



Moreton North  
Church

Updated 10 Year  
Ministry Plan  
(DRAFT)

*As an eldership we first acknowledge that God is sovereign over all things particularly the life of Moreton North Church. And so, we pray and seek His guidance as we plan. However, you will see what is outlined, that most of what is planned is typical for any church revitalisation that is seeking to become a healthy church. We acknowledge that plans can change as we are led by God through change. Keeping this in mind we will provide updates to this plan as required, but also acknowledge that the nature of the plan is focusing on core issues that most likely don't require any drastic changes into the future.*

## **Our Mission**

In keeping with our mission at Moreton North Church - Loving God, Loving People, Making Disciples, our ultimate desire is to reach our community with the gospel message and to grow in love for each other and the lost around us and to see them saved.

In loving God, our desire is to obey His Word, to repent of our sin and to serve Him faithfully. Our desire is driven by what God has done for us through Christ and because He has first loved us.

Loving people is expressed in our love and care for our congregation, for those who newly join us, and, for those in our community who need the gospel.

We desire to make disciples by reaching out to the community and sharing the gospel with those around us. We aim to warmly welcome and build relationships with those who join us through various ways including personal invitations and social media.

As we live out our mission, we acknowledge that it is God who grows His church and that He has entrusted us with His gospel work. In faithfully carrying out this gospel work, we are confident that God will grow us in love, faith and number. As our desire is to be intentional in this gospel work that God has placed in our care, we will set ourselves a number of goals to keep us focused on His work in our community.

## **God's Work in Our Midst**

Over the past 18 months we have seen a church merger, baptisms and people declaring their faith in Jesus. These have been very exciting events and we praise God for the way He is using us for His kingdom work.

As a result of God's work in our midst in 2022 we saw over 50% growth in attendance which is a wonderful blessing. We praise God for this and praise Him for the names behind this growth. Even with this in mind, we still have a long way to go to become a healthy multigenerational church. God has done amazing things so far and we acknowledge that we still need to grow in many areas of church life (just like as individuals we need to grow in many areas of life). This recent growth was extraordinary and to a large part the result of the church merger last year, so we aren't expecting to grow like that year on year. However, we still expect to grow as we bear gospel fruit.

We thank God for the people who have joined us in our mission of loving God, loving people and making disciples. We desire ongoing growth to bring more people on mission with us.

## **Pastoral Care for Our Congregation**

Pastoral care for our congregation is an important part of our growing in love, faith and number and God calls us to build up one another in the faith. As such, the elders take seriously the call to care for and love one another. Our people matter to God and they matter to us.

An important way of providing this care is through our discipleship groups. Here, we can share our lives with each other and care for one another as we have need. We therefore desire to see that everyone is cared for within a discipleship group.

Where someone's circumstances prevent consistent discipleship group attendance, they can be connected with a discipleship group for care. This helps to ensure everyone is cared for, encouraged and built up in the faith. In the same way we desire that new people who join in our Sunday services and also join a discipleship group.

Our Pastor and elders are always available to talk to about pastoral care needs, and as we grow, discipleship groups will typically be the place where we care for each other a little better.

