

CHURCH  
17 HILL 88  
ANGLICAN  
SYDNEY

2021-2025

# A Strategic Plan

◆ FILLED by the GOSPEL

*‘...For the earth will be filled with the knowledge  
of the glory of the Lord as the waters cover the sea.’*

[churchhillanglican.com](http://churchhillanglican.com)

St Philip's - 3 York Street Sydney

The Garrison - 60 Lower Fort Street Millers Point

# Our VISION

*'...For the earth will be filled with the knowledge of the Glory of God, as the waters cover the sea.'*

~ Habakkuk 2:14

How much of the sea is covered with water?

The answer is simple.

All of it.

100%.

Our vision is God's vision, that the earth be filled with the knowledge of the Glory of God. His glory is shown in Jesus Christ, who *'fills everything in every way'* (Ephesians 1:29).

He wants us to know Christ. And to make him known.

**At Church Hill, we share God's vision. We want what God wants.**

# Our MISSION

We work towards this vision by *'filling the City with Christ's teaching'*.

~ Acts 5:28

Church Hill has two historic locations right in the heart of Australia's biggest and busiest city.

Everyone is here, and they come from far and wide:  
City Workers. Residents. Homeless. Government. Art. Tourism.  
Retail. Hospitality. All here. All in need.  
At Church Hill, we have a mission. It is focused. It is impossible.

But we know a God for whom *'nothing is impossible'*.

**And, as Australian's oldest church, we've been doing this for over 200 years.**





## WE WALK

### *Deeper Discipleship*

Lives filled with the Spirit of Christ

We walk, following Jesus Christ, asking what it means to be his disciples in this fallen world. We obey, when he has commanded. We yield, when he speaks. We choose wisdom, where his will is not known in complex situations. We pray and lament and praise him, being formed into the likeness of Christ.

**Imagine** if each of us was learning, growing, being filled with the Spirit, because we had taken up our cross, following after the One who loved me and gave himself for me.



## WE LOVE

### *Compelling Community*

A Church filled with the Love of Christ

We love each other, asking what it means to be a community of Christ in this fractured world. Jesus said, *'You are the light of the world'; 'You are a 'city on a hill'*. We want to express our life together in him. We want to do this, recognising the challenges and opportunities in being a City Church.

**Imagine** if each of us was embedded into community (not just attending on occasion) and demonstrating genuine 'life together' in a miraculous way in this city.



## WE REACH

### *City Gospel Engagement (and beyond)*

A City filled with the Gospel of Christ

We reach into the City with the Good News of Jesus. God has given us these two amazing churches in Australia's most influential city, right next to business, tourism, art, government, music, as well as the homeless. We want to *'fill this City with Christ's Gospel'*. We want to go beyond the city, into Sydney and the world.

**Imagine** if we resourced a new push into the City, being more intentionally on mission, with a view to Australia and the World.



## WE MAKE ROOM

### *Presence and Property*

The Earth filled the Glory of Christ

We make room, knowing our properties are beautiful and historic. But they are also not able to cope with growth and change. They are both small properties, with limited space for community, kids and youth ministry. Both could do with renewal and greater *'fit for purpose'* in the coming years.

**Imagine** if people who came to our sites could see our church as honouring the past and yet looking to the future: lit up, easier to access, with space for kids and community.

# How will we do it?

## **MISSION GOAL 1: WE WALK**

### *Deeper Discipleship*

- 1.1 Rich Bible Reading
- 1.2 Persistent Prayer Life
- 1.3 Pursuit of Holiness
- 1.4 Gracious Witness

## **MISSION GOAL 2: WE LOVE**

### *Compelling Community*

- 2.1 Joyful Worship
- 2.2 Caring Community Groups
- 2.3 Sense of Belonging
- 2.4 Organised Teams and Organic Serving

