

EASTWOOD UNITING CHURCH

ONGOING MISSION PLAN

11 March 2018

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Executive Summary

This Mission Plan outlines how Eastwood Uniting Church intends to continue its mission to the people of the Eastwood district, as it has for over a century. In 1977 there was a Methodist Church and a Presbyterian Church in Eastwood. There was also a congregation at Denistone East that began as a mission initiative of the Eastwood Methodist congregation in 1953. Over the next four decades the Eastwood community changed significantly. In response the Eastwood Uniting Church has continued to modify and refine its mission. Opportunities for fresh expressions have been pursued. Today the Lakeside Road property is a vibrant community hub for the many activities associated with the Eastwood Uniting Church.

New challenges now confront the congregation as the Eastwood district experiences one of its most significant periods of change. God is presenting the congregation with new opportunities, and available resources must be utilised as effectively as possible to achieve the mission outcomes supported by the congregation and presbytery.

The focus of the Mission Plan is the new initiatives that will be taken over the next five years in response to the changed circumstances. These new initiatives will be pursued in addition to existing programs. The utilisation of proceeds from the sale of 17 Acacia Street, Denistone, is necessary to facilitate this Mission Plan.

This Mission Plan recognises the Five Marks of Mission. In relation to the period 2018 – 2022 Eastwood Uniting Church intends to undertake the following:

Tell – Proclaim the good news of the Kingdom

- Continue to conduct a variety of worship services every Sunday. The different services will respond to the needs of different groups for traditional and contemporary forms of worship.
- Introduce Chinese language translations of sermons and written materials used in worship.
- Conduct services of Holy Communion in multiple languages.
- Build on existing multicultural gatherings where the Gospel is proclaimed in Chinese language. This includes plans for worship services in Chinese language.
- Continue to conduct services in response to special circumstances, and to recognise specific events and community needs.
- Provide opportunities for the informal and unstructured proclamation of the gospel to individuals and small groups in forums such as Chit-Chat Corner.
- Establish partnerships with other congregations to share in worship for the benefit of their multicultural community.
- Provide opportunities for other congregations in the Sydney Central Coast Presbytery to participate in the activities of Eastwood Uniting Church.
- Collaborate with the United Theological College to create opportunities for students to participate in multicultural ministry through worship and other gatherings.
- Support the activities of the Macquarie University chaplains.
- Support the mission of the NSW Synod through a financial contribution to the Growth Fund of approximately 10% of the proceeds of the sale of the surplus Denistone East property.
- Support the activities of the NSW Synod by an annual Stewardship Contribution (Living is Giving).

Teach – Teach, baptise and nurture new believers

- Maintain a Sunday School that provides teaching for children and youth.
- Establish and facilitate a culturally appropriate mid-week group to cater for the particular needs of first generation children/youths of Asian heritage.
- Provide trained teachers for Special Religious Education classes in local schools.
- Appropriately resource the Continuing Christian Education Umbrella Group.

- Continue mid-week study groups that specifically cater for the needs of people who have little previous exposure to Christianity.
- Continue to operate regular home-based Bible study groups.
- Conduct study groups during the principal seasons of the church year that introduce people to an understanding of the major elements of Christianity.
- Introduce a program to improve Asian cultural literacy of our congregation.
- Acknowledge that the site occupied by the church premises is Wallumedegal land, and improve our understanding of indigenous culture and history through educational activities and partnering with a rural congregation.
- Support the work of the Uniting Aboriginal and Islander Christian Congress through a contribution of approximately 10% of the proceeds of the sale of the surplus Denistone East property.

Tend – Respond to human need by loving service.

- Continue to operate the Happy Chinese Friends group
- Collaborate with Eastwood Christian Community Aid to deliver services to vulnerable groups within the Eastwood community for both English and Chinese speaking groups.
- Provide facilities for Eastwood Christian Community Aid to deliver Leisure Learning classes.
- Deliver English speaking classes.
- Continue to undertake projects that support Uniting World and Christmas Bowl.
- Establish a Play Group to specifically cater for children and parents/grandparents of Asian heritage.
- Continue to engage residents through the community bar-b-ques in Eastwood and Marsfield.
- Provide facilities for productions by the Eastwood Uniting Church Musical Society.
- Continue to support Exodus Foundation through fund raising activities.
- Explore potential for a Mainly Music programme for pre-schoolers.

