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Introduction and Background

April 2022: As we come out of the tumultuous time of the COVID pandemic and as we approach my departure as Vicar, this revision of the MAP is meant to serve as a guide for the forthcoming interregnum and to assist the Incumbency Committee as it develops the Parish Profile.

Fr Peter

Over the last several years, as the world around us has rapidly changed, we also have changed. The 'green shoots' of new life are firmly established with new membership in our community and fresh initiatives in our mission. While remaining a locally based parish community, our mission focus has grown to extend beyond the boundaries of the Parish. This was one of the intentions of our previous Mission Action Plan (MAP) which was launched in 2011.

We have, over this time, developed a ministry of hospitality to the wider church and community. Our outward looking mission has been a major driver in our moving from being two distinct village churches to being *one parish with one vision with two worship centres*, utilising our resources to fulfil that vision. By any measure, God has blessed us in what we put our hand to then and it is our deepest desire, hope and prayer that God will continue to bless our efforts in this new chapter of our life.

Importantly, we are now recognised by the Diocese, the wider church and more broadly the wider community, as being a resource hub for renewal and refreshment through our ministry of hospitality. These are the beginnings upon which we will now build.

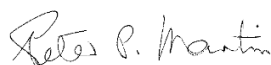
Our Parish Vision (see above) for the future echoes the Vision of The Archbishop, 'To make the Word of God fully known'. Like the Archbishop, we are developing a MAP for the next 8 years; 2017-2025.

The realisation of the vision and goals of our previous MAP has established the starting points for this next chapter in the life and mission of our parish. The amalgamation of the parishes of the St George and St James in 2015, and the legislation upon which it is based, provides the structural framework for these next 8 years.

As part of the Anglican Diocese of Melbourne we discern our vision and locate our mission within the broader vision and mission of the Diocese. It is especially important that we listen carefully to the Archbishop's vision in the knowledge that the Holy Spirit is speaking with one voice to the whole people God in the Anglican Dioceses of Melbourne.

Alongside this we listen into the existing pastoral and missional connections and conversations in which we are engaged.

This document sets out the Vision and Directions of the Anglican Parish of St George the Martyr and St James, 2017-2025.



Fr Peter Martin

Ministry Action Plan 2017-2027

1. Deepening the life of our parish community through our:

- a. Gathering for Worship and community building
 - i. Establish a single Sunday Morning Eucharist for all parishioners, alternating between the two worship centres month by month
 - ii. Build Sunday morning-tea as a key time to build our own faith community and to welcome guests and new congregants.
 - iii. Encourage a more intentional approach to prayer
 - iv. Maintain and build the round of community building/fundraising/social events
- b. Livestreaming and Zoom
 - i. Maintain worship connections and develop pastoral connections with those connecting with us remotely
- c. Christian life formation
 - i. continue to build pathways of enquiry and commitment for new members culminating in Easter initiation and reception
 - ii. Parish study groups
- d. Maintain and grow smaller gatherings which provide opportunity for:
 - i. Fellowship
 - ii. The teaching and formation in a variety of spiritual practices
- e. Maintain existing meditation groups:
 - i. Monday; Wednesday and Friday
- f. Maintain existing Morning and Evening Prayer:
- g. Pastoral care
 - i. Cross generational
 - ii. End of life, grief and funeral ministry
 - iii. Maintaining ministry to aged care facilities and home communion to the frail and aged

2. Cross Generational

- a. Evolve the family Sunday Eucharist
- b. Maintain and grow pastoral connection with our families with children
- c. Increase our use of various digital platforms to build communication

3. Community outreach

- a. Deepening ecumenical and interfaith relationships
- b. Maintain and grow our traditional involvements in the civic life of the Borough and the City of Greater Geelong

4. Hospitality

- a. Werribee Karen (Burmese). Continue partnership with the Karen Authorised congregation in Werribee.
- b. Consolidate/continue existing hospitality ministry
 - i. St James House of Prayer. Using the second unit. Alongside commercial rental
 - ii. Quiet days for parish groups and others
 - iii. Implement business plan for Nth Wing of Old School Hall
 - iv. Sunday morning tea

5. Climate Action

- a. Climate action through participating in the activities of Australian Religious Response to Climate Change (ARRCC)

6. Resourcing the MAP

- a. Building the leadership team with broader involvement in the life of Diocese
- b. Care and maintenance plan for grounds and buildings
- c. Improve culture by incorporating lessons from the Royal Commission
- d. Build fundraising and giving and overall stewardship

Attachment 2**QUESTIONNAIRE RESULTS**

The purpose of this Questionnaire is to receive feedback from our Parishioners about what is important to you about life in the Parish and attending church.