## **MISSION GOAL 3: WE REACH**

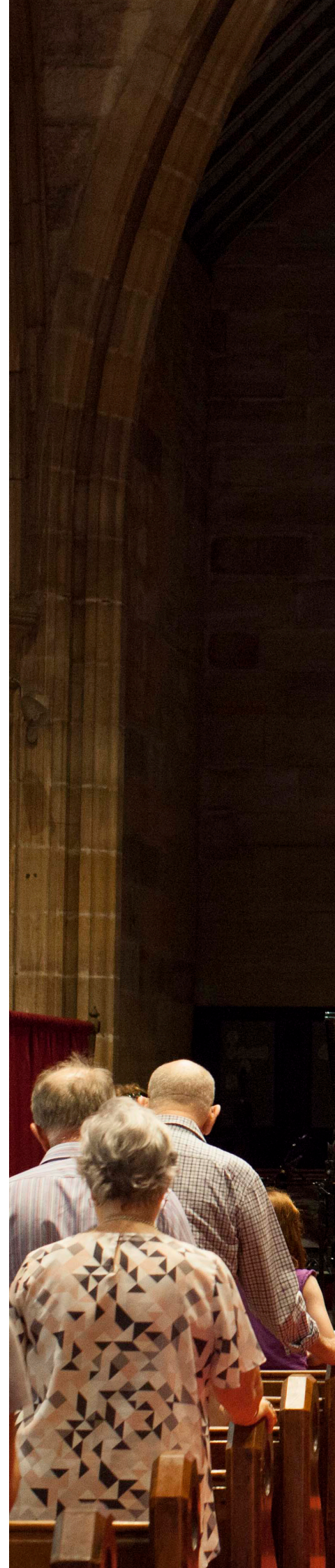
### *City Gospel Engagement (and beyond)*

- 3.1 The Homeless
- 3.2 City Dwellers
- 3.3 City Workers
- 3.4 Wedding Couples

## **MISSION GOAL 4: WE MAKE ROOM**

### *Presence and Property*

- 4.1 Room for more Mission
- 4.2 Room for more Community
- 4.3 Room for more Children and Youth
- 4.4 Room that's attractive and open, and accessible







WHO WE ARE	WALK	LOVE	REACH	MAKE ROOM
MISSION GOALS	<p><i>Deeper Discipleship</i></p> <p>Lives filled with the Spirit of Christ</p>	<p><i>Compelling Community</i></p> <p>A Church filled with the Love of Christ</p>	<p><i>City Gospel Engagement</i></p> <p>A City filled with the Gospel of Christ</p>	<p><i>Presence and Property</i></p> <p>The Earth filled with the Glory of Christ</p>
PRIORITIES	Rich Bible Reading	Joyful Worship	The Homeless	Room for more Mission
	Persistent Prayer Life	Caring Community Groups	City Dwellers	Room for more Community
	Pursuit of Holiness	Sense of Belonging	City Workers	Room for more Children and Youth
	Gracious Witness	Organised Teams and Organic Serving	Wedding Couples	Room that's attractive and open, and accessible



# 1. WE WALK

## *Deeper Discipleship*

Lives filled with the Spirit of Christ

### 1.1 Rich Bible Reading

#### Culture Question

Is Church Hill the kind of church where we dig deeply into Scripture, seeking to love Christ more?

#### How will we drive it?

- a. Training CG leaders to encourage healthy Bible reading habits towards good doctrine
- b. Time devoted to showcase good reading in our Services, including our Children's Ministry
- c. Encouraged in one-to-one meetings and/or in smaller groups
- d. Maintaining 'AYWJ' while creating new resources for daily Bible reading and refectation.