Transform – Seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation.

- Deliver training on mental health issues.
- Assist and support Sydney Alliance in advocating for an increase in the supply of affordable housing.
- Establish a program to inform people of Asian background about Australia’s indigenous heritage and the plight of Australia’s first people.
- Promote the diversity of the Eastwood congregation and its support for LGBTIQ people.
- Advocate for people at risk, including refugees.

Treasure – Strive to safeguard the integrity of creation, and sustain and renew the life of the earth.

- Minimise electricity consumption by continuing to generate electricity with photovoltaic panels.
- Manage the Lakeside Road property to maximise the advantages of the cross ventilation and passive solar design elements of the building complex.
- Reduce electricity consumption by installing photovoltaic panels and solar hot water systems when the two manses are upgraded, using funds from the proceeds of sale of the surplus Denistone East property.
- Avoid the need to water gardens by maintaining the existing drought tolerant plants.
- Install tanks to capture stormwater when the two manses are upgraded to reduce dependence on water supply.
- Reduce the generation of carbon dioxide gases through the use of gas appliances.
- Support the activities of Uniting World for sustainable living environments through a contribution of \$30,000 from the proceeds of the sale of the surplus Denistone East property for water conservation projects in Papua New Guinea.
- Partner with a Rural congregation.
- Be a responsible steward of all properties and facilities by ensuring that sufficient funds are retained in a sinking fund for the care and maintenance of land and buildings.

Theological framework

Eastwood UC has sought to discern how God is calling us into the future, and how we might participate in shaping that future. For many years the congregation has embedded an understanding about mission that moves the congregation from being an ‘aquarium’ to ‘going fishing’.

In a rapidly-changing social context, which can be very threatening and unsettling for many long-time residents, the congregation continues to affirm that what we have is good news for people. In a time when some national and local leaders point out differences among people from different backgrounds, that can create fear and distrust, the congregation sees its place as a community of welcome for all people, and proclaims the message of love and reconciliation.

At a time when many are frustrated and disappointed by ‘what is’, personally, locally, nationally and globally, the congregation seeks to articulate a vision of what might yet be - the reign of God more fully experienced. Experience of the changing nature of the local community, combined with people’s experience of migrating to Australia, resonates strongly with the transformative nature of God’s work, and the new beginnings that God offers in Jesus through the Holy Spirit.

In this endeavour the congregation has been mindful of the wisdom contained in Proverbs 16:3-4 – “*Commit to the Lord whatever you do, and he will establish your plans. The Lord works out everything to its proper end.*”

Section 1 Background and Purpose

Background

Eastwood Uniting Church has been established as a Regional Church through the amalgamation of three congregations in the Eastwood area. Initially the Lakeside Road and St Andrew’s congregations amalgamated, with the proceeds from the sale of the St Andrew’s site being utilised to build a new multipurpose complex at Lakeside Road. In the next phase the previous attendees of Denistone East UC also moved to Eastwood UC. This process of reform and rationalisation over two decades has enabled the activities of Eastwood Uniting Church to be consolidated. All activities now operate from one site at Lakeside Road, close to the Eastwood commercial centre.

The Eastwood congregations have always been active in mission. For example, the Eastwood Methodist Church responded to the growth of the Denistone East area by establishing the Denistone East congregation in 1953 as a church plant. Between 1950 and 1962 the Eastwood Methodist congregation purchased the land and constructed a church, hall and manse. Now the mission needs in the Eastwood district are different. The heart for mission remains strong but the consolidated congregation must now respond to new challenges.

Eastwood Uniting Church currently has two weekly worship services on its site in English. For 7 years until April 2017 the congregation sponsored and supported multicultural missional worship through the OneHeart faith community. Eastwood UC provided premises and facilities for OneHeart at no cost to the OneHeart faith community or Sydney North Presbytery (Sydney Central Coast Presbytery). In April 2017 the OneHeart faith community relocated to its own site at Concord. This initiative has provided an opportunity for the Eastwood UC to explore new initiatives to continue serving the Eastwood community.