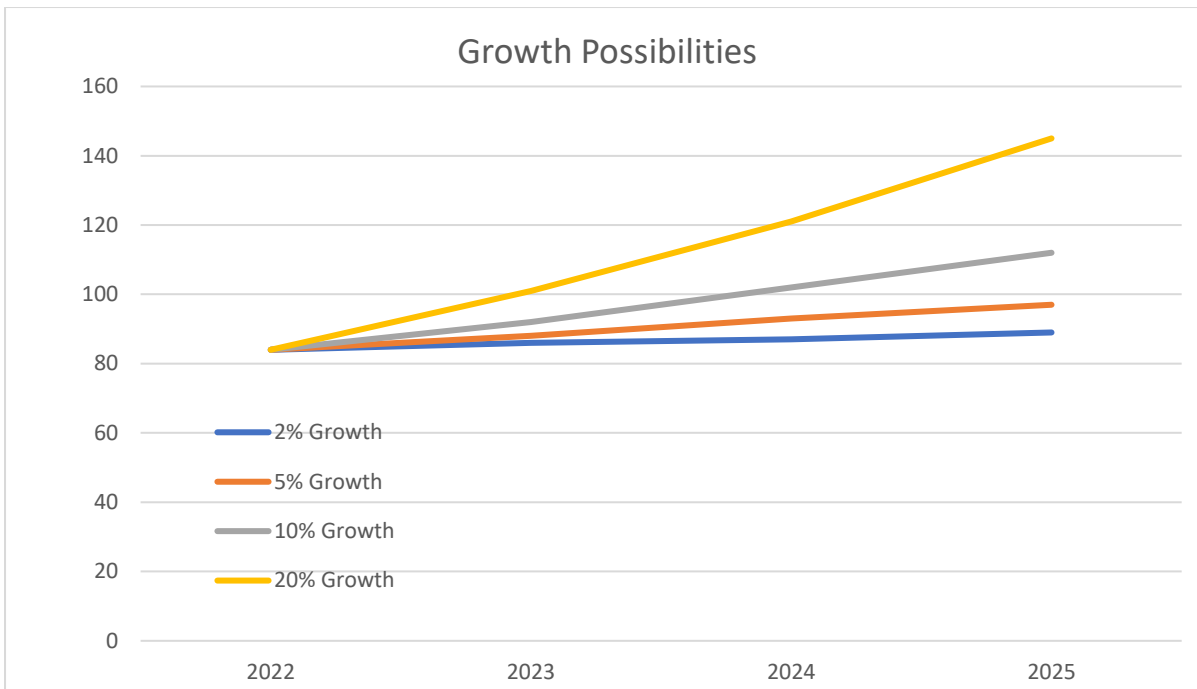
## **What Might the Future Look Like?**

If we cast our minds forward to the end of 2025, what will God's church look like here at Moreton North Church? Our aim is to see the congregation thriving in love for each other and encouraging one another in the faith especially through their discipleship groups. We also desire to see a strong focus on sharing the gospel in our community and bearing gospel fruit with more people coming to trust in Jesus and joining us on mission serving Him.

Table 1 and Graph 1 show what that growth could look like. While we know God can grow our church beyond the numbers below; we are being thoughtful in looking at a variety of scenarios.

<b>Year</b>	<b>2% Growth</b>	<b>5% Growth</b>	<b>10% Growth</b>	<b>20% Growth</b>
2022	84	84	84	84
2023	86	88	92	101
2024	87	93	102	121
2025	89	97	112	145

**Table 1 – Possible Growth Scenarios**



**Graph 1 – Possible Growth Scenarios**

We ask you to pray that God will grow His church and also pray about our role in the gospel work ahead. We know God multiplies His church and there isn't a secret formula that can change things overnight. However, thoughtful, considered and intentional gospel work has seen many people saved and added to the churches over time. This means there will be a rising need for gospel centred discipleship including more discipleship relationships and more people being cared for in these smaller communities of discipleship groups inside the larger church community.

**Typical Ministry Pathway**

As we plan for the future, it is helpful to map out what the typical pathway looks like for people coming into church life here at Moreton North Church. Diagram 1 shows what is called our "Ministry Pathway" indicating the clear steps for people as they join and grow along side us in the Lord Jesus. We see in the ministry pathway once we are welcomed, this typically follows on to being part of a discipleship group, membership and serving. It also helps to show how people are loved and discipled along the way. This pathway gives a simple view of what it looks like to be a growing church in all aspects of church life.