#### Resources

##### **STAFF MEMBERS RESPONSIBLE IN 2020:**

Emma Collett

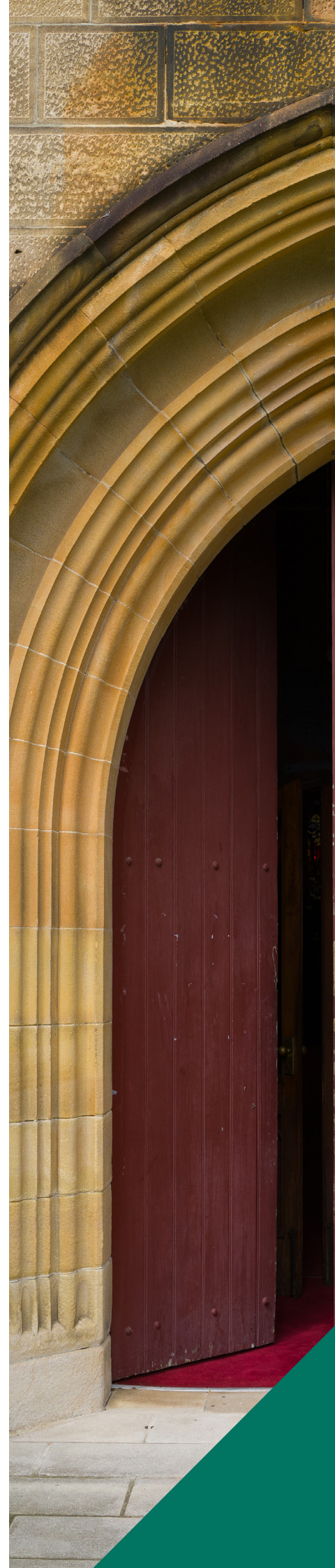
##### **PRIMARY PROGRAM:**

New Devotional Program and Community Groups

#### Measurable outcome

**NCLS Measure:** To see an increase to 55% (in 2025) from 49% (in 2016) those who answer 'every day/most days' to the question: 'How often do you spend time in private devotional activities?'

*(In 2016: 49% said 'every day/most days' and 22% said 'a few times a week'.)*







## 1.2 Persistent Prayer Life

### Culture Question

Is Church Hill the kind of church where we plan to (as well as spontaneously) pray?

### How will we drive it?

- a. Modelled in Community Groups (To pray and to look for answers)
- b. Nurturing prayer in our Sunday Services (Sharing, individual and ‘up the back of church’ prayer)
- c. Encouraged in one-to-one meetings and/or in smaller groups
- d. Creating individual Prayer Diaries in 2021

### Resources

#### **STAFF MEMBERS RESPONSIBLE IN 2020:**

Emma Collett

#### **PRIMARY PROGRAM:**

New Devotional Program and Community Groups

### Measurable outcome

**NCLS Measure:** To see an increase to 35% (in 2025) from 27% (in 2016) those who answer, ‘much growth – this church’ to the question: ‘Over the last year, do you believe you have grown in your Christian faith?’

*(In 2016: 27% said ‘much growth – this Church’ and 46% said ‘some growth’.)*

## 1.3 Pursuit of Holiness

### Culture Question

Is Church Hill the kind of church where we seek the fruit of the Spirit in the pursuit of holiness?

### How will we drive it?

- a. Gospel Renewal Dynamics\* are practically applied in Services and Community Groups
- b. Pastoral oversight Training for Community Groups
- c. Carefully articulating particular areas of change needed in our community
- d. Modelled by staff

### Resources:

**STAFF MEMBERS RESPONSIBLE IN 2020:**

Congregation Ministers

**PRIMARY PROGRAM:**

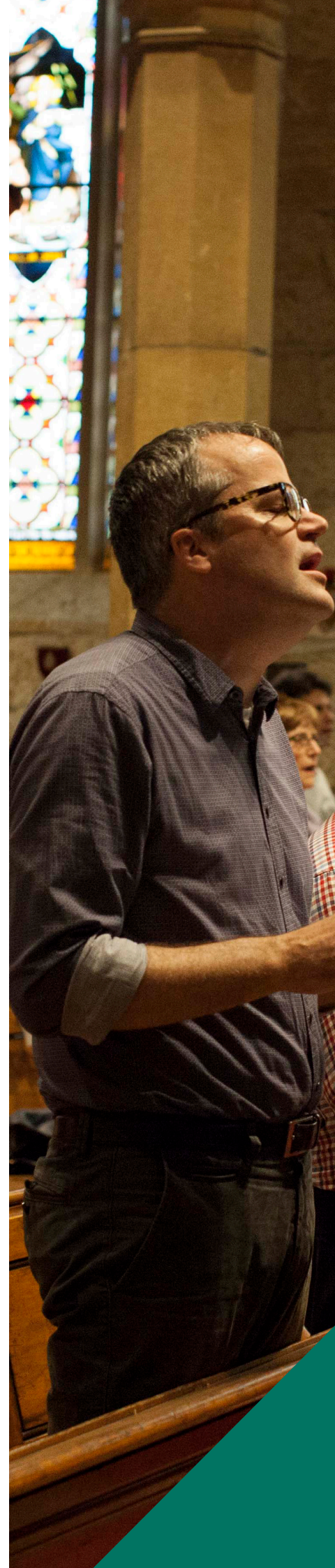
Services and Community Groups

### Measurable Outcome:

**NCLS Measure:** To see an increase to 35% (in 2025) from 26% (in 2016) those who answer 'always' to the question: 'How often are you being challenged to take action'?

