



ADAMSTOWN UNITING CHURCH

Mission Plan //Adamstown Uniting Church // 2025-2030

Adamstown Uniting Church worships on the traditional land of the Awabakal people. In 2024 we celebrated 100 years of worshipping in the current church building and 150 years of meeting together in Adamstown. AUC stands on the top of the hill as a beacon and a witness to the community around it.

Adamstown Uniting is a growing, vibrant and diverse community, aiming to provide a safe place of belonging for all. As an outwardly affirming church, many within the AUC community identify as LGBTQIA+. At Adamstown we have an active children's and teens ministry, and we share in an intergenerational worship space on Sundays - a service which is live-streamed and recorded. We also have a smaller mid-week service held on Wednesdays primarily serving a number of older community members.

Our congregation is led by a Council and Elders team who are enthusiastic and committed (aged between their 30s and their 90s). There is a strong sense of unity in our church identity and a desire for this to shape our future direction. We currently have Rev Greer Hudson serving in placement as a full-time Minister of the Word, and Pearl Nunn, serving as a part-time Youth Worker

The Arts have long been a key expression of our community, with Adamstown Arts creating space for a variety of musical and artistic offerings to the local area. There is a desire for these expressions to be more integrated into the life and witness of Adamstown Uniting.

The church finances are supported through external users renting hall spaces, as well as income from four rental units behind the church. AUC also runs Adamstown Pudding Kitchen which raises essential funds to support church operations - a shift away from its origins as a fundraiser for missional causes. Despite these extra income sources, the costs involved in the church building and operations, place pressure on cash flow and resources available for mission and ministry programs. This mission plan seeks to provide guidance for how we prioritise use of resources moving forward.

Adamstown consistently attracts and welcomes a variety of new people to its gathered worship. It is known as the church with the rainbow steps, and as "the inclusive church". Our warmth and welcome to the diversity of people who worship at Adamstown is one of our greatest strengths. It is a witness to Christ's love for all.

At Adamstown Uniting Church we celebrate the gifts of human diversity, as a community of faith, justice, and creativity.

Our Purpose: To be an embodiment of God's love.

Our Mission : To be a diverse, inclusive and connected community, who grow in faith together, living life to the full, and loving as God loves.

Our Values:

- Faith: We are a community of faith, seeking to grow together, so that we may live the grace-filled, loving way of Christ.
- Creativity: We enjoy diverse expressions of life, mission and ministry, valuing creative expression as a reflection of our Creator God.
- Justice: We prioritise making Adamstown Uniting a safe space for all people, celebrating the gifts of human diversity. We seek to embody God's justice in the world beyond the walls of our church.

Strategic plan

We welcome all members of AUC to be a part of the mission and ministry of the church and seek to give space for the expression and development of people's gifts and interests, within the following framework:

Growing in Faith

- Worship - Sunday and Wednesday services
- Discipleship – intentional opportunities for depth and growth
- Young people - Teens, Creatives, Family ministry
- Community - social, relationship and activity groups

Expressing and enjoying Creativity

- Embodied spirituality - sacred spaces, workshops and retreats
- Music and worship - the visual and auditory space of worship
- Community creative projects - Adamstown Arts

Embodying God's Justice

- Queer ministry - AUC as a safe church place for all
- Social justice - with focus on projects such as CRISP and Fair Trade
- Online ministry - reaching out beyond the walls of AUC

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| Faith: Worship |
| We are a community of faith, seeking to grow together, so that we may live the grace-filled, loving way of Christ. |