Notes prepared by Sally Hawkins, Treasurer & Parish Councillor, June 2022

ATTENDING CHURCH

| | Very important | Quite important | Not important |
|------------------------------|----------------|-----------------|---------------|
| Sunday services | 16 | 2 | 4 |
| 2 places of worship | 6 | 9 | 7 |
| Start time | 8 | 11 | 4 |
| Order of service | 15 | 6 | 3 |
| Holy Communion | 19 | 4 | 1 |
| The Sermon | 18 | 5 | |
| Use of prayer book | 13 | 6 | 4 |
| Prayers of the People | 17 | 6 | |
| Hymns/Music | 17 | 4 | 3 |
| Livestreaming | 14 | 2 | 7 |
| Morning tea after church | 14 | 7 | 3 |
| Inside appearance of church | 11 | 12 | |
| Outside appearance of church | 10 | 11 | 3 |
| Mission giving | 10 | 12 | 2 |

Added suggestions/comments:

Need to work out how we can improve attendance numbers and watchers on streaming. Parish Council should be aware of attendance numbers and address this.

- Morning and/or Evensong
- Consolidate onto St George's site
- A number of people wrote that the start time 10 am is a good time
- Would prefer start time 9 or 9.30 am
- Hymns – enhanced with choir
- Inside appearance of church – connection to the history of the village/municipality

- By consolidating to one Parish location (St George's) enables a 'focus' within the Borough of Queenscliffe municipality, building on the 'history of place' (close to the Municipal Town Hall and connection to the activity of the community in the village).
- Consolidation enables the sale of St James property to assist funding of the renovation/ expansion of St Georges (if the sale proceeds were to be applied) and potentially to fund mission activities going forward (subject to the agreement of the Diocese and Melbourne Anglican Trust Corporation).
- Enjoy attending Sunday services, especially as you get older.
- A few people have mentioned that the return of the occasional 8 am Holy Communion would be nice.
- No male member on Parish Council
- Same people doing all the work and fear they will become tired if they don't recruit more workers.
- Would like to see the Parish more relevant to young people.
- The sermons have turned people away from church as they were too long and unstructured.
- Some people no longer attend partly because they felt 'pressured'. Others have mentioned lack of real sense of community which they have known in rural areas from which they came.
- Pity white weatherboard replaced by ugly facade.
- Prefer a less 'orthodox' litany.
- On occasions songs rather than hymns.
- If St George's was not a National Trust building I would suggest one church only.
- 'Prayers for the People' should not be too prescriptive.
- Should a small congregation continue we could use only St James. St George's too difficult to heat, etc.
- For the future, should we be looking at a shared arrangement with Ocean Grove as operates for Holy Trinity Queenscliff Catholic Church be the way to go?
- Meditation is also an important aspect of church
- Live-streaming is essential for those who can't attend church – it allows them to stay connected and be part of the church service
- Play hymns we know

- You only need one person to do the Readings and the Psalm during Sunday service is the easiest and best way.

BUILDINGS

| | Very important | Quite important | Not important |
|-----------------------|----------------|-----------------|---------------|
| St George's Church | 11 | 1 | 1 |
| Maintenance | 17 | 4 | 1 |
| Appearance - outside | 14 | 6 | 1 |
| Accessibility | 18 | 1 | 1 |
| | Very important | Quite important | Not important |
| St James Church Point | 8 | 3 | 1 |
| Maintenance | 16 | 6 | 2 |
| Appearance - outside | 13 | 1 | 1 |
| Accessibility | 19 | | |

Comments:

- Like to see monthly or bi-monthly working bees organised with social aspects re morning tea or sausage sizzle rostered.
- Maybe a building and maintenance sub-committee to plan short term and long term maintenance and landscaping projects. Would like to see St George's property landscape improved.
- St George's church outside appearance could be enhanced.
- The memorial garden is a mean, unattractive 'feature'. Rose gardens at some church years are lovely.
- Icon faded.
- The cost of restoring St George's should be paid by the Heritage listed company.
- St George's needs heating – it is very cold in the winter.
- St George's needs a more accessible toilet.
- St James needs a paid mower.
- Audio visual for St James.
- St George's is showing the effects of the way it was built originally – damp, stucco walls. It is not the responsibility of the Parish to maintain it. Heritage status is a wider community

responsibility. Parish should be careful that it doesn't become THE 'mission'.