*(2016: 26% Always and 36% Usually)*

*\* 'Gospel renewal' is a life-changing recovery of the Gospel, where we live embracing grace, while deeply acknowledge our sin. It is a dynamic which grows over time, producing a lively faith and a radical obedience that lasts. 'Grace teaches us to say no to ungodliness'. (Titus 2:12)*





## 1.4 Gracious Witness

### Culture Question

Is Church Hill the kind of church where we are readying our hearts to give an answer for the hope we have?

### How will we drive it?

- a. Sunday Services are *'Evangelistic Worship'* \* and accessible to the outsider and 'returnee'
- b. Evangelistic training program for members, including apologetics in a post-Christian society
- c. Providing opportunities through Alpha, Life of Jesus, Christianity Explored, events and other means
- d. Partnering with those with the gift of evangelism that all may 'promote the Gospel'

### Resources:

#### **STAFF MEMBERS RESPONSIBLE IN 2020:**

Paul White and Congregation Ministers

#### **PRIMARY PROGRAM:**

Training and Events (with John Dickson)

### Measurable Outcome:

**NCLS Measure:** To see an increase to 10% (in 2025) from 4% (in 2016) those who answer 'yes' to the question about returning to church after a 5-year absence.

To see an increase to 5% (in 2025) from 1% (in 2016) those who answer 'yes' to the question about coming to a church for the first time (never been a part of a church before).

*\* 'Evangelistic Worship' is the idea that our Church Services must be available to the believer as well as the not-yet-believer. It is 'our worship' of God, but an unbeliever can understand and perhaps become a believer. The outsider can walk in, be convicted of sin and say 'God is really among you.' (1 Corinthians 14:25)*



## 2. WE LOVE

### *Compelling Community*

A Church filled with the Love of Christ

### 2.1 Joyful Worship

#### Culture Question

Is Church Hill the kind of church where we are a light, and a 'City on a Hill' (Matthew 5:14)?

#### How will we drive it?

- a. Sunday Services are joyful, appropriate, informative, challenging, lifting people to God
- b. Our lives are understood to be our 'spiritual act of worship'
- c. Our music, reading, praying, testimonies, sacraments are set at the highest quality
- d. 'Outsiders' who live in the City gain a sense that this is a divinely-created community