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| Currently | Sunday services Wednesday services |
| Goals | Expanding, deepening and growing gathered worship experiences Gathered worship experiences of Adamstown consistently reflecting our values - in <i>what</i> we say and, in <i>who</i> is doing this (diverse voices elevated), <i>how</i> we worship (diverse, creative opportunities), as well as the physical/visual environment and experience of the church building |
| Plans for 2025 | Developing leadership (through training and mentoring) of worship leaders and preaching team Experimenting with visual elements of the church space Broader intergenerational participation in services Variety of worship experiences (Sunday morning, Wednesday, Embody and Quiet church) |
| Next steps beyond 2025 | Continued evaluation, reflection and development of gathered worship times through feedback, collaboration, and intentional action Exploration of inviting broader community to Wednesdays (potentially ecumenical) Broader intercultural participation in services |
| Hopes by 2030 (how we will measure growth) | Growth in numbers at both Sunday and Wednesday services Consistent quality of worship and preaching that is the Adamstown flavour as evidenced in formal and informal feedback |
| Team leaders | Greer Hudson and Ruth Anagnostis |
| Team members | Dani Gould, Pearl Nunn, Glen Bradshaw, John Kamareid, Caitria Kamareid, Peter Wickens |
| Resources needed | Training materials; Funds to attend courses; Art and creative elements for the space; Risk assessments; Monitoring plan |

Faith: Discipleship

We are a community of faith, seeking to grow together, so that we may live the grace-filled, loving way of Christ.

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| Currently | Through gathered worship/preaching Occasional pop-up small groups Welcome breakfast for new people |
| Goals | All members and newcomers to AUC to have opportunities to learn and grow in faith, in ways that meet the diversity of their needs An intentional discipleship program that includes welcoming new folk to Adamstown/church, membership, discipleship, and the discernment of gifts, and corresponding service |
| Plans for 2025 | New opportunities for different styles of worship (Embodied and Contemplative/quiet services) Pop up and potentially consistent small groups Discipleship and baptism program |
| Next steps beyond 2025 | Consistent and diverse small groups Retreat days and discipleship programs |
| Hopes by 2030 (how we will measure growth) | A thriving spiritual community with diverse opportunities for all people to engage and grow in faith Regular small groups, and retreats Baptisms and testimonies of faith more often |
| Team leaders | Greer Hudson, Nerida and Malcolm Drake |
| Team members | Elders |
| Resources needed | Discipleship and baptism plans and resources; Leaders; Risk assessments; Monitoring plan |

Faith: Young People

We are a community of faith, seeking to grow together, so that we may live the grace-filled, loving way of Christ.

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| Currently | <p>Teen Scene - once a month</p> <p>InterGen Band - once a moth</p> <p>Creatives - every week in school term</p> <p>Family activities - sporadically</p> <p>Employed youth worker – 3 hours/week</p> <p>Youth on tech team - sporadically</p> |
| Goals | <p>Growing opportunities for youth to meet/gather, with the potential of more social/youth group offerings</p> <p>A discipleship program for our young people that reflects the values of Adamstown</p> <p>Greater participation of young people in services</p> <p>Developing teen leaders</p> |
| Plans for 2025 | <p>Creatives team with shared leadership and organisation</p> <p>Regular Teen Scene, Family activities</p> <p>Focus on community building and participation</p> |
| Next steps beyond 2025 | <p>The development of an intentional discipleship program for youth</p> <p>And...?</p> |
| Hopes by 2030 (how we will measure growth) | <p>Vibrant children's, youth and family ministries – with growing numbers and higher engagement/participation in activities and services within the community of the Church.</p> |
| Team leaders | <p>Pearl Nunn and ?</p> |
| Team members | <p>Ros March, Mikhala Lilly, creatives leaders... and...?</p> |
| Resources needed | <p>Leaders; Craft and activity resources; Risk assessments; Monitoring plan</p> |

Faith: Community

We are a community of faith, seeking to grow together, so that we may live the grace-filled, loving way of Christ.

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| Currently | <p>Hospitality - morning tea, and social lunches</p> <p>Activity groups - walking, Richer Relationships/Women's Fellowship, Chatters</p> <p>Elders Pastoral Care and prayer chain</p> <p>Safe Church committee</p> <p>Cards and joy boxes</p> |
| Goals | <p>Providing opportunities for all age/stage of life to connect with others in community</p> <p>Healthy, supportive community where faith is lived in action</p> <p>Church and church activities being and feeling safe and inclusive</p> |
| Plans for 2025 | <p>Continued growth and refinement of the Elders team in their provision of pastoral care and support</p> <p>Social connection opportunities for a variety of demographics (e.g. Queer social gatherings; Friday afternoon drinks for under 50s...)</p> |
| Next steps beyond 2025 | Ongoing and organic emergence of social/community gatherings |
| Hopes by 2030 | A diverse range of options for people to connect in safe community, outside of Sunday gatherings |
| Team leaders | Scott Bradshaw |
| Team members | Elders, Chris Campey, Sandra Calland, Glenda Freedman, Judith Spargo, Dale Stauffer |
| Resources needed | Finances for hospitality and pastoral care (eg. Food, joy boxes, cards, etc); Risk assessments; Monitoring plan |

Creativity: Embodied Spirituality

We enjoy diverse expressions of life, mission and ministry, valuing the arts as a reflection of our Creator God.

