



The Mission Action Plan of The St James's Community

The working together of -

The Anglican Parish & Congregation of St James the Great

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The Little Company of the Good Shepherd

a religious community of Brothers and Companions at St James the Great
inspired by the Oratory of the Good Shepherd

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The St Kilda Steiner Kindergarten

for boys and girls

The Anglican church of St. James the Great is a faith community in the Catholic tradition which embraces all people in the name of Jesus Christ.

The parish community also includes the St. Kilda Steiner Kindergarten and St James' House which provides a variety of services to people in East St. Kilda and beyond.

	GOALS	STRATEGIES	MONITORING & A TIME SCHEDULE	TASKS TO BE PERFORMED	RESOURCES
1	Growing St James'				
a		<p>Increase the profile and street presence and accessibility of the St James' Church building</p>	<p>Investigation to commence in February 2011. Similarly in 2012 with Atelier Wagner appointed in 2013 to draw up plans for this purpose.</p> <p>As of 2013 St Julian's Kernel (formerly Grow St James') will regularly monitor the various strategies along with other members of the parish leadership team.</p>	<p>After consideration of the plans by Wardens and Parish Council – the support of the congregation is to be sought. The plans are then to be placed before the Archdeacon and Regional Council and the Diocesan Building Committee in March 2014.</p> <p>A Building Appeal for this 2014/5 Church Centenary Project is to be launched. (The 1950's additions to the Nave was a war memorial appeal)</p>	<p>A portion of the proceeds from the sale of the St James' Lands on the corner of Inkerman and Alexandra Streets will be accessed from the ADF to execute these works.</p> <p>The Wardens and Centenary Committee and interested citizens.</p>
		<p>Along with improved street presence – to include attractive gathering space as part of the presentation of the church building. Towards the end of 2013 the various stake-holders concluded that the op-shop facility was no longer practical</p>	<p>To monitor according to on-going finances, possible changes in the lease of buildings and on-going consultation with the parish Garage Sale team and other stakeholders.</p>	<p>While the Parish Garage Sale team will continue organizing their sales a gradual phasing down period has commenced.</p>	<p>The afore-mentioned proceeds from the sale of the former parish lands will also be used to incorporate the possible gathering space & facilities options as part of the Inkerman Street frontage.</p>

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		<p>Alongside the profile, presence and accessibility project is a kitchens project to update and improve the facilities in the Vicarage and St James' House to support our catering and hospitality ministry in both Vicarage and for parish occasions.</p>	<p>St Julian's Kernel (formerly Grow St James') continues to monitor both these strategies in consultation with the Vicar and Parish Council</p>	<p>The Archdeacon has received simple sketch plans for updating of the kitchens.</p> <p>The Archdeacon has requested the updated MAP and a Position Statement re the parish's plans for its future life.</p>	<p>Parish investment with the ADF</p>

<p>Growing St James' through improvement of facilities and accessibility for all who pass by...</p>	<p>In the meantime as part of our exploration of development possibilities for the whole St James site, Parish Council has decided to look to an exclusive leasing of St James' House so that the St James' House kitchen project has been cancelled with the emphasis on catering facilities being included in the church building project, Development of the total site with small "townhouses" (that could be used for religious community) is still under consideration.</p>	<p>The Vicar, Wardens and St. Julian's Kernel continue to monitor and facilitate any developments</p>	<ol style="list-style-type: none"> 1. To consult further with David Wagner (Atelier Wagner) and others on the best use of the total site. 2. To consult with religious communities and others as well as parish stakeholders in any development proposal. 2. To report to the Archdeacon and Diocesan authorities any details of the above proposals. 	<ol style="list-style-type: none"> 1. To gather representatives of all stakeholders in any development proposal. 2. To consult with David Wagner (Atelier Wagner) and others to obtain professional opinion on best use of the total site. 3. To report to the Archdeacon and Diocesan authorities any details of the above proposals
<p>Growing St James' through improvement of facilities and accessibility for all who pass by...</p>				

