

VISION 2030



**THERE'S MORE!**

**STRATEGIC ROADMAP**

# THERE'S MORE!

“And I ask him that with both feet planted firmly on love, you’ll be able to take in with all followers of Jesus the extravagant dimensions of Christ’s love.

Reach out and experience the breadth! Test its length!

Plumb the depths! Rise to the heights!

**Live full lives, full in the fullness of God.**

**God can do anything, you know — far more than you could ever imagine  
or guess or request in your wildest dreams!**

He does it not by pushing us around but by working within us, his Spirit deeply and gently within us.

**Glory to God in the church!**

Glory to God in the Messiah, in Jesus!

Glory down all the generations!

Glory through all millennia! Oh, yes!

*Ephesians 3:19-21*

# PURPOSE

The purpose of this document is to articulate a strategic roadmap that will guide the progression of RBC's ministry and mission as we head towards 2030.

This framework is anchored in what we believe is God's dream for us and has involved the prayerful and deliberate consideration of those who call RBC 'home'.

As we persist in our commitment to **'Love God, Love Others & See Lives Change'** this document serves as a high-level roadmap, empowering both our dedicated staff and ministry leaders to pursue gospel-driven outcomes while simultaneously building upon the strong foundation laid by RBC's 165-year history.

This roadmap is a step of adventurous faith – intended to stretch us with an expanded vision for the Gospel and multiplication, to build upon our strength and overcome present challenges.

The Roadmap will be annually reviewed taking into account progress on action items and monitoring short, medium and long term actions.

It is specifically formed to provide key focus areas that we believe are foundational for our ministry and mission beyond our immediate surrounds and for the generations to follow!

# RECIPIENTS

The intended recipients of this document are individuals devoted to the life and mission of RBC, including Elders council, ministry staff & leaders, members and key volunteers.

Any external communication developed from this document will be tailored to connect with the targeted recipients.

# AUSTRALIAN SPIRITUAL CONTEXT

- 44% of Australian's identify as Christian. Christianity decreased by more than 1 million people in the 2021 census but is still Australia's most common religion. Other religions continue to increase. Australia is becoming more religiously diverse.\*
- In recent years the spiritual climate of Australia has been one of growing secularism. Almost 10 million Australians reported having no religion.\*\*
- Despite the decline in Christianity, 74% of people who don't follow Jesus are "neutral to warm" towards Christianity. Australians are open to Jesus and Christianity. Church attendance remains stable amidst declining affiliation with Christianity.\*\*
- Average age of church goers is 53. Attendees under 50 are under-represented and those over 70 are overrepresented (12% of population, 25% of churchgoers).\*\*
- 53% of Australians value a strong local community more than they did three years ago.\*\*
- 76% of Australians agree the churches in their local area are making a positive difference to their community.\*\*
- Three in ten Australians are extremely or very likely to attend a church service if they are personally invited by a friend or family member.\*\*
- In the last three years since Covid there has been a decline in trust in government, main stream media and large corporations. But there has been a resurgence in trust in the local church and religious institutions.\*\*

# CHANGES IN AUSTRALIAN CHURCH & SOCIETY

- Ongoing impact of COVID-19 effecting peoples lifestyle habits, working arrangements, relationships, volunteering and more
- Diffusion of denominational identity
- Religious freedom issues
- Growth in Languages Other Than English Churches / Congregations
- Increasing legislative compliance
- Ageing population (Builders & Baby Boomers)
- Attention and resources of Baby Boomers are stretched as they age
- Gen Z will start to reshape the church. Gen Z is a generation hungry for God, hungry for hope, and a generation done with hype.\*
- Younger Australians are leading the way in the renewed spiritual search, being more likely to have had spiritual conversations, thought about the meaning of life, thought about God, prayed, and read the bible more.\*
- One of the most significant shifts of the last few years is that Millennials have embraced church attendance faster than any other demographic, surpassing their attendance levels back in 2019.\*