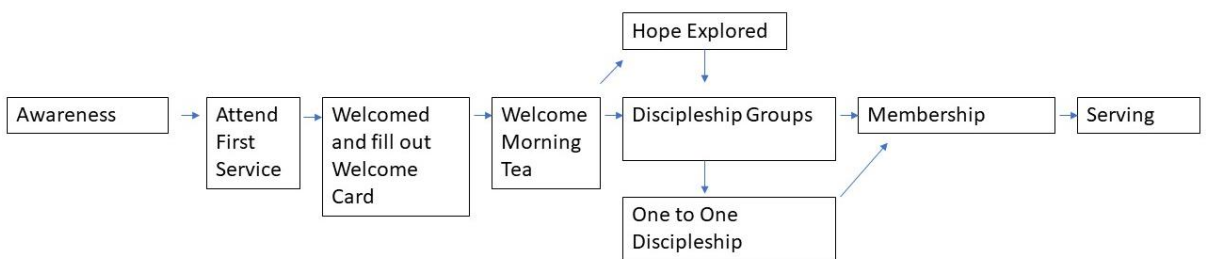


Figure 2.1

**Diagram 1 – Ministry Pathway**

## **Our Training Focus**

Earlier this year, we set out our ten commitments in our mission document “Towards 2024”. These ten commitments are an important part of seeing us grow in love, faith and number. One of these commitments is training detailed in commitment number 5.

This training commitment is designed to help equip us for the roles we currently serve in, and for roles we desire to serve in, as well as for future ministry needs. Training will help us serve more effectively as a people loving God, loving people and making disciples.

Our primary focus areas are Welcome Team training, Discipleship Group Leader training, Kids Church Leader training, and leadership development right across church life. We see these as strategically important for growing church life across the next two years or so. We want to support leaders with training and better communication to increase the health of our congregation.

While these areas are the current focus of our training, there are also other serving opportunities available for people. These are typically advertised towards the end of each year as we plan the serving rosters for the following year.

Our desire is to see the congregation actively living as the body of Christ, serving each other in love. Each of us has a part to play in that body according to our circumstances and resources. We invite everyone to talk to an elder or our pastor about what skills and time you can use to serve God in the context of Moreton North Church.

### **1. Welcome Team Training**

We have a small group of dedicated welcomers who faithfully greet everyone as they arrive at church. Thank you for being so willing to serve and being the friendly face as people arrive on a Sunday. We recently carried out training for this team and are looking to recruit and train more people for our Welcome Team. The aim of the training is to be more effective in making both regulars and new people feel welcomed each Sunday.

The Welcome Team training is straight forward as being one of our core commitments we want to be communicating effectively with others. This way people will feel more at ease and be encouraged to know more and eventually join with us as brothers and sisters in Christ serving the Lord Jesus.

As we expand it is important to make sure that new people are welcomed well. We have recently introduced the special welcome morning teas for new-comers. At this morning tea they come together to go through who we are and what we believe. This helps them in their decision whether to join us on our journey as disciples of Jesus at Moreton North Church.

An effective and warm welcome is the start of the journey at Moreton North Church, and we want it to be a good start for those who are new.

## **2. Discipleship Group Leader Training**

As we welcome more people and they become part of our congregation we will have more people joining our discipleship groups. We are thankful for those who are currently leading, however, we need more discipleship group leaders.

We are planning a concerted training effort for both current leaders and new leaders with the required character and competency. This training will include aspects of pastoral care and looking out for those who can't regularly make discipleship group gatherings due to their circumstances as outlined in the Pastoral Care section earlier in this plan. This training aims to increase our ability to care for all of those who call Moreton North Church home.

## **3. Kids Church Leader Training**

We are super thankful for our Kids Church Leaders who take seriously the discipling of the youngest ones in our congregation. There is no doubt that parents and guardians are the primary disciplers of their children but our Kids Church Leaders play an important role of pointing kids to God.

It is our intention to recruit and train more leaders to better serve our youngest congregation members. Our Kids Church Leaders complete PresSafe training, however, we plan to include teaching and theological training across the next 2 years.

