

GOD SIZED DREAM 2030





Contents

Section 1 – Purpose and Audience

Section 2 – Background

Section 3 – Strategic Frameworks

Section 4 – Strategic Plan

Section 5 – Strategic Roadmap

1. PURPOSE AND AUDIENCE





Purpose and Audience

- The purpose of this document is to provide a strategic framework for the advancement of Clovie’s ministry and mission across the next ten years, focusing on short, medium and long term goals that are God inspired, Spirit lead, and prayerfully and carefully considered by those who call Clovie their spiritual home. As we continue to seek to love God, love people and make disciples of Jesus together, this document will provide Clovie with a high level framework to empower and release staff and ministry leaders to strive toward gospel outcomes through new and innovative ways at the same time as building on the exceptional foundation that is Clovie’s 50 year history.
- The audience of this document is for those who are fully committed to the life and mission of Clovie – ie; church council, staff, ministry leaders, members and key volunteers. Some of the language is intentionally ‘internal’ and any ‘external’ communication will use the essence of what’s in this document and be communicated in a way the targeted audience can best understand.

2. BACKGROUND





Australian Spiritual Landscape

- 61.1% of Australians identify with Christianity, only 14.5% regular church attenders. ¹ This number is in decline. ² Despite the decline in Christianity, 74% of people who don't follow Jesus are “neutral to warm” towards Christianity. ³
- 13,000 Churches in Australia. ⁴
- Top 3 Community “service” based needs: ⁴
 - Teen activities & youth groups
 - Employment support & job skills training
 - Counselling & crisis support
- Average age of church goers is 53. Attendees under 50 are underrepresented and those over 70 are overrepresented (12% of population, 25% of churchgoers) ²
- Before COVID 27% of church goers engaged online, during COVID this became 46% ⁵

Sources:

¹ McCrindle, 2016; <https://mccrindle.com.au/insights/blogarchive/religion-churchgoing-and-easter/>

² McCrindle, 2014; https://2qean3b1jld1s87812ool5ji-wpengine.netdna-ssl.com/wp-content/uploads/images/A-Demographic-snapshot-of-Christianity-and-church-attenders-in-Australia_McCrindle.pdf

³ McCrindle, 2017; <https://faithandbelief.org.au>

⁴ McCrindle, 2017; [https://mccrindle.com.au/insights/blogarchive/church-attendance-in-australia-infographic/#:~:text=Australia%20has%20more%20churches%20\(13%2C000,South%20Australia%20\(1.6%20million\)](https://mccrindle.com.au/insights/blogarchive/church-attendance-in-australia-infographic/#:~:text=Australia%20has%20more%20churches%20(13%2C000,South%20Australia%20(1.6%20million))

⁵ McCrindle, 2020; <https://mccrindle.com.au/wp-content/uploads/reports/Future-of-the-Church-in-Australia-Report-2020.pdf>



Clovercrest Baptist Church 2020

- Clovie has been led under the hand of God for over 50 years, growing from a small church plant to a large contemporary, evangelical, multi generational church. Clovie has a strong emphasis on local and global mission, intergenerational formation, creating community through life groups. Clovie has a café on site and community centre across the road that enriches the local community through food relief and a second hand clothes and furniture shop called Treasured.
- As of 2020, there are approximately 1350 people who call Clovie home, and annual budget of \$1.3 million, a staff of 22 people, and over 400 volunteers who serve in over 650 serving opportunities.
- Throughout 2020, Clovie has engaged in a churchwide discernment process called the God Sized dream – exploring discipleship and missional priorities for the next 5-10 years. This has involved prayer and fasting, surveys, focus groups, and life group engagement. This document and the God Size Dream plan and framework was formally approved and endorsed by the Church Council in November 2020.

