



**'Together Transforming
 our City and Church'**



Our Vision

St Paul's Cathedral Melbourne to be a place of transformation for our City and Diocese where all people can come to experience and know God's love in Christ Jesus.



Equipping a gathered community to seek the Kingdom of God
by service, sending and partnership



Enabling a worshipping community to bear fruit for the kingdom of God
by service, participation and stewardship



Empowering a Leadership Community to promote the mission of God
by strengthening, equipping and engaging

Our Ten Mission Commitments

Prayer that speaks of the presence of God in the heart of our state capital

Welcome that actively reaches out to the peoples of our City

Evangelisation that makes and equips new generations of Christians

Belonging that is a home for the people of our Diocese and City

Advocacy that promotes initiatives to fight poverty and injustice in our City

Education that encourages public conversations about Christ

Innovation that effectively communicates the Good News using the opportunities offered by new media

Excellence that stimulates growth in our Diocese

Imagination and Beauty that works closely with the creative arts in our City

Sustainable Living that increases renewable energies and models practices that safeguard God's good creation



**EQUIPPING A GATHERED COMMUNITY
TO SEEK THE KINGDOM OF GOD
by service, sending and partnership**

‘Teach and admonish, feed and provide for Christ’s family and search for his children ... that they may be saved through Christ forever’ (Colossians 3.16)

STRATEGIC GOALS AND ACTIVITIES TO REACH OUT TO OTHERS

1.1. Strengthen our ministry of welcome and witness

- 1.1.1. Continue to develop and expand our ESL Program
- 1.1.2. Continue to provide and improve our hospitality, enterprise and visitor experiences every day
- 1.1.3. Increase public presence and profile through digital signage and social media

1.2. Establish collaborative partnerships

- 1.2.1. Establish an institutional partnership with the Anglican Province of Victoria Indigenous Council
- 1.2.2. Invest in our artistic partnerships with Deborah Cheetham AO, Kaiela Arts Shepparton Victoria and develop opportunities with partnering with other First Nations artists and regional communities
- 1.2.3. Establish partnerships that align our values with mutual benefit (Parishes, Diocese, Choir Schools, Colleges, City) by 2024
- 1.2.4. Host partnership celebration events each year

1.3. Promote God’s justice

- 1.3.1. Develop a Reconciliation Action Plan by 2023
- 1.3.2. Develop and grow practical reconciliation initiatives (Reconciliation Week Worship, NAIDOC Week Worship, Memorials to Frontier War victims, Memorial acknowledging Country)
- 1.3.3. Resource and share good practice models for refugee advocacy each year



ENABLING A WORSHIPPING COMMUNITY TO BEAR FRUIT FOR THE KINGDOM OF GOD by service, participation and stewardship

‘May you be filled with the knowledge of God’s will in all spiritual wisdom and understanding so that you may lead lives worthy of the Lord, fully pleasing to him, as you bear fruit in every good work and as you grow in the knowledge of God.’
(Colossians 1.9-10)

STRATEGIC GOALS AND ACTIVITIES TO BUILD UP OUR MEMBERS

2.1. Sustain and grow our congregational ministries

- 2.1.1. Grow the diversity of our 5 Sunday and 11 Weekday Congregations through the strategic resourcing of our Evangelism and Mission Department
- 2.1.2. Grow a community of prayer, study and care by developing our small group ministries and fostering our pastoral teams
- 2.1.3. Partner with 2 complementary Anglican Diocese of Melbourne, Ridley Melbourne, Trinity College Theological School Melbourne study or outreach programs each year

2.2. Equip our people to tell the story of God’s love

- 2.2.1. Develop and implement a discipleship strategy by 2021
- 2.2.2. Develop a pathways to ministry program for congregational lay leaders by 2023
- 2.2.3. Train >12 congregational members in ministry practices every quarter

2.3. Establish a culture of generosity and stewardship

- 2.3.1. Establish a culture of generosity that encourages an increase in philanthropy by 5% each year
- 2.3.2. Conduct an annual survey of congregational members on interests, gifts, talents and needs
- 2.3.3. Host 2 annual community outreach and giving events each year (Cathedral Dinner, Cathedral Music Foundation Reception)



**EMPOWERING A LEADERSHIP COMMUNITY
TO PROMOTE THE MISSION OF GOD
by strengthening, equipping and engaging**

“Let those who use the things of this world do so as if not engrossed in them. For the present form of this world is passing away.” (1 Corinthians 7.31)

STRATEGIC GOALS AND ACTIVITIES TO UNDERPIN OUR GOVERNANCE

3.1. Sustain, upskill and grow staff teams

- 3.1.1. Equip and support Cathedral Departments in delivering sustainable ministry programs and operational initiatives
- 3.1.2. Develop a culture of wellbeing for Chapter and Cathedral staff, including regular professional and governance development
- 3.1.3. Establish an enterprise business plan by 2021 to resource our mission

3.2. Sustain and develop our finances and assets

- 3.2.1. Introduce and implement a financial and assets management strategy by 2021 to enable future generations to tell the story of God’s love in Christ Jesus
- 3.2.2. Introduce and implement a buildings and fabric maintenance strategy by 2022 with the aim fully to utilise our buildings precinct as an instrument of witness to God’s transforming love
- 3.2.3. Manage and utilise our existing endowments, and seek new bequests for Cathedral Music Foundation and Welfare Trust

3.3. Encourage a culture of shared responsibility and accountability

- 3.3.1. Select and install a First Nations’ Chapter Canon by 2022
- 3.3.2. Compile a directory of Cathedral ministries and their leaders, for giving, praying, volunteering by 2020
- 3.3.3. Identify and manage appropriate risk profiles every second month
- 3.3.4. Monitor the implementation of safeguarding policies and strategies every month