- If preferred option is to have two operating churches they should both be maintained internally and externally. We need working bees bi-monthly and a roster system should be arranged for each church.
- A wide ranging review of parish 'assets' should be undertaken. The 'vicarage' may be needed for a future priest and possibly family.
- Very grateful for the reality of these two churches and aware of the horrendous responsibilities of their care during climate change storm coupled with their ageing. Both churches are important but can we afford to keep two?
- The memorial garden at St George's is in a sad and neglected place requiring a 'replant' and continuing care and maintenance.
- Excess growth and ground creeper growing out under the fence of St George's, particularly lower part of Mercer Street) requires attention.
- Cat-tails from the pine trees at St George's requiring sweeping up from the driveway whenever necessary.
- Buildings aren't as important as the comfort inside with heating and good lighting

PARISH LIFE

| | Very important | Quite important | Not important |
|---|----------------|-----------------|---------------|
| Receiving visits from the vicar | 8 | 7 | 3 |
| Study groups to support each other in our faith | 6 | 9 | 1 |
| Regular/occasional social get togethers with Parishioners | 11 | 4 | 2 |
| Community involvement | 12 | 3 | 1 |
| Continuing House of Prayer retreats | 4 | 5 | 7 |
| Hosting retreats & conferences | 3 | 7 | 6 |
| Fundraising | 5 | 8 | 2 |
| Use of Old School Hall | 8 | 6 | 2 |
| Use of Gill Hall | 8 | 5 | 1 |
| Mission and Refugee support | 8 | 6 | 2 |
| Climate change | 7 | 5 | 3 |
| Other social issues | 1 | 6 | |

Comments:

- Regular social get togethers with Parishioners are important to bind community.
- Community involvement – by consolidation, potential enhanced.

- Use of Old School Hall – can be potentially enhanced by promotion and consolidation.
- House of Prayer has been a financial drain on the Parish.
- Not keen on all the signage about Climate Change outside St George's – I am sure we would all agree we need to work towards quelling the effect of Climate Change but I do not believe it should be the main message of the Parish.
- Recorded hymns generally unsuitable – the return to live music is uplifting. Does the 'old' organ no longer work?
- Enjoy the traditional Anglican form of worship, solidly based on the Prayer book, as we have right now.
- Church should not be political – inappropriate pushing of climate change.
- Vicarage will need to be used when the new vicar is appointed.
- The office should go back to the room built for the office in front of vicarage.
- House of Prayer should return to its original use as the Vicarage.
- Considering having a book group rather than study groups.
- Hosting retreats would be a good fundraiser however not sure if there is enough workers to support this.
- Parish life should be designed with the present small 'active' congregation in mind - their needs.
- As things stand now the Parish can no longer support the House of Prayer and retreats for people outside the Parish (the demand for the H of P has been low for a significant time now) and it is difficult to find enough volunteers to service both areas.
- Regular 'get togethers' with the aged members of the congregation would be good.
- In regards to contact with the vicar – contact is very important by any medium. Not just home visits but also texts, calls, emails, Lovers of the Place. All of these represent a 'visit from the vicar', 'drip feed' relating and teaching.
- Study groups should also allow zoom as well as live.
- Stop talking about climate change. Leave it to the government. Churches should not be involved.
- There are not enough resources to keep House of Prayer and retreats going.

- Although the House of Prayer retreats may be important it should be used as a rental on a business basis to help financially support the churches.
- The climate change banner on the fence should not be there. While being a passionate supporter of climate change, politics do not have a place in church life I think that the banner is ugly and offensive and should be removed ASAP.
- Walking past the such a monumental church with all it has to offer and being greeted by the banner at the front completely defeats the beauty of the church and what it stands for as a symbol of unity, peace and love. It is divisive and unnecessary. The community already has an active and progressive group supporting the very important issue of climate change.

Attachment 3**Parish Consultation: Gill Hall, St James Point Lonsdale 25 June 2022
Convened by Archdeacon Jill McCoy**

Notes prepared by Fiona Lindsay Warden & Secretary

Present: Lindsay Howe, Andrew Behan, Ros Myer, Kate Houghton, Joan Howe, Diana Whittle, Carmen Ward, Carole Barwick, Jean Nelson, Kay Cottrell, Helen Hosking, Norma Addison, Val Lawrence, Wendy Watson, Fiona Lindsay, Sally Hawkins, Bodil Wright
Zoom: Jenny Price, Jill Jackson, plus 1

Apologies: Lucy Richardson, John Crisp, Russell Jackson, Nick Simpson, Brian Cotter, Anne Fuller, Desiree Cohen

These notes include as much as possible of the discussion around the table. The consultation supplements the questionnaire that was distributed to parishioners in the preceding fortnight. Sally collated the results before the consultation and presented a brief, verbal summary of the findings.