#### Resources

##### **STAFF MEMBERS RESPONSIBLE IN 2020:**

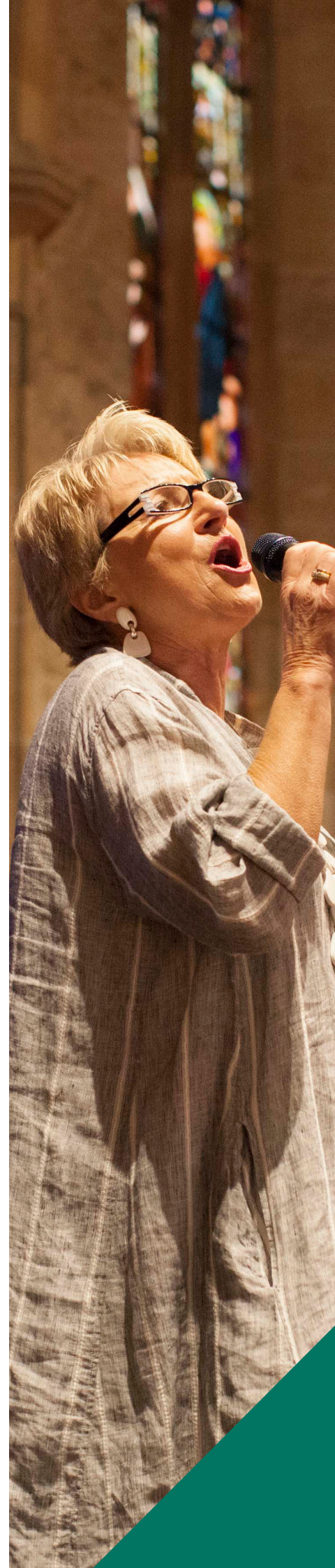
Andy Bell and Congregation Ministers

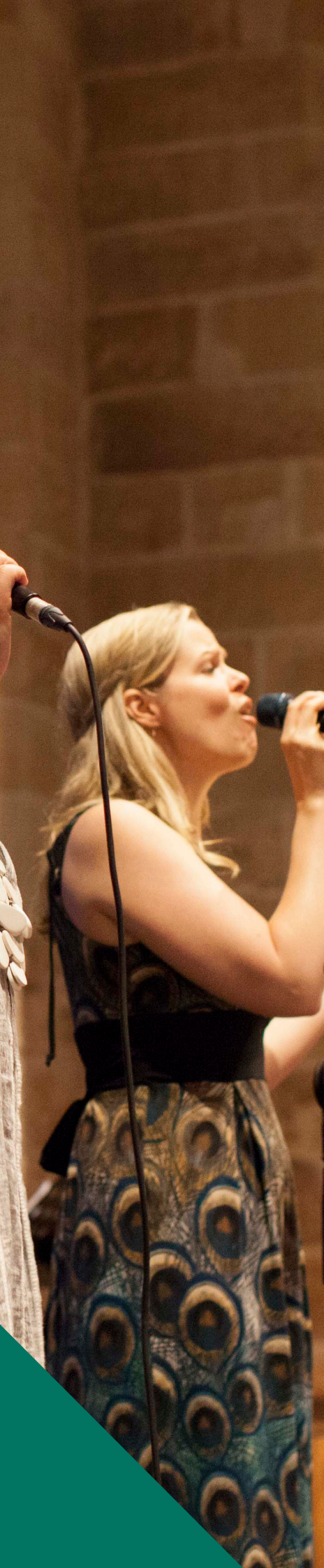
##### **PRIMARY PROGRAM:**

Training of leaders, musicians, Community Group leaders

#### Measurable Outcome

**NCLS Measure:** To see an increase to 33% (in 2025) from 25% (in 2016) those who answer 'always' to being inspired at this church.





## 2.2 Caring Community Groups

### Culture Question

Is Church Hill the kind of church where Community Groups ‘flourish’?

### How will we drive it?

- a. Identifying, training and nurturing Community Groups leaders
- b. Monitoring the joy and Biblical content of Community Groups
- c. Regular pastoral visits to ‘check-in’ and witness Community Group health
- d. Assessment of groups, including praying for and advising ‘next steps’ for each group

### Resources

#### **STAFF MEMBERS RESPONSIBLE IN 2020:**

Emma Collett and Congregation Ministers

#### **PRIMARY PROGRAM:**

Training of Community Group leaders

### Measurable Outcome

**NCLS Measure:** To see an increase to 66% (in 2025) from 57% (in 2016) those who are ‘regularly involved’ with a small group, discussion or Bible Study group.

## 2.3 Sense of Belonging

### Culture Question

Is Church Hill the kind of church where people *find their place*?

### How will we drive it?

- a. Better welcoming and follow up training (as well, but distinct from, ushering)
- b. More chances to 'break bread' (during, but not limited to, Community Groups)
- c. Harnessing the use of technology to keep people connected
- d. Using our centrality in the City as a joyful place to bring people from N, S, E, W of the City

### Resources

#### STAFF MEMBERS RESPONSIBLE IN 2020:

Congregation Ministers

#### PRIMARY PROGRAM:

Training, meals and Social Media

### Measurable Outcome

**NCLS Measure:** To see an increase to 60% (in 2025) from 50% (in 2016) those who are experience a 'strong sense of belonging and growing' to our congregations.





## 2.4 Organised Teams and Organic Serving

### Culture Question

Is Church Hill the kind of church where everyone gets to serve?

### How will we drive it?

- a. A theology of gifting is thought carefully through and articulated
- b. Entry points and pathways for using gifts are developed throughout the year
- c. Gifts and gifting are assessed and modified throughout the year
- d. Our people find themselves free to use gifts without it being 'managed'

### Resources

**STAFF MEMBERS RESPONSIBLE IN 2020:**

Emma Collett with Congregation Ministers

**PRIMARY PROGRAM:**

Training and Community Groups

### Measurable Outcome

**NCLS Measure:** To see an increase to 20% (in 2025) from 10% (in 2016) those who 'strongly agreed' that their gifts were being used well.