# THE FUTURE OF THE CHURCH IN AUSTRALIA

## Insights from leading & diverse Aussie pastors & leaders

- Church needs to engage with the community
- Embrace Church planting as a model for community transformation
- Embrace digital opportunities to reach the community
- Put evangelism & discipleship back in the hands of ordinary people
- Prioritise raising and releasing well-rounded leaders
- There's a spiritual hunger in Australia
- The role of the church is to rise rather than retreat
- The call for Australian Christians to 'take up their cross'
- Emotionally healthy Leaders are key to the future growth of the church
- The importance of raising up diverse leaders
- The church must remaining adaptable to change
- Reconnecting locally is important
- More than a Sunday service
- Church needs a place that people can call home
- Churches connecting, denominations collaborating
- Online church will be an addition, not a replacement
- Staying culturally relevant, but remain true to the gospel
- Growth among migrant communities
- Putting responsibility back into the hands of the people
- Empowering the next generation
- Developing the leadership pipeline
- Discipleship Has a Growing Digital Component

# OUR STORY

For 165 years God has been faithful to the community of Rostrevor Baptist Church. Never has that been more true than in the last 40 years when growth and increasing ministry has led to the adventure of faith that we are part of today.

In 1980 a community called Magill Baptist Church, much smaller in number than we are today, but filled with adventurous faith, claimed the land we now minister on in Rostrevor.

In 1982 a new ministry commenced in Rostrevor. The first thing built was the large central cross that still stands as a testimony among us that it is on the sacrifice of Jesus that our faith and witness as a church is built. Sunday services began in what is now our multi-purpose hall and much ministry, love and life have been shared over the years since. To this day, it is the cross of Jesus that supports our ministry, both physically and spiritually.

God has continued to have more for us as a church. In the last 10 years we have been part of seeding a Chinese community that has seen over 200 people make first time faith commitments to Jesus and baptised over 100 people.

We've also seeded an African Fellowship and a Korean Community, both of which continue to flourish in their ministry and mission.

# OUR STORY

In 2017, sensing God's leading, we embarked on the revitalisation of Broadview Baptist Church. A group of "Adventurers" sensed God's leading to go and be part of something new in the Prospect area for God's Glory and the good of the community. Our Broadview Campus is going strong and we now see 100+ people who call Broadview their 'home'.

As of 2023/24, near on 1000 people consider RBC locations and language services their local faith community, with an annual budget over 1 million, a dedicated ministry team of around 20 individuals, and over 300 volunteers contributing their time and talents in various capacities.

In 2022, a church-wide discernment process led us to articulate the values that matter most to us: Jesus Centred, Authentic Community, Everyone Living God's Mission, Adventurous Faith, Grateful & Generous.

Subsequently, in 2023, another church-wide discernment process, "Vision 2030 | There's More" explored what we believe is God's dream for our mission and ministry as we journey towards 2030.

It is our testimony with grateful hearts that He has brought us this far by His power and His grace.

Looking forward, we embark on our future in faith, confident that He always has more in store for us.

# OUR MISSION & VALUES

## **Our Mission:**

'Loving God, Loving People,  
Seeing Lives Change.'

## **Our Values:**

Jesus Centred, Authentic Community,  
Everyone Living God's Mission,  
Adventurous Faith, Grateful & Generous

# OUR 5 STRATEGIC FOCUS AREAS



## MULTIPLY

*Disciples that Multiply*

Making disciples who follow the ways, words and works of Jesus and share their faith humbly & confidently.



## DEEPEN

*Deepening Community*

Deepening a sense of community where everyone feels at home and contributes their gifts.



## ENRICH

*Enriching Lives in Tough Places*

Actively joining God in the renewal of all things by enriching the lives of those doing life tough.



## SEED

*Planting New Faith Communities*

Planting new communities of faith; revitalising existing ones; expanding Language other Than English (LoTE) communities & improving integration.



## ENABLE

*Enabling ministry for our future*

Ensuring sufficient facilities, finances & leaders to enable a vibrant future for RBC and our broader movement.