The Eastwood church building complex is used extensively by Eastwood Christian Community Aid and Eastwood Uniting Church Musical Society, as low rent paying tenants, and by a number of other groups for community activities. One important activity with the local community is English-speaking classes (80 students on Mondays, and 20 on Tuesdays, involving 35 volunteer teachers and helpers on Mondays and 7 on Tuesdays, from the Congregation and the wider community). In the wider community Eastwood UC hosts community BBQs in Marsfield and Eastwood that attract 80-100 people.

As a result of the consolidation of activities in Eastwood, the Denistone East property has become surplus to current and future needs. There is a small church building, hall and manse erected on this site at Acacia Street, Eastwood. For several years the church and hall have been utilised by the Lord's Mind congregation. This was an informal interim arrangement while the Lord's Mind congregation collaborated with the Korean Presbytery to identify permanent premises for the congregation. The Lord's Mind has not sought to establish a permanent presence on the site. It has contributed financially to meeting some, but not all, of the utility expenses for the site.

A significant review of our activities was conducted in the context of preparing the 2014 Annual Report. A copy of that Report is attached. This was one of the phases of the significant mission planning activities undertaken since 2011. These planning activities are known as eVision.

The eVision planning process undertaken in 2011 included:

- Appointment of an eVision team
- Engagement of a professional facilitator, Melanie O'Connor
- Surveys over a number of weeks of all church attendees
- Planning days involving all interested members of the congregation.

From this process our Mission, Vision and Values were determined, and these have been critical as they have set our direction and form the framework within which our thinking and decisions are made. They established the basis for the Eastwood UC Mission Plan. The congregation fully participated in all aspects of the process, formulation of the mission plans, and support of the outcomes.

In 2014 we undertook a 3 years' review of the eVision process.

The 2018 update recognises the achievements so far in implementing the Mission Plan. It highlights changed circumstances and emerging opportunities.

Purpose of this Ongoing Mission Plan

It is important for us as a Christian community to periodically review who we are, where we have come from and the progress we have made. Importantly we continually need to discern how best to move forward as we seek to be the people of God in Eastwood. This is imperative given the extent of change in the demographics of the local community.

The purpose of this Mission Plan is to consider programs and activities in the context of our Mission, Vision and Values so that they can be understood, owned and embodied in all that we do. This also places necessary resourcing and financial considerations in the right context.

This ongoing Mission Plan represents a summary of where we are presently, and sets a foundation for moving forward from 2018.

Section 2 Mission, Vision & Values

OUR MISSION

To witness to the Gospel, spreading the Good News of Jesus Christ in word and action

OUR VISION

To engage and connect with our diverse community through active discipleship

OUR VALUES

Visible

Inclusive

Relevant

Active

Ten areas of focus emerged from the initial eVision process:

Worship

- current
- alternative

Pastoral care

Christian Education

Communication

Multicultural nature of our community

- Chinese
- Korean

Youth

Seniors ministry

Macquarie Park outreach

Big Project in the community

Life Transitions

A number of these areas were examined in detail and various activities commenced. As was expected some initiatives thrived and continued, some had initial success, and some did not 'take root'.

E Vision 3 Year Review

In 2014, we undertook a 3-year review of our Mission Plan activities. Again, this was facilitated by Melanie O'Connor, with full participation and ownership by the congregation.

The process of periodically reflecting on our progress and reviewing our Mission Plan initiatives is an important one. It is only through this process that we can continue to close the gap between our eVision and reality.

The 2014 review showed that the initiatives and activities which had been given priority were those that placed importance on building relationships and making connections both within and outside the EUC community. Most of the initiatives (either one-off or ongoing) had worked well in building relationships within the EUC community, and in connecting people to EUC. However, it concluded that we needed to be much better at reaching people outside our Church community.

The initiatives that 'worked' show certain characteristics, in that they

- are meeting a need
- have committed leadership groups
- have congregational involvement, and
- have good perseverance and follow through.

In particular motivated leadership and adequate resourcing were seen as critical to effectiveness and success.