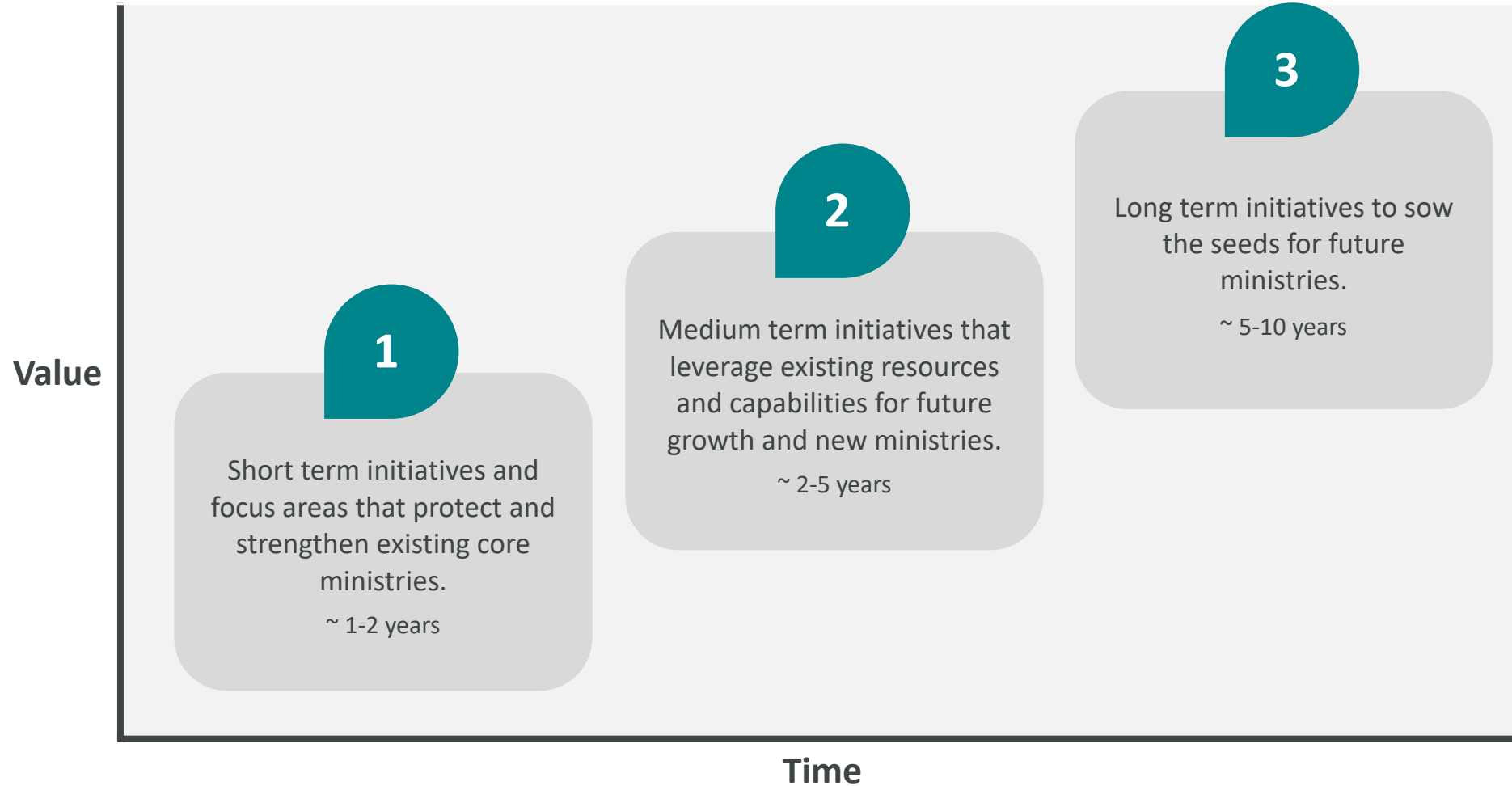
3. STRATEGIC FRAMEWORK





Three Horizon Thinking

By focusing efforts with 3 horizons in mind we steward what God has given us, while preparing for what he has called us to.