# Strategic Roadmap On a Page

**Our Mission:**  
'Loving God, Loving People,  
Seeing Lives Change.'

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Everyone Living God's Mission,  
Adventurous Faith, Grateful & Generous

## STRATEGIC FOCUS AREAS



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### ENABLE

*Enabling ministry  
for our future*

Ensuring sufficient facilities, finances & leaders to enable a vibrant future for RBC and our broader movement.

## STRATEGIC ACTIONS

- Discipleship Pathways developed & implemented
- Strengthen partnerships with other disciple making organisations
- Training to help people confidently share Jesus

- Emphasise RBC Groups & collective rhythms
- Provide training to help people identify their gifts and serve God's Kingdom
- Foster inter-cultural & inter-generational collaboration

- Expand the influence & impact of COACH
- Develop & resource Clay Cup Café Ministry
- Develop Enrich Life Hub facility

- Revitalise & release Broadview Campus
- Identify opportunities for new missional communities, church plants and/or revitalisations
- Seek & welcome in new LoTE communities

- Formalise leadership pathways creating healthy & engaged leaders
- Design facility masterplan
- Grow sustained income streams to support ministry & mission



STRATEGIC  
FOCUS AREA I

# MULTIPLY. *Disciples that multiply*

STRATEGIC  
ACTIONS

- Develop & formalise pathways for discipling people in the ways, words and works of Jesus.
  - Partner with Building Discipleship Culture (BDC) and implement BDC Framework.
  - Emphasise & implement family discipleship practices and fostering partnerships with parents across Next Gen Ministry.
  - Elevate 'Next Steps' across RBC
  - Audit ministries and initiatives to see how accessible we are to people who don't yet know Jesus.
  - Mobilise each ministry to exist so they can share faith and introduce people to Jesus
  - Create training to help people read the Bible with non-Christians and disciple them towards Jesus relationally & confidently.
  - Elevate Life Group Ministry by empowering leaders in disciple-making, and integrating intentional missional practices within Life Groups.
    - Provide initiatives that partner with people as they share their faith and integrate Alpha as part of discipling pathways
- Expand opportunities for disciples to actively express God's justice, embodying their role as Salt & Light in the community.
- Strengthen partnerships with missional organisations e.g. (Alpha, Work Faith Engage, Crossover, 24/7 prayer)
- Disciple-making principles integrated into our annual preaching calendar



STRATEGIC  
FOCUS AREA 1

# MULTIPLY. *Disciples that multiply.*

HEALTH  
INDICATORS

- Increased opportunities presented for people to make first time faith commitments
- Increased opportunities presented encouraging people to take their next step and be baptised
- Discipleship language permeates our thinking & practice across all locations & language services
- Increased stories of people confidently sharing their faith
- Growing culture of people reading the bible with at least another person



STRATEGIC  
FOCUS AREA 2

## DEEPEN. *Deepening community*

STRATEGIC  
ACTIONS

- Emphasise 'RBC Groups' as key to deepening community
  - Emphasise Life Group engagement as key to deepening discipleship to Jesus; to community and participation in community life.
- Review and implement Culture of Care (Pastoral Care) Framework
- Provide preaching & training to help people identify their gifts and release them into the Kingdom of God and the life of RBC
- Develop a tool/platform to identify volunteer needs and discover places to serve
- Foster a safe, authentic, empathetic, transparent healthy culture across the ministry team and ministry areas
- Create sustainable community rhythms and initiatives/events that encourage a more Collective Culture (as opposed to Individual culture)
- Develop clear pathways for integrating new people making it easier for people to find their 'home' here at RBC
- Champion our cultural & generational diversity and grow our inter-generational and inter-cultural approach



STRATEGIC  
FOCUS AREA 2

## DEEPEN. *Deepening community.*

HEALTH  
INDICATORS

- Group & Life Group engagement is strong & growing
- Culture of people empowered and mobilised to serve
- 'Culture of Care' framework implemented
- Increased sense of belonging and care