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| Currently | Small introductions of embodiment in services |
| Goals | To create sacred space for expression and exploration of embodied spirituality Developing a fresh community of church and community members as a missional ministry of AUC |
| Plans for 2025 | Monthly (1st Sunday evenings) Embody sacred spaces 3 or 4 Embody Days (workshop style/retreat days) through the year |
| Next steps beyond 2025 | Embodiment Retreat weekends Moving towards an Embodied Spirituality Festival |
| Hopes by 2030 | An established Embodiment community A variety of offerings at AUC, including a Festival |
| Team leaders | Greer Hudson and Danni Gould |
| Team members | TBD |
| Resources needed | Connections with broader community (dance/spirituality people); Advertising; Workshop/Retreat/Festival teams; Financial resources for larger events; Risk assessments; Monitoring plan |

Creativity: Music and Worship

We enjoy diverse expressions of life, mission and ministry, valuing the arts as a reflection of our Creator God.

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| Currently | <p>Music in Sunday services provided by:</p> <ul style="list-style-type: none"> - Leadership/music provided by one of: Heather, Jenny, Liane, Caitria, Sue - Heather Wingate on organ (also on Wednesdays) - Intergen Band once a month (on instruments and singing) - A variety of singers (including choir members, MaryAnne and others) <p>Music written and produced by Heather Price</p> |
| Goals | <p>Have a clear worship music selection policy</p> <p>Have planned introduction of new music</p> <p>Diverse music teams</p> |
| Plans for 2025 | <p>Planned introduction of new music</p> <p>Consolidation of music database/library</p> <p>Building a variety of teams for music</p> |
| Next steps beyond 2025 | <p>Writing (and producing) new music together</p> |
| Hopes by 2030 | <p>Consistently provide engaging music that reflects our theology and values and facilitates meaningful worship experiences for the church – and that also is a blessing and resource to the wider Church.</p> |
| Team leaders | <p>Heather Price, Sue Jennings and Greer Hudson</p> |
| Team members | <p>Jenny Barnes, Liane McFarlane, Heather Wingate, Helen Thursby... and...</p> |
| Resources needed | <p>Musicians, instruments, tech support; Risk assessments; Monitoring plan</p> |

Creativity: Creative Projects

We enjoy diverse expressions of life, mission and ministry, valuing the arts as a reflection of our Creator God.

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| Currently | Newcastle Music Festival venue Big Band and other concerts Hall rentals for external users Choir |
| Goals | To provide opportunities for our congregation and local community to engage in creative projects as an expression of their God-given creativity To bridge the spiritual and creative activities of the church |
| Plans for 2025 | Geoff Bullock event Rod Barnes movie project Providing a Music Festival Sunday service as a part of or adjunct to the program |
| Next steps beyond 2025 | Responding to the dreams and visions of congregation members as they arise |
| Hopes by 2030 | To engage in and support a variety of creative endeavours as a community and be known as a venue with a difference |
| Team leaders | Rod and Jenny Barnes, and Greer |
| Team members | <i>Yvonne Boillat, Kerry Laybourn... ?</i> |
| Resources needed | This will vary with the projects at hand, but generally technical and creative resources; Risk assessments; Monitoring plan |

Justice: Queer Ministry

We prioritise making Adamstown Uniting a safe space for all people, celebrating the gifts of human diversity. We seek to embody God's justice in the world beyond the walls of our church.