*(in 2016: 10% 'strongly agreed' and 27% agreed')*



## 3. WE REACH

### *City (and Beyond) Gospel Engagement*

A City filled with the  
Gospel of Christ

#### 3.1 The Homeless

##### Culture Question

Is Church Hill the kind of church where trust is built, and the gospel is shared (in word and deed) amongst our homeless neighbours?

##### How will we drive it?

- a. More of our members more deeply committed to our City Care Ministries
- b. Greater Gospel challenges for the homeless, as well as our volunteers
- c. Clearer and more deliberate pathways from our City Care Lunch, through our Bible & Breakfast, and Wednesday evening Homeless Meal and Bible Study, into a soon-to-be formed, homeless led, Missional Community to our City's homeless
- d. Seeking three other churches (including the Cathedral) to replicate similar ministries by 2023

##### Resources

###### STAFF MEMBERS RESPONSIBLE IN 2020:

Paul White

###### PRIMARY PROGRAM:

City Care Ministries

##### Measurable Outcome

- 50 church members and 10 local non-members committed to City Care Ministries in 2021
- 5 homeless Christians in training as core, prospective members of a Missional Community towards our City's homeless in 2021
- Church Hill's City Care Ministries growing, documented and replicable, with interest from one other church by the end of 2021







## 3.2 City Dwellers (and surrounds)

### Culture Question

Is Church Hill the kind of church where those who live and play in and near the city are reached with the Gospel?

### How will we drive it?

- a. Events in the Garrison Church halls and the back of St Philip's Church, and in local residential towers
- b. Building trust and connection through local community initiatives with Fort Street Primary School, the Miller's Point Farmers' Markets, Open Church and our City Care Ministries
- c. Regular communication with city dwellers through physical and electronic means
- d. Building a reputation as a 'safe place' to come and explore life's big questions

### Resources

#### STAFF MEMBERS RESPONSIBLE IN 2020

Paul White (with John Dickson)

#### PRIMARY PROGRAM

John Dickson and Events

### Measurable Outcome

- 150 unique visitors to Church Hill services and events (not including Christmas services) in 2021
- 3% increase in CBD residents as a percentage of our church membership per annum

**NCLS Measure:** To see an increase to 43% (in 2025) from 35% (in 2016) those who answered 'yes and have done so in the past year' to inviting someone to church who currently does not attend church.

*(In 2016: 35% said that they had done so in the past year, and 42% said that they were prepared to invite someone but hadn't in the past year.)*

## 3.3 City Workers

### Culture Question

Is Church Hill the kind of church where those who work in the city are reached with the Gospel?

### How will we drive it?

- a. Partnering with John Dickson and other city ministries for outreach, and training in evangelism
- b. Events and courses in the workplace and in our churches
- c. Dialogue and training around vocation, meaning and mission
- d. Regular communication with hotels and workplaces through physical and electronic means

### Resources

#### STAFF MEMBERS RESPONSIBLE IN 2020:

Paul White (with John Dickson)

#### PRIMARY PROGRAM:

John Dickson and Events

### Measurable Outcome

- Active partnership with City Bible Forum in 2021
- 10% of Church Hill CBD workers in workplace Christian groups, prayer groups or industry associations by the end of 2021
- Regular, one-to-one Bible reading with CBD workers

**NCLS Measure:** To see an increase to 23% (in 2025) from 19% (in 2016) those who answered 'at ease and look for opportunities' to the question about 'readiness to share the faith'.

*(In 2016: 19% said that they were at ease and looked for opportunities and 51% said that they were mostly at ease, and did so when it came up.)*





### 3.4 Wedding Couples

#### Culture Question

Is Church Hill the kind of church where we are known for nurturing healthy marriages?

#### How will we drive it?

- a. Improving processes for couples getting married at both churches
- b. Connecting with wedding fairs and other avenues
- c. More accessible website and communications
- d. Invitations to The Marriage Course and encouraging local church involvement

#### Resources

##### **STAFF MEMBERS RESPONSIBLE IN 2020:**

Kylie Stanton

##### **PRIMARY PROGRAM:**

Wedding Prep and Marriage Course

#### Measurable Outcome

- 10% of increase in weddings in each year from 2021 to 2025 (pandemic pending)
- Three couples every year in the Marriage Course
- Three couples every year in Alpha / Life of Jesus / Christianity Explored



## 4. WE MAKE ROOM

### *Presence and Property*

The Earth filled with the  
Glory of Christ

#### 4.1 Room for more Mission

##### Culture Question

Is Church Hill working towards having the kind of properties which are 'open' to the city?