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b	Growing St James' through regular renewal of our Stewardship of treasure & talent	To regularly engage and use a Stewardship Appeal program based upon that sourced from the <i>Diocese of Winchester, UK</i> (which we have found to work well within our community)	In recent times in particular - 2010, 2011 and 2012 there have been Annual Meeting Reports on the progress of these Stewardship Appeals with discussion at the Candlemass Meetings of the Congregation.	To ensure that Annual Stewardship Programs are held.	The Wardens and the Parish Finance Committee and the Vicar's Personal Assistant.
c	Growing St James' through advertising & by personal Invitation to others to engage with us in our shared life.	To continue the wide dissemination of the Weekly Church Paper & the quarterly paper <i>The Pilgrim</i> by post and through the Parish Web	St. Julian's Kernel continues the monitoring of these various strategies in consultation with the Vicar & Parish Council. A detailed report to be made to the congregation at both the AGM and the Candlemass Meeting Sunday February 2, 2014.	Beginning in May 2011 - To engage professional advice re the St James's web site and to investigate the possibility of a St James's Face Book page. By 2012 the parish had an updated and attractive website and Facebook page regularly maintained by the vicar's PA.	Parishioner David Stidston began this project then Patrick Tan, website design specialist, Faculty of Art & Design at Monash University assisted as did Mitchell Porter (our Theological Student) by commencing the St James's Facebook page. Further work has been done in 2012/13 by I.T. specialist, Sally Richardson. Vicar's PA, Claire Preston, has now completed the work commenced by those above and manages these sites.
		To continue advertising in <i>The Melbourne Anglican</i> and in the local <i>Leader Newspaper</i> as well as, 3AW, ABC Melbourne 774 and Joy Radio 94.9 when possible and appropriate.	Advertising & promotion strategies have been regularly monitored	Continue to investigate appropriate marketing of St James the Great.	I.T. specialist Sally Richardson and the Vicar's PA and other advisors.

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		To invite visitors to the Church - to participate in Festivals and special events like the Annual Blessing of Animals & <i>Back to Church Sunday</i> as well as promoting our Sunday School and monthly lunches.	St Julian's Kernel feels that the congregation must invest more greatly in the strategy of inviting others to join them at church and at St James' events.	To seek further ways of building upon our strong ministry of hospitality and acceptance for all who join with us	The congregation is the prime resource for actively inviting people to join with us at worship and in the life of our community
d	Growing St James' through an apostolate of service	To continue our ministry of service to the needy at the Church and Vicarage doors through the Parish Pantry with the on-going assistance of the Society of St Vincent de Paul	This work has continued through 2011, 2012 and in 2013.	Continue ecumenical cooperation with St Mary's Chapter of St Vincent de Paul and seek parish volunteers to fully coordinate this service.	The on-going help of our congregation in providing gifts of food for the pantry basket.
e	Growing St James' through our Centenary celebrations	To involve the St James's congregation as well as the wider community in the celebration of the Centenary of the founding of the parish in 2014 and the building of the church in 2015 – and to link this Centenary celebration with the Centenary building project.	The Church Wardens, St. Julian's Kernel and other interested parties to be involved in the monitoring of this event as well as its promotion in the diocese and beyond.	1. Calling together the Centenary committee to plan the various events of 2014/2015. 2. To seek assistance and grants to help fund our celebrations.	Our Wardens and parish council, Centenary committee & diocesan representatives.