4. STRATEGIC PLAN





2030 Strategy on a Page

Vision: 'for all people to become followers of Jesus'

Mission: 'loving God, loving people and making disciples of Jesus together'

Values: Experiencing God | Creating Community | Reaching Beyond

Reach
Introducing People to Jesus

Grow
Going Deeper with Jesus

Multiply
Raising & Releasing Leaders

Expand
One Church, Many Gatherings

Innovate
Daring to Dream

Drafting note: What we will do

How:

1. Local
2. National
3. International

How:

1. Opportunities to Experience God
2. Community in LG
3. Contribute by Serving

How:

1. Leadership Pathways
2. Apprenticeship Model
3. Active Partnerships

How:

1. Clovie Online
2. Multisite
3. Midweek

How:

1. Innovative culture
2. Kingdom Dreaming Team
3. Respond & Anticipate

Drafting note: What we will see

Health Indicators:

1. Increased FTC's
2. Increased budget allocation to mission
3. Everyone shares Jesus with one

Health Indicators:

1. Increased baptisms
2. Strong Life Group engagement
3. Strong serving culture

Health Indicators:

1. Strong missional leadership pipelines
2. Raising up and releasing culture
3. Healthy partnerships

Health Indicators:

1. Clovie Online thriving
2. Planting churches
3. Planting midweek missional gatherings

Health Indicators:

1. Grow & use Kingdom Innovation Fund
2. New initiatives that help fulfil Clovie's vision and mission



How:

1. Mobilising each person and ministry to exist so that they introduce other people to Jesus
2. Providing local missional opportunities (eg: personal informal outreach, regular Alpha, Discovery Bible Study (DBS), Pathway missional initiatives, local schools, ongoing church missional initiatives like Gingerbread night)
3. Exploring National missional opportunities – this is a growth edge for Clovie
4. Fostering International mission (eg: ongoing missionary support, grow pipeline of sent missionaries, Pong - IJM, BWA, Compassion, H4H giving to projects)
5. Life groups participating in our annual Reaching Beyond projects
6. Reaching people for Jesus through our key community engagement arms will be a priority for Clovie (eg: Quench and Pathway)

Church Health Indicators:

1. 10% of attendance in First Time Commitments (FTC) annually – this is best practice for a missionally minded church
2. 10% of annual budget specifically given away / tithed / dedicated to missional activity and support of missionaries and mission initiatives
3. Personal commitment from each person who calls Clovie home to share their faith in a real and relational way with at least another person



*Drafting note:
Suggest these are used to record key actions
for the next 12 months.
Refreshed every 12 months with the same
horizons in mind.
i.e. always looking toward the future while
protecting the present*

Value

1

- Review current ministry initiatives to see if they are achieving 'reach' health indicators and / or fulfilling Clovie's vision and mission
- Investigate national reach missional opportunities
- Teach Clovie how to share our faith in a real and relational way

~ 1-2 years

2

- Plan for 10% of budget to be used for mission and make a roadmap to achieve this
- Develop a culture of sending and a pipeline of sent missionaries – local, national and global
- Stay laser focussed on 10% of attendance being FTC's

~ 2-5 years

3

- Deep and rich relationships with partnering mission agencies
- Established relationships and national mission focus
- Multiple strong local missional expressions
- []

~ 5-10 years

Time



How:

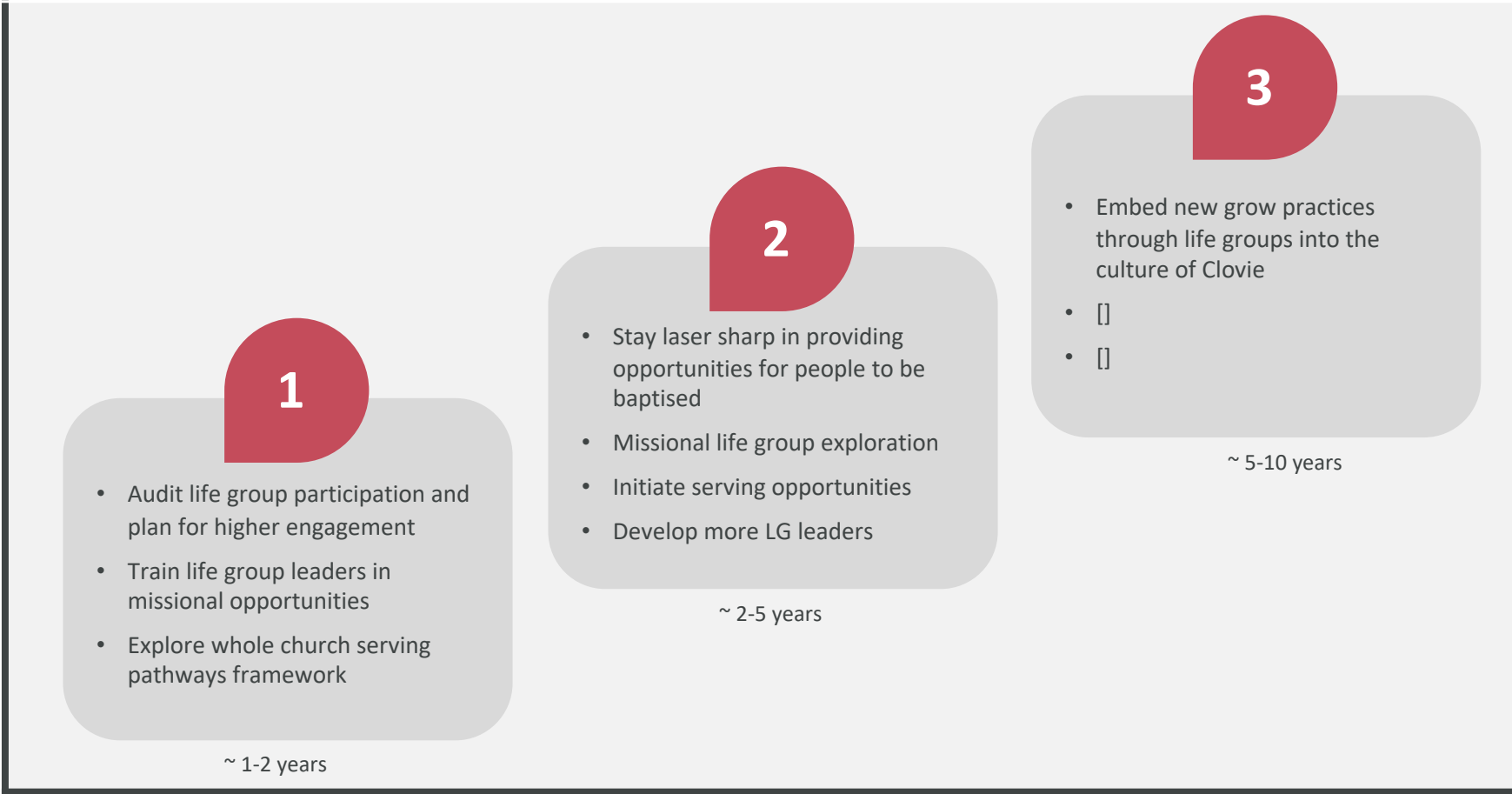
1. Creating regular and specific opportunities to Experience God (eg; worship, prayer, bible teaching, online content, etc)
2. Teaching and providing regular opportunities for baptism
3. Emphasising Life Group engagement key to creating community
4. Promote a serving culture across the life of the church
5. Foster a strong discipling culture across all generations
6. Everyone is being discipled relationally by another – eg; friend / family member/ discipleship team
7. Life groups to engage in missional practices – eg: reaching beyond
8. Provide training to grow spiritually (eg: SHAPE, Prophetic, etc)

Church Health Indicators:

1. 10% of attendance is realised in people being baptised – this is a huge faith goal
2. 70% of attendance is engaged and participates in a life group community
3. 50% of attendance participates in a serving and churchwide serving pathways are cultivated where people can explore and develop in both their physical and spiritual gifts



Value



Time

MULTIPLY

Raising & Releasing Leaders



How:

1. Develop and promote leadership pathways across the life of the church where collaboration and alignment toward missional outcomes is developed and celebrated (eg: Leadership Academy)
2. Explore and implement an apprenticeship model across Clovie ministries (eg: Jesus model of 72 > 12 > 3, go deep with a few)
3. Develop partnerships with like minded organisations (eg; Baptist Care, ARK Fostering, Tabor Bible College, Arrow Australia, 3DM, etc)
4. Develop a strong marketplace ministry for mission (eg: City Bible Forum, Engage, CBMC Prayer breakfast, etc)

Church Health Indicators:

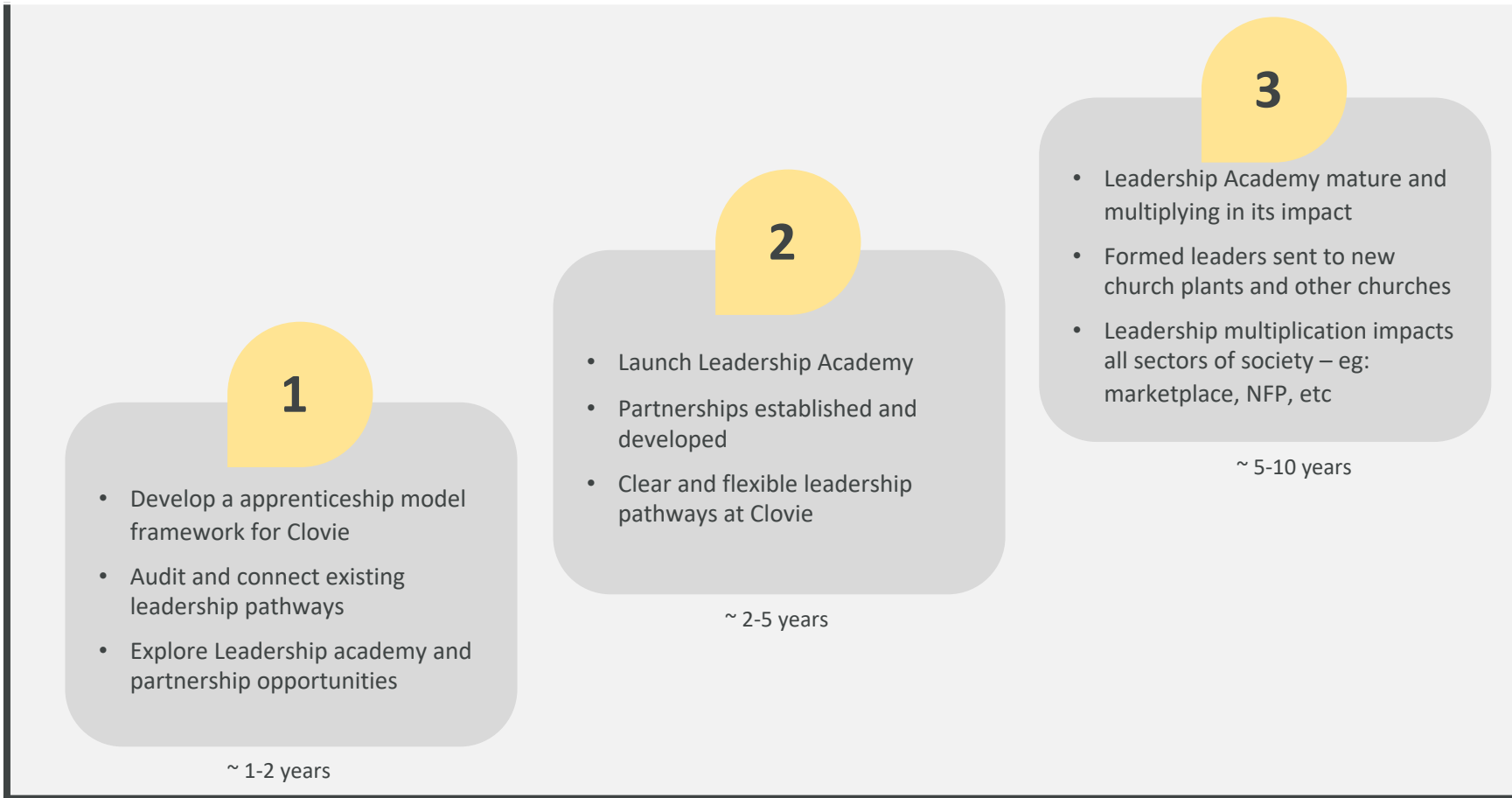
1. Strong missional leadership pipelines exist across our church and society (eg; schools, marketplace, NFP, etc)
2. Raising up and releasing culture
3. Multiple partnerships exist and are healthy and strong