##### How will we drive it?

- a. Both churches available for evangelistic meetings of more than 150 by 2025
- b. Both churches open during the week by 2022 for mission
- c. Our signage more intentional, and appropriate historical displays available
- d. Accessible, with free-flowing movement between the buildings by 2025

##### Resources

**GROUP RESPONSIBLE:**

Parish Council, with staff

**PRIMARY PROGRAM:**

A Property Plan  
(Working with the Sustainable Development Group)

**COMPLETED/ASSESSED:**

Plan by the end of 2021; property developed by 2030

##### Measurable Outcome

A Property Plan by end of 2021, with interim reports at our AGM.





## 4.2 Room for more Community

### Culture Question

Is Church Hill working towards having the kind of properties which are ‘open’ to various communities?

### How will we drive it?

- a. Both churches available for community gatherings of more than 150
- b. A sense that there is a free-flowing movement between the buildings at each site
- c. The venue of choice for appropriate communities wanting to ‘hire’ us
- d. To consider being a reception venue for weddings

### Resources

**GROUP RESPONSIBLE:**

Parish Council, with Staff

**PRIMARY PROGRAM:**

A Property Plan  
(Working with the Sustainable Development Group)

**COMPLETED/ASSESSED:**

Plan by the end of 2021; property developed by 2030

### Measurable Outcome

A Property Plan by end of 2021, with interim reports at our AGM.

## 4.3 Room for more Children and Youth and Young Adults

### Culture Question

Is Church Hill working towards having the kind of properties where the buildings say *'we love kids & families'*?

### How will we drive it?

- a. We pray for growth in Children and Youth to 120 kids by 2025
- b. At St Philip's: 10 in a creche space; 40 in Infants, 30 in Primary and 20 in Youth. At Garrison: 20 kids in Creche and Infants
- c. A reimagining of all our properties to say 'we love children and youth'
- d. A real desire to attract and keep those in their 20s and 30s for mission and growth

### Resources

**GROUP RESPONSIBLE:**  
Parish Council, with Staff

**PRIMARY PROGRAM:**  
A Property Plan  
(Working with the Sustainable Development Group)

**COMPLETED/ASSESSED:**  
Plan by the end of 2021; property developed by 2030

### Measurable Outcome

A Property Plan by end of 2021, with interim reports at our AGM.



## 4.4 Room that is attractive and open, and accessible

### Culture Question

Is Church Hill working towards having the kind of properties which are *'fit for purpose'*?

### How will we drive it?

- a. A sense that the buildings are open and approachable, not bricked-in and dark at night
- b. A sense that there is a free-flowing movement between the buildings at each site
- c. Disabled access at both sites by 2025
- d. Clearer access on York, Jamison and Clarence Street at St Philip's

### Resources

**GROUP RESPONSIBLE:**

Parish Council, with Staff

**PRIMARY PROGRAM:**

A Property Plan  
(Working with the Sustainable Development Group)

**COMPLETED/ASSESSED:**

Plan by the end of 2021; property developed by 2030

### Measurable Outcome

A Property Plan by end of 2021, with interim reports at our AGM.

# *‘Culture eats Strategy for breakfast.’*

## *~ Peter Drucker*

We want a healthy spiritual culture at Church Hill. Not just a strategy.

**And we believe that only God can do it.**

Otherwise, our plans would only involve a list of activities only, with dollars signs and staff allotments.

Trust in the Lord with all your heart  
and lean not on your own understanding;  
in all your ways submit to him,  
and he will make your paths straight.  
~ Proverbs 3:5-6

**So we begin simply: We ‘follow Jesus’. We grow ‘in him’.**

By beginning with ‘Deeper Discipleship’ towards  
‘Compelling Community’, we seek growth in Christ.  
And as we follow Jesus together, we will engage in  
‘City Gospel Engagement’, working harder to improve  
our ‘Presence and Property’.

**We invite you to join us.**

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