### **Leadership Development**

Potential church leaders are disciplined over a period of time equipping them for leadership roles right across the ministry of the church. Leadership needs aren't limited to the eldership and the Committee of Management, we also require leaders in every ministry across the church.

We want to develop a leadership pipeline for people who are keen to be trained and disciplined so that as we grow we can meet the future demands of ministry. There is no timeline on when a person is ready for a leadership role, however, those who are keen to serve Jesus are encouraged to join in when leadership development opportunities arise.

## **Other Identified Areas of Improvement**

We know we are not perfect and we can continually work on church life so that we reflect the Lord Jesus' intention for the church more and more. In addition to our focus on training, below are some specific areas we have identified that require improvement. This list isn't comprehensive but rather some key areas for priority.

### **1. Building Awareness of Moreton North Church**

The start of our Ministry Pathway is awareness and we aim to grow more awareness of who we are and about our great God. We want people to know they can have the forgiveness of sins in the Lord Jesus so we need to focus on sharing Jesus locally. By locally we mean within about 30 minutes radius of our church building.

We can achieve this in many ways but the best way is word of mouth. People invite people, so each one of us has an important role in raising awareness of who we are as we interact with those around us. The most effective way of reaching people is by everyday people like us inviting people to church and sharing with them the good news of Jesus.

Also, with 7 out of 10 adults on Facebook a strong focus on social media is important in reaching people. To begin with, we aim to extend our reach on Facebook as well as our current YouTube channel. These, alongside our website, are the places most people check online before entering the front doors of the building. Therefore it is important that we are clear in our communication online about people's need for Jesus and what He has done for us in His death and resurrection.

As we grow and have people serve in this area, we will consider other social platforms as well.

## **2. Creating more Discipleship Groups**

As indicated earlier, there is a need for more Discipleship Groups to meet our current needs. These Discipleship Groups are important in building a loving and caring culture at Moreton North Church. It's a bit like swimming between the flags where lifesavers are watching out for us. When you are in a Discipleship Group it ensures you are part of the key aspects of church life, like pastoral care.

This will become increasingly important as we grow, as a lot of pastoral care will happen within these groups. So whilst our Pastor and elders are always available for pastoral care matters, the typical place for this care becomes our Discipleship Groups. In these groups we meet in small community inside the larger community of the church. It is an effective way to organise ourselves to be intentionally loving each other, caring for each other and discipling each other.

## **3. Facilities Improvement**

While we have benefited from the recently installed new chairs and the new screens to improve viewing during the service, we plan to improve our facilities to better accommodate our church as it grows. It is our desire to make our facilities more family-friendly as we aim to be a healthy multigenerational church family.

The areas we are looking to improve are the upstairs areas and the back carpark area. We will look to make better use of our facilities upstairs for church ministries as well as give it a facelift. We will consider options to make a family friendly space in the back carpark as our kids need a place to play after the service.

Decisions on these improvements will be made together as a church family when the appropriate time comes. They will be another helpful tool in seeing Moreton North Church grow.

#### **4. Church Service Planting**

We still have plenty of seating in our auditorium, however, we will start the conversation about planting a second service when our regular average attendance is 150 people per Sunday. Current attendance levels are around 90 people each Sunday.

Things to consider include service times and how our volunteers serve across two services to ensure we care for our people during this transition. Our prayer is that this need comes quickly because the need for the gospel in our area is enormous.

#### **5. Additional Staff Members**

As we grow, we will need more staff to meet increasing ministry needs. Adequate staffing is critical, particularly as we care for our expanding church family and effectively welcome and encourage those who join us on our journey of following Jesus. Additional staff will greatly increase our ministry capacity particularly in the areas of training and Kids Church. When the need comes, we will assess whether another minister or a specialised ministry worker in either a part-time or full-time capacity is required.

Future staffing proposals and appointments will be a church family discussion and decision as we approach the needed level of funding. In this year's budget we have set aside a sum of money towards a future ministry position in anticipation.

