LGs or GCs
7. Encourage personal storytelling - stories of the everyday and the more miracle style, creative expressions of bible stories, testimonies in gathered celebrations
8. Gathering testimonies into a book for sharing with the congregation
9. Have practical challenges from sermon applications. How to follow up? LG/GC?
10. Interactive worship - testimonies, sharing, organic, extended people participation in worship
11. Men's and Women's ministry: need to guide and equip young people to grow into mature men/women of God
12. More gospel communities that address specific community needs
13. More guest speakers and testimonies, sharing, stories within GWAC with exciting / relevant experiences
14. More mentoring (a good way to use our gifts)
15. More teaching on tithing
16. Ongoing teaching and creative presentations re what Jesus did / how he lived / what he taught
17. Opportunities for more personal sharing and prayer such as prayer triplets or accountability groups
18. Sharing stories, dreams, visions, discovering the work of God through testimonies of the congregation
19. Somehow direct people's conversations after the service towards more faith related rather than just the footy on the weekend.
20. Teach regularly into idols that take Jesus from the centre of our lives
21. Teaching / training on examples of courage
22. Team of Elders (not all old people) mature in the knowledge of the word providing encouragement and guidance for all the community.
23. Utilise app for devotions and listening
24. Women's ministry (i.e. rebirth WOW women of wonder)

Step Out

1. Be a church-planting church -> multi-modal methods -> GCs -> larger plants, etc
2. Be open as a church - open doors i.e. fete
3. Cafe (10am to 2pm)
4. Catering to ESL backgrounds
5. Community building -> birthing NEW communities with specific MISSION focus
6. community focused on identified ESL groups (e.g. mandarin speaking, etc)
7. Community garden – make use of our land and grow produce and friendships
8. Connecting with local councils to understand and respond to NEEDS of the local community
9. Develop a culture of stepping out of our 'comfort zones' and a greater love and concern for those outside the church, i.e. stories of courageous actions, of taking risks! changing what we do -> respond to God's leading
10. Equipping and sending out into the community through sharing the gospel / pastoral care / prophetic prayer
11. Fostering a greater understanding of cultural values from different backgrounds e.g. role of family
12. identify what GWAC people are already doing / identify needs, strategies to meet them, partner with organisations to do this
13. Intentionally develop space and process for welcoming new people into GWAC community -> info -> coffee machine
14. Involved in the community: meals for the hungry / shelter for homeless / greater presence in community events by the ministry
15. Learn and analyse what our outside communities need and what agencies / opportunities to outreach
16. Linking up and collaborating with other local churches
17. Outreach thru serving community -> serving, discipling -> GCs, equipping saints to step out in faith, listen to God, be courageous
18. Plant new communities or hubs -> where we have relationships, resources and a gospel need
19. Reaching out to other church groups via social media or email (deeper engagement)
20. Sharing as a community: serving those who are in need in our GWAC community, similar to early church
21. Soup kitchen – either at GWAC or where the greater need is
22. Step out into the community in faith, to share the gospel and discover God at work!!
23. Stir missional imagination in our communities and gathered celebration -> what could be?
24. Street evangelism: link/support Jason Hooker's idea
25. Train your brain - good way of inviting the local community into GWAC. Teaching English to non-English speaking community
26. Utilise our wonderful facilities more, e.g. kitchen, outreach
27. We need to get out more, spread the word, Christian light – full strength
28. Welcoming. GWAC should be a place where all people, cultures, strangers are joyously welcomed and it's not possible for visitors to go unnoticed.

Suggested 5-year timeline to show implementation priorities

From the engagement process, we have heard from the GWAC community about their vision for the next five years. We have captured not only the ideas from the prayerful discernment of the community, but also their respective weights during the final engagement. Below are the themes and the ideas listed in order of the weightings:

Themes		Items	
Step In	329	Care and nurture one another	103
In step with Christ	302	Grow in Faith - self and others	98
Step Up	236	Christ Centred	91
Step Out	234	Seek opportunities to serve community needs	89
Step Across	222	Equip people to follow God's call on their life	69
		Intentionally creating opportunities for all of the GWAC community to connect	64
		Spirit Led	61
		Prayerful dependence	58
		Actively engage in local community	58
		Intentionally welcoming everyone	57
		Inclusive	57
		Multicultural	56
		Live out a Culture of Hospitality	53
		Embrace all styles of worship - traditional, contemporary and others	52
		Scripture shaped	47
		Willing to give our best (First Fruits) for God's purpose	45
		Valuing difference	45
		Intergenerational connections	43
		Nurture Christ centred communities outside our walls	37
		Serve the body of Christ	33
		Innovate & Experiment	26
Hands on learning	24		
Committed and accountable	22		
Culturally Relevant	21		

Although the weightings serve as an indication of the level of support each item has from the GWAC community, it must be noted that the order and timeline of implementation is dependent on several factors, some of which are (not exhaustive):

- Complexity of the item
- Resources
- Engagement/involvement from the congregation
- Partnership opportunities (e.g. Kids Hope)

Ultimately, we trust that God will lead the new Vicar and the staff team to use this engagement process as appropriate to enable GWAC to become the church that God desires it to be.

Attachments – Available upon request

Due to the size of the attachments, they are available upon request from the GWAC office.

Attachment 1	Prayer Gathering 20 May 2019
Attachment 2	GWAC survey 2019
Attachment 3	Taskforce – Terms of Reference
Attachment 4	Details of the 30 June sessions
Attachment 5	July sessions
Attachment 6	August sessions
Attachment 7	Website and app updates
Attachment 8	Catalogue of operational ideas to assist implementation (Spreadsheet)