Towards the end of the consultation discussion, participants were invited to attach their suggestions on sticky notes to four important areas of parish life: worship, outreach, pastoral care and discipleship. Then participants could attach green dots to any of the suggestions they thought were important. Parishioners could continue to post their suggestions and priorities for two weeks after the consultation on the 25th June.

As a result, the process of the questionnaire, consultation discussion and refining the issues of importance has fleshed out the preliminary framework of the Mission Action Plan [2017-2025] that was reviewed and updated as "Re-Imagining the Future" in April, 2022. The resulting Parish Profile will presents the information to be shared with the prospective new Vicar.

Introduction: A/D Jill McCoy

The Parish Consultation is a process required by the bishop to inform the preparation of the Parish Profile. It is also an opportunity to clarify issues raised by parishioners in their responses to the questionnaire. The Parish Profile may be likened to a combination of "a job advertisement and a dating site": it needs to be specific, inviting and accurate. It requires strength and honesty so that we do not present as something we are not.

In response to issues raised through the questionnaire and in discussion:

Comment 1. Sell property to maintain the Parish.

Response: For more than 20 years the Diocese has not worked in this way. Funds generated by selling property go into a central fund to enable money to go where ministry is now needed. For example, in new suburbs there is no Anglican presence. It is important to have funds to generate new ministry where money cannot be raised locally.

Comment 2. The Diocese is very wealthy and has substantial property in the City.

Response: The Diocese now only has the St Paul's buildings in the City. Other property holdings in Melbourne City were sold about 50 years ago.

3. St James Vicarage

Only the St James Vicarage comes close to Diocesan standards for clergy housing. Queenscliff falls far short, even though it has many attractive features. Our only option is to offer St James as a residence, which means the ministry can't continue as it is currently offered. The Parish may decide it is no longer viable to offer the current ministry/mission of The House of Prayer. Queenscliff needs to continue as a rental to maintain Parish income, though it may need upgrading to generate a higher income.

It was noted by a senior parishioner that when the Vicarage was built, the vicar ran the office and it worked well, but currently the Vicarage is not formally compliant.

4. A post-Christian society

The implications of this for the Parish was raised, especially as we have six under-utilised properties. We need to look hard at how the Anglican Church can survive here and consider that we may need to come down to one church, one house and a part-time priest. It is something to face when talking with a prospective new priest and the Parish needs to understand what may need to happen.

Response: It is important to be realistic and we need to identify what we can do to help this not happen. For example, we have not been able to continue a church culture with our children.

A comment from a participant was that her children who had been raised as Anglicans attend community churches in Melbourne.

Another response from a participant described our situation as a “new start for us”. If we have a clear path, older people will come back to church.

Jill commented that things will have to change: the Borough is growing across all age groups who are not tied to any denomination. Our challenge is to engage with our reality of who now lives in this district.

Jill's Plan for Parish growth

If all evangelical activity is left to the Vicar, that is too much for one person. Being a “good person” is not sufficient. The pain for traditional Anglicans is how to differentiate ourselves from that “good person”. “What can we afford?” Was raised by one participant.

Response: The Parish can afford to support a full-time Vicar. There are dangers inherent in moving to part-time as this generally hastens closure.

One strategy to consider may be to eg. Draw down on reserves to reach out to families.

Another strategy that the Parish has already implemented successfully is to reach out via Zoom and online services. This is an important opportunity to provide ministry to people beyond the Parish.

It is important to be aware of the uniqueness of this Parish and of what has been provided.

Next Steps

Jill nominated four areas for participants to nominate their priorities:

Worship; Outreach; Pastoral Care; Discipleship.

This becomes the next phase of the Consultation process. The priorities that are generated by participants are noted in the “Consultation Responses” document to be distributed to parishioners.

Concerns were expressed by participants about proposing something about which they may be unable to follow through.

Jill was reassuring: Be encouraged to contribute your ideas and have a voice. It is important to look for a Vicar to help and to actively support the change that is being undertaken in this Parish.

Attachment 4

See ABS [Link to Australian Bureau of Statistics 3225, Vic; 2021 Census, All Persons QuickStats](#)

- [Home Census Find Census data Search Census data 2021 3225, VIC, Census All persons QuickStats](#)

(Postal area code 3225 for Queenscliff and Point Lonsdale)

Attachment 5

The Anglican Parish of St George the Martyr Queenscliff and St Jamies Point Lonsdale, *Annual Report*, 28 November, 2021