MULTIPLY

Raising & Releasing Leaders



Value



Time



EXPAND

One Church, Many Gatherings



How:

1. Develop Clovie Online as a thriving campus of Clovie
2. Explore multi site options as campuses / church plants from Clovie (eg; retirement villages)
3. Explore other mid week missional gatherings to grow the Kingdom (eg; schools, Pathway, etc)
4. Continue to be intentional and relational in informal outreach in the life of the church
5. Consider targeted groups (eg; special needs, addictions, disabilities, mental health)

Church Health Indicators:

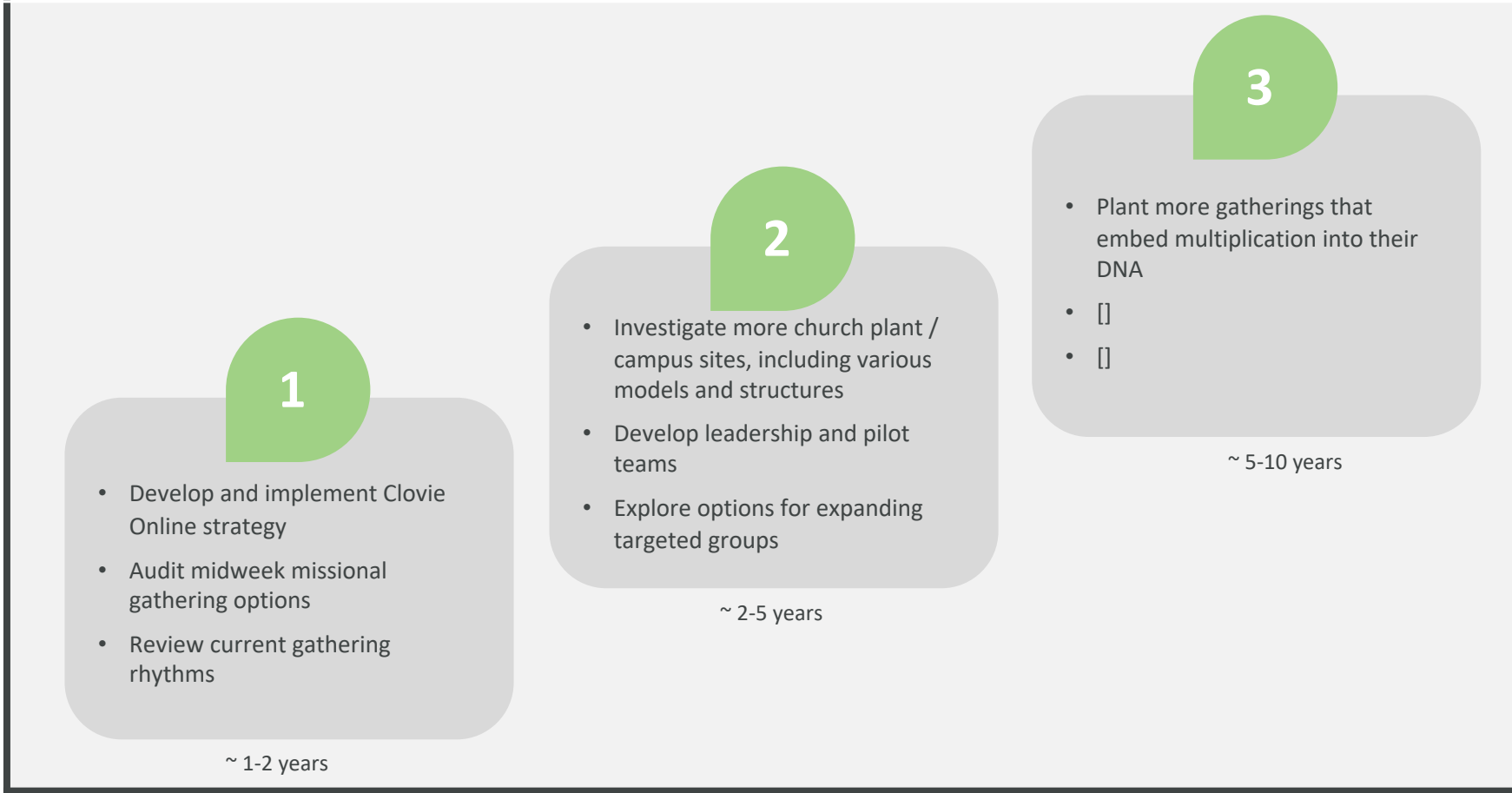
1. Clovie Online is thriving which is reflected in its impact measures
2. Planting multiple churches
3. Planting midweek missional gatherings