STRATEGIC  
FOCUS AREA 3

## ENRICH. *Enriching lives*

STRATEGIC  
ACTIONS

- Expand the influence & impact of COACH (Family, Kids, Other) in the Campbelltown area
- Increase and develop partnerships with local agencies, schools for referrals and work with them in a collaborative way for the sake of the flourishing of the Campbelltown community.
- Raise and increase the awareness of Enrich Life with the RBC community, target stakeholders and our local community.
- Raise the intentionality around our BWA partnership in Cambodia to see people in Cambodia flourish
- Develop and resource Clay Cup Ministry to operate missionally & sustainably.
- Look for opportunities to develop faith communities amongst people doing life tough.
- Develop an Enrich Life Centre that can better support, integrate & grow opportunities to see the lives of people in tough places enriched.
- Ensuring the strategic focus of 'Multiply' is integral in Enrich Life initiatives.



STRATEGIC  
FOCUS AREA 3

# ENRICH. *Enriching lives.*

HEALTH  
INDICATORS

- COACH Expanding
- Multiple local community partnership exist and strengthened
- Enrich Life Hub facility opened and operating
- Empowered Faith Communities beginning
- RBC is a recognised point of referral in the Campbelltown area
- Increased connections with people doing it tough around the RBC precinct



STRATEGIC  
FOCUS AREA 4

## SEED. *Planting new faith communities*

STRATEGIC  
ACTIONS

- We are committed to the nurturing and growth of our existing locations and language services and ministries.
- Release Broadview as a revitalised and autonomous church in the Baptist Movement
- Actively identify opportunities for new missional communities, church plants and/or revitalisations
  - Encourage an approach that fosters multiplication and grows the movement.
- Actively explore the potential of establishing a Mandarin congregation in the South of Adelaide
- Actively seek & invite additional LoTE churches to join the RBC Family and integrate into Kids' ministry for the sake of the next generation
- Explore and develop a plan for the increased integration of LoTE communities & leaders across the life of RBC
  - Seeing LoTE leaders in wider RBC leadership
  - Seeing LoTE leaders appropriately supported, funded and recognised
- Explore and develop a facilities and ministry plan that enables our LoTE communities to worship together on the one site and children engage with RBC's wider next gen ministry.
- Embrace & improve our digital technology to grow our online location.
- Explore funding options and build resources to prepare for plant/revitalisation



STRATEGIC  
FOCUS AREA 4

## SEED. *Planting new faith communities*

HEALTH  
INDICATORS

- Broadview Campus revitalised and released
- New Faith Communities planted
- Mandarin speaking community planted in the South of Adelaide
- LoTE communities further integrated and leaders more connected with ministry team
- Increased RBC Online presence & participation



STRATEGIC  
FOCUS AREA 5

## ENABLE. *Enabling future ministry.*

STRATEGIC  
ACTIONS

- Develop a masterplan to ensure the physical site at Rostrevor can sufficiently cater for current needs and future growth.
  - Consider immediate facility requirements and a plan for delivering on these
- Improve our administrative & communications capacity to support the building of community in multiple locations and languages
- Formalise our leadership pathways to create emotional healthy, engaged and well-rounded leaders who lead like Jesus for all ministries across the life of RBC and can impact and influence our movement positively.
  - Intentionally provide and foster opportunities for 'young' leaders to have a go in a safe and supported context
  - Expand local pastoral ministry apprenticeship program
  - Resource and work with marketplace leaders to be healthy leaders following Jesus (Engage Work Faith, GLS, Arrow)
  - Investigate and develop partnerships with other leadership organisations (Tabor, BCSANT, Arrow)
- Grow sustained income streams to support ministry & mission
- Practically demonstrate good environmental stewardship across the life of RBC
- Review church visual & written messaging to ensure we reflect who we are and what we are on about into the future.



STRATEGIC  
FOCUS AREA 5

## ENABLE. *Enabling future ministry*

HEALTH  
INDICATORS

- Leaders raised, deployed and released
- Rostrevor Site masterplan adopted and progress occurring
- Sustainable income streams established
- Fully implemented digital mission strategy
- Leadership pathways have been developed and leaders growing
- Appropriate environmentally friendly initiatives in place



VISION 2030

**THERE'S MORE!**

STRATEGIC ROADMAP