The 2014 review identified that much had been achieved. There were new worship services, new ways of connecting with the community and new ways of ministering to our own members. However, the congregation determined that it wanted to continue to endeavour to be a place:

- where we have an expectation to see lives changed as people meet Jesus in our community
- that is warm, welcoming, safe and fun, where people feel they belong and are valued, and learn to find and use their own gifts enthusiastically for Mission.
- where Mission flows from who we are in Jesus. As we connect with people beyond our walls and gates we discover more of God's presence through mutual love, compassion and acceptance.

Section 3 The Way Forward

Since the 2014 Mission Plan review we have continued to encourage and resource existing and new initiatives, including but not limited to the following:

- Outreach to the Macquarie Park community
- Outreach to the Chinese-speaking community
- Connect (8am Sunday Breakfast)
- Alternative Worship
- English language classes and associated Bible study for Chinese speakers
- Ministry with Seniors
- Communication and Administration
- Mid-week Playgroup
- Small Group Bible Studies and Education
- Living is Giving

Administration

In November 2014 a major restructure of the management of the Congregation was undertaken. A smaller Church Council was established, supported by several "Umbrella Groups" to manage and undertake the various activities and outreach initiatives of Eastwood UC. The purpose of this change in the management structure was to release people from administrative matters, and allow them to be more involved in their missional areas of interest.

These (and other) activities have been aligned around our Mission, Vision and Values under the following broad headings.

GROW Developing and strengthening our current activities

- Worship
- Communication
- Faith development

CONNECT Understanding and meeting the needs of demographic groups inside and outside the church

- Families
- Youth
- Elderly

REACH Developing connections in the community

- Understanding and responding to the diverse needs of the community
- Developing a presence outside the Church building

Mission in the Eastwood District

While Ministry within our existing congregation remains strong this congregation is changing. The future of Eastwood UC is dependent on its ability to be representative of the community within which it is located. This community is multicultural, with a steadily increasing proportion of people with Asian heritage (mainly Chinese and Korean). For many years Eastwood UC has recognised the need to connect with and build relationships with our community. Our experience has also been that the wider Uniting Church is itself grappling with this area of ministry and mission. Nevertheless, the congregation has decided to pursue this direction in collaboration with other councils of the Uniting Church. Given that other congregations and presbyteries have concentrated on serving people of Korean heritage, the congregation has determined that it will focus its resources towards people with Chinese heritage, who are the largest demographic of people with Asian heritage in this local area.

The highest priority in mission must be to the demographic with Asian heritage that now characterises the Eastwood centre and its surrounds. The initial goal is for Eastwood UC to have a strong missional connection with our Chinese-speaking community by 2020.

In order to achieve this goal for our Mission we believe it is imperative

- to establish a group of Chinese-speaking outreach/mission workers who will be a part of the Eastwood UC Ministry Team.
- that the wider UC (Assembly, Synod and Presbytery) affirms the potential for pioneering mission and ministry with the Chinese community, and recognises this as a key mission area not just for Eastwood but also for the wider church.
- that Eastwood UC explores and forms partnerships with other compatible ‘stakeholders’ including the wider Uniting Church (Assembly, Synod and Presbytery) and organisations similar to Eastwood Christian Community Aid.
- to explore opportunities for Eastwood UC to provide a place for training other workers by becoming a model for multi-cultural ministry.

The initial action to implement this strategy was completed in October 2016 with the appointment of a Chinese-speaking resource worker, Tennyson Chan. Financial and technical support for this action were provided by the congregation and \$10,000 from a Uniting Innovative Community Grant. A further Uniting Breakthrough Grant of \$30,000 was received in September 2017 to sustain this initiative. This is a part-time position that has initially reached adults. There is a need to appoint a person who can specifically connect with families with young children. The other significant gap is a connection with youth and young adults. This would include secondary and tertiary students.

In line with pioneering experiences, an emphasis will be placed upon “gatherings”, which may include, but are not limited to, worshipping communities. An important role of resource workers will be able to identify the needs of people in Asian communities.

