

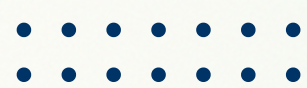


Baptist Churches

WESTERN AUSTRALIA

STRATEGIC PLAN

2025-2030



OUR FOUNDATIONS

Vision

An empowering movement helping pastors, ministries, churches and their communities say "Yes" to Jesus

Mission

Building a Healthy Church

Values

We value living dependently on God, in obedience to Him.

We value trust

We value generosity

We value all people

We value integrity

We value community

We value doing our best

STRATEGIC FRAMEWORK

**Increase trust between the Baptist Ministry Centre
and Member Churches**

Support Capacity Building

**Increase engagement between the Baptist Ministry
Centre and Member Churches**



FRUITFULNESS SIGNS

With God's help by the end of 2030,
we will assist BCWA churches to:



1. Develop pastors and leaders
2. Grow in organisational health
3. Reach their communities effectively
4. Grow Young Generations ministries
5. Ensure effective and efficient management of the Baptist Union of Western Australia
6. Operate vibrant Camping Centres that support and enhance the ministry and impact of Christian ministries in Western Australia

STRATEGIC GOAL #1



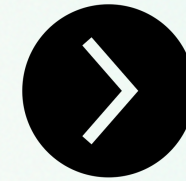
**We will assist
BCWA churches
to develop
pastors & leaders**



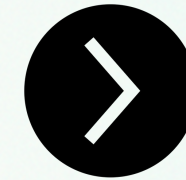
KEY OUTCOMES

1. Decreased ratio of pastoral vacancies to churches.
2. 100% of pastors participate in a BCWA engagement opportunity every year. (e.g. Assembly, workshops, forums etc.)
3. A broader spectrum of ages and genders represented in local church.
4. 50% increase of non-pastoral participants in BCWA training.

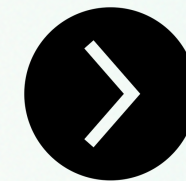
KEY INITIATIVES



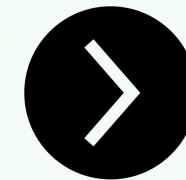
1. Strengthen discipleship and mentoring with a focus on including all generations.



2. Foster strategic collaboration and networking amongst churches to provide leadership growth opportunities.



3. Promote strategic environments for leadership development (e.g. through camping centres, events, internships and Morling College).



4. Encourage churches to have a robust leadership pipeline (including bi-vocational, lay leaders, interns, emerging talent, and younger generations).



STRATEGIC GOAL #2



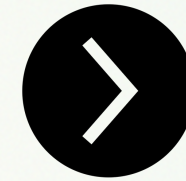
We will assist BCWA churches to grow in organisational health



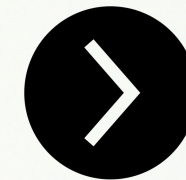
KEY OUTCOMES

1. The percentage of healthy churches has grown by 30%.
2. 100% of churches have engaged with at least one combined event (either in person or online) in the last year.

KEY INITIATIVES



1. Foster increased connection between churches and with the Baptist Ministry Centre around organisational health, as an expression of our value of being 'better together'.



2. Facilitate church revitalisation.



3. Strengthen administration and governance, including Safe Church practices.



STRATEGIC GOAL #3



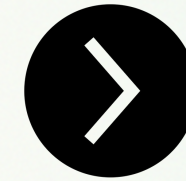
We will assist BCWA churches to reach their communities effectively



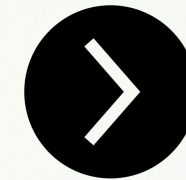
KEY OUTCOMES

1. Churches report greater commitment/engagement in reaching their communities.
2. 15 new church plants that continue running over the plan period.
3. Total number of baptisms are more than 1,500 over the plan period.

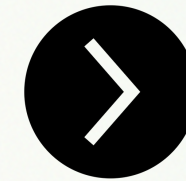
KEY INITIATIVES



1. Inspire and share local mission stories.



2. Support and resource local opportunities for cross-cultural ministry and mission.



3. Strengthen strategic community presence, including through marketing, media, and camping/events.



4. Equip and empower churches for evangelism, outreach and church planting.



STRATEGIC GOAL #4



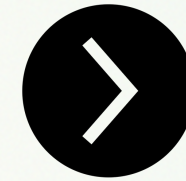
We will assist BCWA churches to grow Young Generations ministries



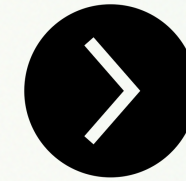
KEY OUTCOMES

1. 20% increase in the number of young generations in our churches.
2. 100% of young generation staff to be engaged in peer groups.
3. Increase in % of younger leaders in churches (under 30 years of age).

KEY INITIATIVES



1. Develop targeted events and experiences to resource and equip young generations for leadership.



2. Increase focus on engaging young generations staff in peer groups.



3. Encourage churches to develop young leaders through internships or programs (potentially with denominational involvement and influence).



STRATEGIC GOAL #5



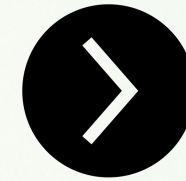
We will ensure effective and efficient management of the Baptist Union of WA.



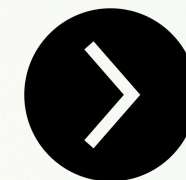
KEY OUTCOMES

1. MOU's in place, reviewed and updated as needed with all partners and agencies.
2. Increase in % of Annual staff engagement/ satisfaction demonstrated through survey.
3. 5% Annual Combined Ministry Giving by 100% of churches.
4. BUWA financial sustainability plan developed.

KEY INITIATIVES



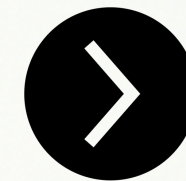
1. A Financial and Asset Resource Plan will be developed (covering funding, staffing, redress, civil, property management and church support) and communicated as part of a focus on the sustainability of the Union.



2. Human resource processes developed and implemented including a review of current staff structures and roles.



3. Effective implementation of Council approved policies and procedures.



4. Effective organisation, structures and systems of the Baptist Ministry Centre.



STRATEGIC GOAL #6



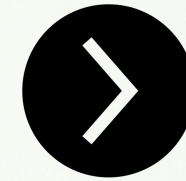
We will operate vibrant Camping Centres that support and enhance the ministry and impact of Christian ministries in WA.



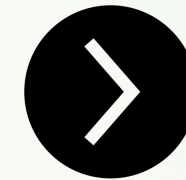
KEY OUTCOMES

1. Five additional bookings from Christian organisations each year running a camp at Baptist Camping Centres.
2. 70% of group bookings on weekend and holiday camps are ministry focused.
3. 50% of weekday group booking are Christian organisations.
4. Baptist Camping Centres financial sustainability plan developed.

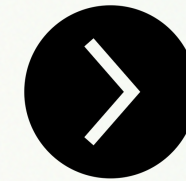
KEY INITIATIVES



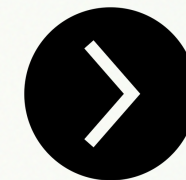
1. Promote and resource camping as an important tool for ministry.



2. Develop Camping Centre facilities and programs to ensure they remain up to date and relevant to the needs of the current generations.



3. Connect with churches and Christian communities to develop engagement and volunteer/financial supporters.



4. Ensuring sustainable stewardship of Camping Centres.