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| Currently | <p>Rainbow steps as an outward statement of welcome</p> <p>Use of pronouns, gender and sexuality inclusive language in worship, music and preaching</p> <p>No barrier/discrimination to leadership</p> <p>Social connections</p> |
| Goals | To create intentional support systems, programs and opportunities for queer people |
| Plans for 2025 | <p>Create conversation for queer folk and allies to hear the needs of the community</p> <p>Joining the ecumenical float for the Mardi Gras</p> <p>Inviting Steff Fenton to speak</p> <p>Rod Pattenden and Greer Hudson to offer some Queer Theology workshops</p> |
| Next steps beyond 2025 | <p>Respond in action out of the conversation with the community</p> <p>Continue to promote queer voices</p> |
| Hopes by 2030 | <p>To be a leader in queer ministry, standing up and speaking out for LGBTQIA+ people in the church,</p> <p>Providing safe worship space and loving church family for queer people of Newcastle and beyond</p> |
| Team leaders | Greer and Tina |
| Team members | <i>Glen, Rod P, Evanora, Rynn, Demi, Pearl, Jade, and...?</i> |
| Resources needed | Community connection; Training and potential finances for training; Risk assessments; Monitoring plan |

Justice: Social Justice

We prioritise making Adamstown Uniting a safe space for all people, celebrating the gifts of human diversity. We seek to embody God's justice in the world beyond the walls of our church.

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| Currently | <p>Sorry Garden and connection with Clergy Abuse Network</p> <p>Inclusion, affirmation and celebration of all gender and sexuality identities and expressions, at all levels of leadership and participation in the church</p> <p>English Conversation Classes</p> <p>Hunter Community Alliance representation and involvement</p> <p>Participating in change action on climate change, indigenous justice, housing...</p> |
| Goals | <p>Grow in cultural diversity and cultural capability at AUC</p> <p>Responding to issues of injustice in our community and welcoming and championing the needs of the voiceless and marginalised</p> <p>Having a unified approach as a church to social and political issues</p> |
| Plans for 2025 | <p>Exploration and further learning about our local indigenous culture and reconciliation</p> <p>Start up a CRISP group at AUC and bring a refugee family to Australia</p> <p>Invite further traineeship/work experience with ESL folk</p> <p>Continued engagement in Hunter Community Alliance</p> |
| Next steps beyond 2025 | To flow from what happens in 2025 – the needs of the community and what arises with HCA and AUC |
| Hopes by 2030 | That we will have a collaborative approach to how we respond to social justice issues and that collectively we will contribute financially and meaningfully to issues that call for our response. |
| Team leaders | Caitria Kamarareid and <i>John Kamarareid</i> |
| Team members | Roslyn Dent, <i>Simon, Ros March, Antoine and Keen</i> |
| Resources needed | Community connection; Training and potential finances for training; Risk assessments; Monitoring plan |

Justice: Online Ministry

We prioritise making Adamstown Uniting a safe space for all people, celebrating the gifts of human diversity. We seek to embody God's justice in the world beyond the walls of our church.

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| Currently | <p>Provide Sunday services, discussion groups and meetings on Zoom</p> <p>Services recorded to Vimeo with edited highlights added weekly to the website</p> |
| Goals | <p>Broaden the reach of our online connections</p> <p>Small short projects engaging with ideas arising from the congregation</p> <p>Promote Heather Price music</p> |
| Plans for 2025 | <p>Creation of a Communications Team</p> <p>Exploring avenues of online connection (Instagram, podcasts, vodcasts)</p> <p>Use movable TVs as constant promotion to all who are in the building</p> <p>Continue exploring and growing online community and ministries</p> |
| Next steps beyond 2025 | <p>Expand team to enable more to contribute and less pressure on a small band of volunteers</p> <p>Creating online ministry that goes beyond putting what we do in person online, and creating made-for-online content and community</p> |
| Hopes by 2030 | <p>Rod Barnes as Emeritus Advisor</p> <p>New initiatives arising year by year</p> <p>Strong community spaces available for people to access "church" online</p> |
| Team leaders | <i>Sophie?</i> |
| Team members | Rod Barnes, Judy Redman, and... |
| Resources needed | Podcast equipment; Human resources in form of leadership and support; Training and potential finances for training; Risk assessments; Monitoring plan |