It is an expectation that within 12 months of initiating the next stage of the mission plan, ‘gatherings’ will have emerged from connections and relationships formed with people both from within the existing Church community, and the wider community; for example, an intergenerational playgroup for children cared for by Chinese-speaking grandparents.

Already ‘gatherings’ of Chinese-speaking people take place. On Monday afternoons a Chinese-speaking ‘Friends Club’ has a mixed program of speakers providing community information and exploration of Christian themes through discussion and occasional DVDs. A Chinese Bible study fellowship has begun recently and plans to meet twice a month.

There is wisdom not to be too prescriptive about specific ‘gatherings’ at this stage, as they will emerge from the process of identifying and discerning people’s needs.

Relationship with local community

Significant initiatives have already occurred through Tennyson Chan with Christian Community Aid, an organisation that continues to receive regular and generous support from Eastwood UC in various ways, such as reduced costs for using the Eastwood UC buildings three days a week (c. \$92,000 p.a.), providing items for its food bank, raising significant funds for its work, and participating on its board.

Two of the three days of CCA's use of Eastwood's buildings are designated as Chinese Leisure Learning. Networking with the people who attend, Tennyson has already taken initiatives to run community-based events, focusing on the needs of primarily older, non-English-speaking people. This is proving to be an excellent initiative, and further resource workers will enable this work to be increased, reaching more people in the community.

Connections have recently been made with a Chinese Christian group that has a ministry with disabled Chinese-speaking people. This may be an avenue of future missional possibility.

Relationships within the City of Ryde Zone

Eastwood UC enjoys good relationships with other congregations and ministries within the City of Ryde zone. Eastwood UC envisages contributing to the Zone by both learning from the experiences of others, especially in the area of culturally and linguistically diverse ministries, and by sharing our own experiences in this area.

From a perspective of missional generosity Eastwood UC enabled OneHeart to use the Church for 7 years at no cost, and frequently invited OneHeart to participate in its morning worship. When Chinese-speaking young people came to Eastwood UC they would be encouraged to link with OneHeart.

From the same missional perspective Eastwood UC has greatly subsidised (c. \$30,000 p.a.) the use by The Lord's Mind Korean congregation of the Denistone East church hall and buildings.

The support by the congregation for Macquarie University chaplaincy has seen Liam Miller and Richard La'Brooy involved in worship at Eastwood. We would anticipate that the involvement of one of the proposed Chinese-speaking ministry resource workers with Macquarie University would strengthen and enhance the chaplaincy, and its connection with Chinese-speaking students.

Relationships within Sydney Central Coast Presbytery

During 2017 congregation representatives from the Eastwood Chinese-speaking Resource Worker Umbrella Group met with Willoughby UC Church Council to reflect on our similar context for mission with Chinese-speaking people. Previously, at the suggestion of UME, conversations had occurred with Gordon Uniting Church. The Eastwood mission plan is to continue, and expand, connections and networks with other congregations and agencies within the Presbytery, as the Uniting Church develops models of ministry with people from diverse cultural backgrounds, and especially Chinese-speaking people.

Relationship with Uniting Sydney Central Coast Regional Council

The Council has representatives on the Chinese-speaking Resource Worker Umbrella Group, and Tennyson's network has been helpful to Uniting in providing resource people for particular purposes. It is anticipated that future resource workers will continue to contribute to the work of Uniting.

We would also envisage continuing some newly-formed connections, such as with the people of Ashfield and the Harris Centre, and adding these networks within Uniting, within and beyond Sydney Central Coast.

Section 4 Future support for the wider work of the Uniting Church

Indigenous Heritage

The traditional aboriginal owners of this area were the Wallumedegal. Eastwood Uniting Church recognises that the land for which it has stewardship (on behalf of the Uniting Church Property Trust), at Lakeside Road and Acacia Street Eastwood, is and always will be Aboriginal land and that Aboriginal people have never surrendered their claim of custodianship of this land. Our Congregation has inherited land that was stolen.

It is our desire to work in solidarity with the Aboriginal and Islander Christian Congress for the advancement of God's kingdom of justice and righteousness in our country. In partnership with our indigenous brothers and sisters, and as a symbolic acknowledgement of the history of this land, it is proposed that as part of the proposal to repurpose the site at 17 Acacia Street for new missional outreach, \$200,000 of the sales proceeds will be given to the Uniting Aboriginal and Islander Christian Congress for their missional outreach activities.