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2	To strive to be agents of God's love for all people in our worship and outreach	<p>To widen the participation of people and their involvement in the Sunday Parish Liturgy (and other services) as acolytes and Eucharistic ministers and as readers as well as cantors and on-going exploration of our liturgical music.</p> <p>A Parish Forum on the 1st Sunday of each month to enable community discussion.</p>	<p>Liturgical participation has been regularly monitored with input at congregational meetings and in questionnaires.</p> <p>To commence January 2014.</p>	<p>1. Implementation of the offers of liturgical participation that have been offered in the responses to the Confidential Questionnaires.</p> <p>2. Consolidate and expand the Parish's team of cantors and musical resources.</p> <p>To further discuss at Candlemass Meeting of the Congregation.</p>	<p>The guild of servers, the parish organist and cantors</p> <p>And members of the Sunday congregation.</p> <p>Wardens and congregation</p>
	To strive to be agents of God's love for all people in our	<p>To foster and develop our Sunday School and to explore the feasibility of appointing an ASLM as a Children's & Family Minister in February 2014.</p>	<p>Further discussions with stakeholders as well as the interested applicant for the ASLM position.</p>	<p>ASLM Position to be finalized with the possibility of the applicant commencing work early in 2014,</p>	<p>The Vicar, Wardens families and the generosity of our people.</p>
		<p>To continue our links with the <i>Oratory of the Good Shepherd</i> and the <i>Little Company of the Good Shepherd</i> and to foster the charism of religious life at St James'.</p> <p>The offering of a weekly mass for Anglican religious communities as well as our special events for the Oratory and the Little Company at St James's continue as part of this witness.</p>	<p>The Vicar monitors this link and relationship on a regular basis along with members of St Julian's Kernel.</p>	<p>To maintain communication with the Little Company and the Oratory in Australia and overseas. To seek and encourage vocations to the Little Company as well as encouraging the faithful who might become Companions of either the Oratory or the Little Company.</p>	<p>The Vicar as well as the consultants and advisors of the Little Company and religious communities in the Anglican and Orthodox Churches & beyond.</p>

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		To continue our ministry of Healing in the context of the Sunday Liturgy and through the ministry of our priest and to work towards establishing a distinctive healing ministry here at St James's.	The Candlemass congregation meetings of 2011 – 2014 have each discussed this strategy. To review explorations for a healing service focus at the Candlemass meeting of the congregation	To continue the Laying-on of hands and anointing on the fourth Sunday of each month and <i>when requested</i> at any service. To continue to explore the possibility of a regular ministry of healing focus here at St James the Great.	Congregation members who feel called to this ministry along with the priest are the principle resource.
		To organize House Groups to enable the congregation to “ <u>understand and own</u> ” the St James's Community Mission Action Plan in addition to its examination at Meetings of the congregation.	Assisting the Parish Council and the congregation of its ownership of the MAP within our community has proved to require more disciplined organization than we have so far shown.	Further House Groups need to be organized hopefully as part of the parish's 2014 Lenten Program using the Diocesan study “ <i>Journey to Easter</i> ” as part of this important strategy.	The hospitality and goodwill of our people
		Continue our ministry to people of diverse sexualities	Bearing in mind the diverse nature of our congregation this ministry is regularly monitored by several of our folk.	The regular monthly forum suggested to explore issues that may arise within or may concern our community should include the issue of the church and sexuality. A member of our community to be appointed to enable this ministry and to maintain our link with <i>Changing Attitudes</i>	Spokespersons and leaders who might speak to the people of God on these important matters. The hospitality and goodwill of our people

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	To strive to be agents of God's love for all people in our	Continue and increase our ministry to animal lovers	This ministry is monitored regularly by the Convener of the Blessing of Animals and our <i>Animals Australia</i> representative.	As the Convener wishes to step down (after 20 years of service) a team of people must be challenged to take on this task if this important ministry is to continue. Decision-making by the end of this year on whether the Blessing of Animals should continue in its present format	The wisdom and advice of the Convener of the Blessing of Animals and the generosity and goodwill of our congregation.
		Continue mission support of Oratory Brothers in South Africa and in particular Father Jabulani OGS	Fr Roger to monitor Father Jabulani's studies progress as well as his practical needs that may need our support. Monitoring Reports have been given every year at the annual meeting and the Candlemass conference.	To continue to monitor requests of assistance from Fr Jabulani and Oratory brothers in the Kwa Zulu Natal.	The mission generosity of our congregation.

