

STRATEGIC PLAN 2015 ACHIEVEMENT

The strategic plan approved at the constituency meeting on August 23, 2015 contained nineteen goals under the three headings of:

- 1 Transforming church members into disciples,
- 2 Transforming children and youth into disciples
- 3 Transforming the quality of relationships.



In assessing the quality of a goal a common matrix considers whether the goals are **SMART**. **SMART** is an acronym for:

Specific
Measurable
Achievable
Realistic
Timely

In terms of the achievement of those goals the degree of achievement falls under four categories.



Achieved



Not Achieved



Partially Achieved



Not SMART

This report will take you through each of the nineteen goals classified in their appropriate category with an explanation regarding the degree of achievement.



Achieved

1000 Church Leaders attending Leadership Weekend

This was a goal that aimed to increase the attendance at the leadership weekend over time to reach a goal of 1,000 attending by 2018. This goal was achieved in February 2017 when 1040 people attended the leadership weekend at Avondale College and October 2018 when a total of 1180 people attended the southern and northern leadership weekends.

250 lay leaders trained at ARISE school

This goal was to train 250 lay people from 2015 to 2018. During that period 155 people attended ARISE and a further 215 attended the condensed ARISE Express giving a total of 370 people trained.

Three members of the Executive Committee under 35

At the time of appointment in August 2015 three of the fifteen members of the Executive Committee were under 35. These included Alisha Christie, Abel Iorgulescu and Justin Boyd.

60 active bible workers

This was a poorly defined goal as it does not specify whether it means that there are 60 bible workers active at a given point of time (for example, at the end of the quadrennium) or whether there were 60 active bible workers as a cumulative total over the four years. By the second definition this goal was achieved with 73 bible workers being active in the ARISE for Life program, as local church volunteers, or paid conference or local church bible workers.

55% spent on field and evangelism

The percentage of gross tithes spent on field and evangelism for each of the four years of the quadrennium were:

2015	55%	2017	62%
2016	59%	2018	60%

20 youth led, bible based evangelistic events per year

This goal was achieved in 2018 in two ways. Firstly, 12 youth and young adults were mentored on mission trips to the Philippines and Vanuatu at which they preached extended evangelistic series. Secondly, Year 12 students in three of our schools preached the messages at their Week of Spiritual Emphasis during 2018.

100 baptisms per year of people under 15 years of age

There is confidence that this goal was achieved in 2018. When pastors send in their baptism records for update on the membership database they sometimes do not put the date of birth on the record. Therefore, there were definitely 92 baptisms in 2018 of people under 15 years of age, and there is confidence that among the records that did not have a date of birth there is at least an additional eight baptisms required to bring the total to 100.



Partially Achieved

Each person at church aged under 10 assigned a spiritual mentor

In the partial achievement of this goal Pr Daron Pratt produced mentoring resources that were widely distributed around the conference, the Spiritual Parent coaching app and a resource for Pr John Boston to use for the mentoring of children after baptism through the School Evangelism program. Also the Next Generation Minister initiative gave children and teens the opportunity to receive mentoring and training in how to be involved in various types of ministry.

10 Volunteer regional youth directors

It was found that it was not necessary to have 10 volunteer regional youth directors to cover all the areas. Volunteer youth directors have been recruited, trained, supported and are now operating in the following regions:

- North Coast
- Mid-north coast
- Newcastle
- Lake Macquarie
- Central Coast

There is still a plan to implement this in the western region also.

Baptisms at 7% of attendance

There was an increase in baptisms during the quadrennium to a 39 year high in 2018 of 301. The denominator for this statistic is attendance. The 2019 attendance survey revealed an attendance of 5,082 on the day of the survey. Out of a conference membership of over 12,000 that figure seems quite low. However, this is the best data we have.

If you use these two figures to calculate this statistic you get a figure of 5.9%. While it is an improvement, it does not reach the goal target.

100 churches and companies

If all congregations that worship on a Sabbath morning in the North NSW Conference are included, which incorporates churches, companies and church plants, the number is 97. This is an increase of 11 in the last four years, but not quite the target of 100.

30 churches with NCD score over 60

While there has been an increase in the number of churches with an NCD score over 60 from four to eight, it is well short of the target of 30 churches.

However, an increase in the overall NCD average of the conference by seven points in five years has been hailed as the "largest collective improvement in any region of any Christian movement in the world" by Natural Church Development Australia Director, Adam Johnstone.

75% of local church attendees in small groups

Quite a lot of work was done in the area of small groups through:

- UR Church initiative in 2015 and 2016
- Book of John small group study guide
- Small group training with Nic Coutet and Neil Thompson

It was clear that the amount of engagement with small groups increased, however the engagement was patchy and in some cases not sustained long term.

It was also very difficult to gain a clear measure of small group engagement across the conference. Anecdotal evidence suggests that it was difficult to increase small group saturation in a local church above 50% given geographical, health, lifestyle, and other roadblocks.

75% of youth in small groups

Refer to the information above.



Not Achieved

One bible worker per 200 students in Adventist schools

While a couple of bible workers were engaged in schools it is fair to say that this goal was not actively pursued.

All employees mentoring three leaders to replace them

This was initially given some impetus in the early stages of the quadrennium, however was not maintained and was not achieved.



Not SMART

These are the goals that were recognised as having shortfalls in their conception, primarily around the ability to measure results.

Friday night or Sabbath afternoon youth meetings

While seen as a commendable goal the ability to define, motivate and measure it from the conference level ultimately saw it not receive any traction.

Every Sabbath morning service is an evangelistic event

This is an impossible goal to measure, so was not proactively promoted.

30 Churches with NCD score over 60 on questions 30, 39, 49, 61 and 90

This question was aimed as measuring the improvement in the quality of relationships in the local church but proved to be a goal that could not motivate, was difficult to understand and very complicated to measure. Hence it received little attention.