As part of our multi-racial bond of fellowship, Eastwood Uniting Church will continue its activities to increase awareness of aboriginal and islander heritage and culture within our local community, including our Chinese speaking community. We will continue to invite aboriginal and islander people and those who work in indigenous communities to share with us their culture, experiences, educational and evangelical activities. We will explore partnering with a rural church to further fellowship opportunities with rural and aboriginal people.

Support for the mission of the Uniting Church (Synod of NSW ACT)

In the past many years Eastwood UC has generously supported the work of the Uniting Church Synod through *Living is Giving* in excess of the level of funding suggested by Synod. With the introduction of the Stewardship Contribution the congregation will continue to make an annual contribution to the work of Synod. Additionally the congregation recognises that the Synod has established the Growth Fund to resource initiatives 'to help support mission opportunities that will breathe new life into our communities.' The Eastwood congregation acknowledges that it has been greatly blessed and that other congregations are not as financially secure as Eastwood UC. To support this work a distribution of \$200,000 will be made to the Growth Fund from the proceeds of sale of the Denistone East property.

For the past two years Eastwood UC has had special contributions to *Frontier Services*, and for many years has supported *UnitingWorld* through the PNG water project. Frontier Services will continue to be supported through fund raising activities. Eastwood UC wishes to demonstrate its commitment to the work of Uniting World by ensuring certainty for the funding for the PNG water project. This will be delivered through a distribution of \$30,000 from the proceeds of sale of the Denistone East property.

Section 5 Support for mission in Eastwood

Resources needed

Careful and prayerful use of our people, property and financial resources as we move forward is critical, and we recognise that we need to be good stewards, utilising the resources God gives us to grow the Kingdom of God. While we can and will continue our existing Mission activities within our existing resources, our eVision for the future Mission of Eastwood UC (particularly since the appointment of a Chinese-speaking resource worker) requires additional expenditure that will place significant pressure on our finances. There is a need to establish sources of funding external to the weekly offerings from the existing congregation.

People:

We need a team of people with diverse skills that can provide a range of ministry and pastoral services. The people required for this team will be:

- A Minister of the Word who will be the leader of the ministry team. This is a full-time position.
- Office staff to provide 50 hours per week of administrative support for the ministry team and the congregation
- A resource worker for 20 hours per week who can focus on outreach to older members of the local community of Chinese heritage.
- A resource worker for 20 hours per week who can focus on outreach to families with young children from multicultural backgrounds. (2nd priority).
- A resource worker for 20 hours per week who can focus on outreach to youth and young adults, particularly tertiary students from multicultural backgrounds. (3rd priority).

The desirable option is to appoint an ordained person who could support both families and young adults. It is appreciated that it is unlikely that such a person will be available. While this may be the preferred option, it is accepted that the only viable option may be two part-time appointments.

Succession planning:

One aspect that has been noted about ministry and mission with some Asian groups is a focus on a key leader. Many congregations are minister-centric, which means that there needs to be an intentional succession-planning as part of the mission plan.

Eastwood UC's intention to have multiple resource workers seeks to ensure that, if one resource worker leaves, the entire missional work is not compromised. To strengthen the mission plan's effectiveness, it is proposed that each resource worker will disciple an associate both to 'future-proof', as best as possible, Eastwood's missional objectives, and also to be available to partner with other areas of the Uniting Church.

Property:

It was determined several years ago that the rationalisation of property was the soundest option for establishing a funding source in the medium to longer term. This rationalisation process began over a decade ago and is yet to be completed. The remaining task is to realise the value of the under-utilised asset of the Denistone East UC property. When the rationalisation is completed the revenue must be applied to acquiring assets that will deliver a regular revenue stream. This project will be pursued in 2018-2019.

The properties required for the next decade are:

- Worship spaces at the Lakeside Road site for different forms of worship services.
- A manse to provide accommodation for a Minister of the Word. The manse must at least satisfy the minimum standard for accommodation required by Synod.
- Halls and meeting rooms for a variety of community outreach activities, service delivery and alternative forms of worship.
- A house that will be available to accommodate a second ordained person who will focus on families and young people. This house must satisfy the minimum standard for accommodating a Minister of the Word.