#### **6. Youth Group**

Although we only have a small number of high schoolers attending, our intention is to start a Youth Group focused on discipling High Schoolers as soon as possible. Our kids in Kids Church will eventually move into the Youth Group, however, our desire is to start a Youth Group well before these Kids Church kids move into High School.

Until we can plant a local Youth Group and grow that ministry from the ground up, we currently offer to parents for their children to attend our partner church's Youth Group (Christ Central Presbyterian Church) and attend our Sunday services. We would love to hear from you if you can assist us in pioneering this ministry. Please pray for the establishment of this work.

#### **7. Supporting Mission Work overseas and locally.**

It is our plan to partner with like-minded missionaries who work overseas and locally to expand our gospel impact beyond just Moreton North Church. We wish to support gospel mission financially and prayerfully in a way that builds a strong relationship with those we support. Rather than looking to support a multitude of gospel causes we aim to start with one focussed relationship that has a significant gospel impact. This aim is to support a gospel ministry overseas but, in our region, so that we can have deep and significant interaction. This could possibly mean in the Pacific Islands or Southern Asia areas but when a proposal for this is developed it will be voted on by the church members.



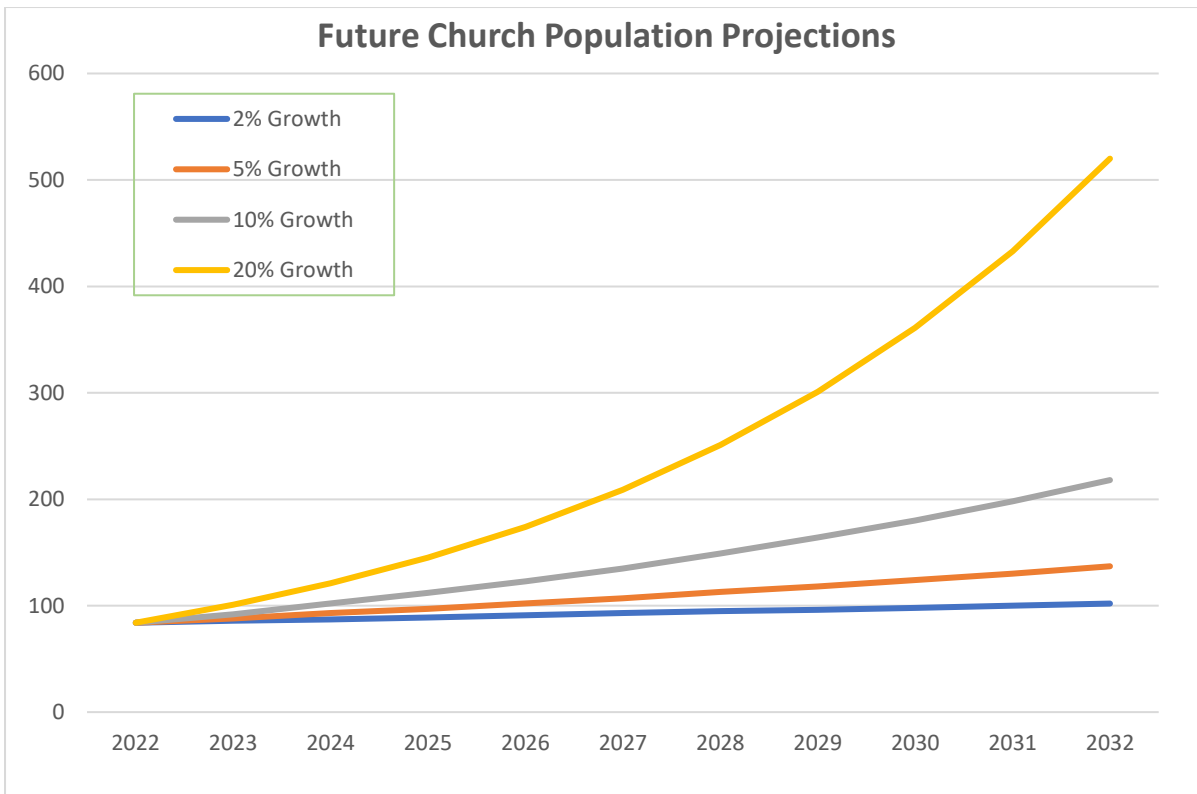
## Future Church Population Projections

As we look towards the future, it is helpful to consider the longer term outlook for the ministry even though this document focuses on the next two and a bit years. Table 2 and Graph 2 show projections of what it could look like across the next ten years as we all strive to bear gospel fruit in response to all that God has done for us in the Lord Jesus. While anyone of these scenarios could unfold and each year is likely to be different, we don't limit what God could do.

The normal pattern for God's church across the world and across time is that the gospel is proclaimed, disciples are made and the church grows. These projections represent normal patterns of healthy church growth. While we can't place an absolute number on expected growth, our aim is to be faithful to God's Word and anticipate church growth.

Year	2% Growth	5% Growth	10% Growth	20% Growth
2022	84	84	84	84
2023	86	88	92	101
2024	87	93	102	121
2025	89	97	112	145
2026	91	102	123	174
2027	93	107	135	209
2028	95	113	149	251
2029	96	118	164	301
2030	98	124	180	361
2031	100	130	198	433
2032	102	137	218	520

**Table 2 – Future Church Population Projections**



**Graph 2 – Future Church Population Projections**

**Next Steps**

We acknowledge that change in church life can be difficult and those most required to change are the church’s leadership itself. As an eldership we need to reflect Jesus more and more as well as change to assist the church in its mission. To assist us in this, we ask you to consider the following next steps:

1. **Pray** – Pray that God will work in our community and grow His Church. Pray for opportunities to share the gospel with those around you. Pray that God would raise up more leaders for the work at Moreton North Church. Pray for the establishment of a Youth Group. Pray that as a church we achieve the goals outlined in this document in loving God, loving people and making more disciples.
2. **Be Regular** – By regularly attending church services and discipleship groups we encourage each other in our walk with God and we are instrumental in building up each other in the faith. Please join with us in this mutual encouragement by meeting together each week.
3. **Invite** – Invite people to join us on Sunday. Imagine if you invited one person each week to come to a Sunday service. They won’t always say yes, but by the end of the year you have given 52 invites to church and maybe even just one of them comes along and puts their faith in Jesus, it makes all those invites worth it.
4. **Serve** – Please join with us in serving. Consider the ways you can serve. Be willing to say, ‘I am able to help – I just need some training’. Jesus doesn’t require us to be highly skilled people, rather, to be willing people, willing to be trained and willing to serve Him.

- 5. Discipleship groups** – Please join a discipleship group. These groups exist to assist people at all stages of their discipleship journey and to encourage each other in following Jesus. They provide pastoral care, fellowship and discipleship. Discipleship groups are a great way to care for each other.
- 6. Give** – We don't often talk about money. We have a giving box and online giving so we don't need to mention it in the service each week as it can be a stumbling block to people first attending church. Please consider your giving and think about how you could financially support the ministry work now and into the future. This could look like increasing your regular giving. It could look like an extra one-off gift. It could look like a bequest to leave a gospel legacy for years to come. But as you consider your generosity be wise, thoughtful, and considered. We are in a cost of living crisis. At the same time, the gospel need in our area is great.
- 7. Commit** – Commit to the Lord Jesus. Commit to the local church. Commit to this ministry plan with the desire to see more people join with us in loving God, loving people and making disciples.

Thank you for taking the time to consider how we are on this mission of Jesus together - Loving God, loving people and making disciples. Please ask our pastor or elders any questions you have about this plan. We seek to mutual encourage each other and unite together in this ministry work for the sake of our Lord Jesus.