	worship and outreach	Continue our mission support of ABM especially the Lenten & Good Friday Appeals and the Annual Christmas Bowl Appeal of the Australian Council of Churches.	To be monitored by the Business Manager and Wardens.	To appoint a member of Parish Council who will continue to bring the work of mission before the parish community	Our Parish Council and people.
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3	To ensure the on-going life of our lively and compassionate Catholic expression of Anglican Faith and practice	To engage with the wider Anglo-Catholic community and its Societies within the Diocese & beyond as well as with the secular community when appropriate	The Vicar, Wardens and Parish Leadership to regularly review the parish's stance as an Anglo Catholic community.	To engage with other Anglo Catholic Churches, Religious Communities & Trinity College Theological School including annually engaging with a field placement theological student (if & when one is available).	Trinity College and the wider Anglo Catholic Community.
		To investigate ways forward in working with other parishes in the Deanery - in particular with All Saints', East St Kilda.	Further to discussions in 2010/2011 the possibility of deeper cooperation will be further investigated with a report as part of the 2013 AGM.	Following the gathering of the clergy and Wardens of All Saints' & St James' at the end of 2013 it was decided that this should occur again in 2014.	The clergy & people of St James' & All Saints as well as Priests and people of other Anglo-Catholic parishes of the Diocese
4	To ensure the on-going life of this small parish and others like it in our Diocese.	With the assistance of our parish priest and synod representatives, to facilitate the formation of a network of small parishes.	After exploration and investigation of this project to hear report at the Candlemass congregation meeting.	Synod Representatives to contact small parishes in the southern region and beyond	Synod representatives and interested clergy and representatives of the small parishes of the Diocese.
5	To foster good relations with the Steiner Kindergarten at St James's	To continue the regular dialogue with the Steiner Kindergarten and to continue exploration of the possibility of the Kindergarten becoming formally linked with the Parish.	Sadly the difficulties within the former Community School at the end of 2010 and into 2011 led to its closure, announced (after prolonged deliberations) in September 2011. This temporarily ended productive exploration with the 2 schools as parish-linked institutions..	To ensure a regular and ongoing dialogue with the kindergarten committee through the Chair of the Steiner Kindergarten. The re-opening of exploration of formal links between the parish and the Kindergarten occurred in 2013 & will continue in 2014.	The Vicar, Church Wardens, Kindergarten Committee and its Chair.

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		To firmly establish an Annual <i>Community Festival</i> for the congregation/ little Company & the kindergarten similar to the first event in November 2010.	St. Julian's Kernel will monitor this dialogue in consultation with the Vicar & Parish Council & help ensure regular reports to the congregation	Confirm a <i>Community Festival</i> date for 2014.	The stakeholders involved.

Immediate Strategies

for the St James Community at
THE ANGLICAN PARISH OF ST JAMES THE GREAT, EAST ST KILDA

1. To regularly audit the implementation of the *Mission Action Plan* and the **Parish Profile** and to report the audit regularly to the Parish community.
2. To ensure an annual **Parish Stewardship Program** that we might re-dedicate ourselves as a congregation and community to more *effectively* work in the name of our Lord Jesus Christ and to fulfil our obligations to the Diocese and the wider Christian community.
3. To work towards improving our financial stability and our income stream to remove our present debt to the Diocese through better leasing and use of our total parish lands as well as through the sacrificial giving of our people.
4. To establish an **Annual Community Festival** that gathers together the people of our congregation, Members, Companions and Friends of the Little Company and the Oratory of the Good Shepherd, as well as the Steiner Kindergarten and all who identify with the life of the St James' Community.
5. To continue and widen the work of **St. Julian's Kernel*** to
 - i. To involve all members of the congregation in small house group meetings for prayer and fuller discussion of the *Mission Action Plan*, to enable monthly Sunday forums (as requested by the people) to enable issues of relevance to the congregation and the wider church to be openly discussed for the benefit of all.
 - ii. To further explore the creative outreach of this parish and congregation.
 - iii. To enable a regular review of our commitment to our *Mission Action Plan* within the shared life of our community.



***St Julian's Kernel** (formed in June 2013) is the "kernel" or perhaps the "heart" of our congregation. The Kernel regularly meets with the parish priest to share with him in his ministry and to pray, reflect and discuss the life of our parish community, to enable us to become what we are called to be. Like the hazelnut in the hand of St Julian of Norwich, which she perceived to contain *all that is* - the parish kernel is called to enable the hazelnut of St James's to be all that God would call forth from it.