Under these circumstances the manse at 16 Vera Street Eastwood should be retained, but the remainder of this site will be surplus to anticipated needs. The preferred option is for the surplus portion of the site to be sold and the resultant sales proceeds be invested to provide an income stream to finance mission in Eastwood. The proposed distribution of funds from the sale of the property would be:

Anticipated sales proceeds	2,950,000
Distribution to UAICC	200,000
Contribution to Synod Growth Fund	200,000
Contribution to Uniting World	30,000
Upgrade of 16 Vera St. to manse standard	180,000
Upgrade of Auld Ave. manse	60,000
Investment in Sales Proceeds balance with UFS	2,280,000

4% annual return on \$2,280,000 after CPI beginning January 2019 = \$91,200 per annum

Anticipated expenditure to support mission in Eastwood

Funds will be required to support the expanded mission activities of Eastwood UC. These funds are required to employ staff, maintain properties and provide materials to support mission in the Eastwood district. In recent years the congregation has provided significant support for community outreach to groups such as Eastwood Christian Community Aid and the Eastwood Uniting Musical Society. It is expected that this support will continue. In 2017, the value of this assistance is \$127,000. (CCA \$92,000, EUCMS \$35,000).

This Mission Plan needs to establish that there is capacity for the continued support for the wider mission of the Uniting Church beyond Eastwood as well as undertake the proposed initiatives. The sale of 17 Acacia Street is necessary to fund these proposals. In the period of 2018 – 2020 the anticipated expenditure on the principal mission items will be:

Proposed major expenditure 2018-2020

PURPOSE	ANTICIPATED EXPENDITURE
Minister of the Word and support staff	550,000
3 part-time resource workers	200,000
Stewardship contribution to Synod	105,000
Upgrade of Auld Avenue manse to standard	60,000
Upgrade of 16 Vera to manse standard	180,000
TOTAL	\$1,095,000

Proposed funding sources 2018-2020

FUNDING SOURCE	ANTICIPATED FUNDS
Congregation giving	550,000
Existing grant from Uniting	30,000
Investment returns from sale of 17 Acacia	182,400
Funds from sale for property upgrades	240,000
Interest	54,000
TOTAL	\$1,056,400

The investment income on the proceeds from the sale of 17 Acacia St is allocated to the support of the Eastwood mission and these broad figures show a funding shortfall of \$38,600 for the 2018-2020 period. We have been advised by UME that there are additional sources of funding, which we shall continue to explore. Additional sources for the funding of one of the resource workers would need to be secured before all the components of the Mission Plan can be implemented.

To ensure this Mission Plan succeeds we need:

- the recognition and support of the wider Uniting Church for this Mission, principally Uniting, and UME
- the support of Sydney Central Coast Presbytery to finalise the property rationalisation process (by facilitating the sale of the Denistone East property).
- the continuing financial support from the Uniting Breakthrough grant for the continuing employment of the Chinese-speaking resource worker for 3 years from July 2017

How will we monitor and review our progress?

The success of this Mission Plan will be measured by the number of people reached during the implementation of the mission projects. To be successful in achieving long term relationships between Eastwood UC and members of the community it is accepted that only a portion of the total number of people reached will establish a longer-term relationship. Monitoring implementation of the projects will measure the number of people reached infrequently and those people with whom a more regular relationship is established. Six-monthly progress reports will be provided to the Church Council, with an annual report to the congregation.

Conclusion

This Mission Plan proposes a way forward for Eastwood UC in 2018 and beyond. It requires continuation of the Ministry, Mission and structures that have been put in place as a result of eVision, and it proposes the urgent need for a renewed focus on Mission and Ministry with the Asian Community, and in particular the continuing employment of Chinese-speaking Resource Workers as a key part of this Mission.

As the UC community in Eastwood we will together continue to strive to be a loving, unified, prayerful, worshipping, Spirit-led community that teaches and applies God's word in truthful, relevant and engaging ways!