EXPAND |

One Church, Many Gatherings



Value



1

- Develop and implement Clovie Online strategy
- Audit midweek missional gathering options
- Review current gathering rhythms

~ 1-2 years

2

- Investigate more church plant / campus sites, including various models and structures
- Develop leadership and pilot teams
- Explore options for expanding targeted groups

~ 2-5 years

3

- Plant more gatherings that embed multiplication into their DNA
- []
- []

~ 5-10 years

Time



How:

1. Foster a innovative culture across Clovie that ensures we fulfil our vision and mission
2. Kingdom dreaming team formed and utilised
3. Respond and anticipate missional needs and opportunities (eg; natural disaster response)
4. Develop Pathway (eg; life skills, financial literacy, community garden) to continue to grow and innovate into their next season of ministry
5. Develop Quench to continue to grow and innovate into their next season of ministry
6. Be committed to being salt and light in our local schools
7. Explore opportunities to increase relevance to local community (eg; Early Learning Centre (ELC), mental health, relational breakdown, etc)

Church Health Indicators:

1. Grow and use Kingdom Innovation fund
2. New initiatives leading people to Jesus across the life of the church
3. Pathway growth
4. Quench growth



Value

1

- Establish Pathway goals and health indicators
- Establish a Kingdom dreaming team
- Establish and grow school relationships and identify needs
- Grow an allocation of budget to “innovate” projects/pilots

~ 1-2 years

2

- Identify opportunities for Pathway expansion
- Identify community needs/trends and reciprocal skills in congregation
- Establish quarterly “dreaming” workshops to continue to seek God’s leading and generate new ideas

~ 2-5 years

3

- Undertake ELC feasibility study and consultation?
- Plan for allocation of budget surplus to “innovate” projects/pilots
- Explore Clovie / Pathway land and building holdings to optimise missional opportunities

~ 5-10 years

Time

5. STRATEGIC ROADMAP





Strategic Roadmap

- Key**
- Well Progressed
 - In Process
 - Not Started

		Current 2020	Horizon 1 2021-2022	Horizon 2 2022-2025	Horizon 3 2025-2030
Reach	Local	●	●	●	●
	National	●	●	●	●
	International	●	●	●	●
Grow	Opportunities to Experience God	●	●	●	●
	Community in LG	●	●	●	●
	Contribute by Serving	●	●	●	●
Multiply	Leadership Pathways	●	●	●	●
	Apprenticeship Model	●	●	●	●
	Active Partnerships	●	●	●	●
Expand	Clovie Online	●	●	●	●
	Multisite	●	●	●	●
	Midweek	●	●	●	●
Innovate	Innovate Culture	●	●	●	●
	Kingdom Dreaming Team	●	●	●	●
	Respond & Anticipate	●	●	●	●