



**11 June 2024**

Dear friends,

As you might be aware, the Queensland Synod has been focused, since the 37<sup>th</sup> Synod, on the challenge of renewal and growth for the church. Our first 6 months since the Synod in Session have been about intentional listening to the needs of the church, resetting the Synod Office as the previous strategic plan comes to an end, and preparing for the next 3-4 years in our shared life. We have worked to discern God's call in this new season, and I am pleased to have the opportunity to share the next steps of our strategic planning with you.

On the 6<sup>th</sup> June 2024, the Synod Standing Committee considered and approved the [Uniting Church Synod Strategic Plan](#) for FY 25-27 which provides our foundations for renewal and growth.

The Strategic Plan highlights the Synod's vision, the Synod Office purpose, Who We Are – our identity and commitments, and the five strategic foundations which are mission renewal and growth, flourishing presbyteries, forming leaders, fit-for-purpose governance and stewarding resources. Its aim is to prioritise mission impact, lighten the burden, and build a better future. The Strategic Plan serves the overarching whole of Synod Plenty vision of a flourishing church and flourishing communities.

The document details our strategic actions for year one, the 24/25 financial year, outlining key actions, measures, timings, accountabilities, and dependencies and importantly the continuation of and alignment to specific Plenty initiatives.

We trust this Strategic Plan will provide guidance and strategic direction as we collaborate on our key priorities and seek to shift the dial as the Synod Office works to enable, equip, and encourage a renewing and growing Church across Queensland.

I want to thank our team, our Presbyteries for their insights and commitment to collaboration, and our church members and friends for their commitment to the mission of God as we continue to work together to further His kingdom.

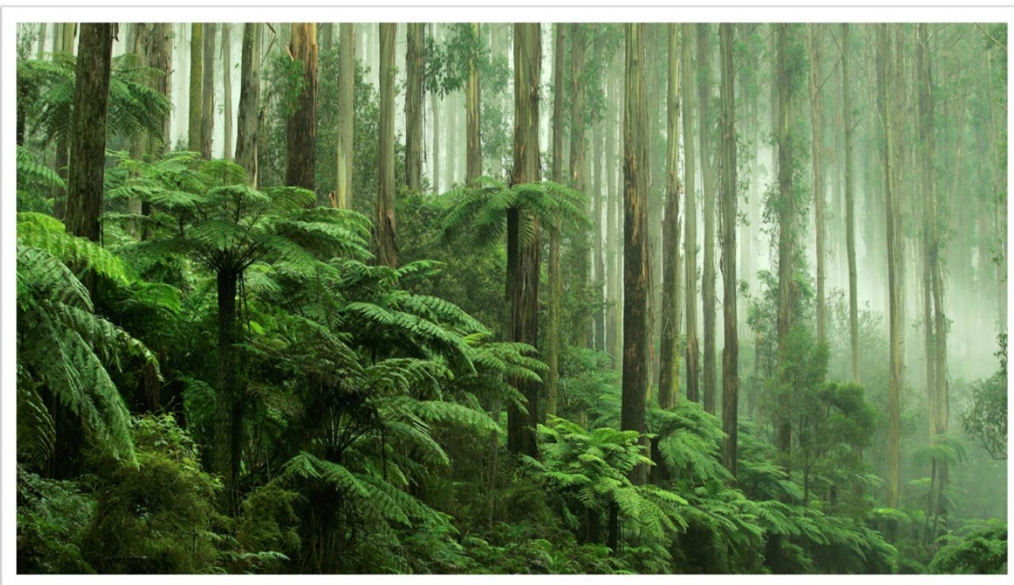
Blessings,

Rev Dr Adam McIntosh  
**General Secretary**



The Uniting Church in Australia  
QUEENSLAND SYNOD

# Synod Office Strategic Plan



*We grow together...*

# Synod Office

## OUR FOUNDATIONS FOR RENEWAL AND GROWTH Strategy on a Page FY 25-27



The United Church in Australia  
QUEENSLAND SYNOD

### SYNOD VISION

We are **ONE CHURCH** active in every Queensland community, bearers of Christ's offer of life in all its fullness. Through our shared life we are committed to a flourishing future for Church and community.

### SYNOD OFFICE PURPOSE

The purpose of the Synod Office is to **ENABLE, EQUIP** and **ENCOURAGE** a renewing and growing Church across Queensland.

### WHO WE ARE

#### MISSION-DRIVEN

Entering more deeply into the faith and mission of the Church in Australia (Basis of Union para 2)

#### SERVICE-ORIENTED

Practicing servant leadership, driven by a clear vision and purpose

#### RELATIONALLY-FOCUSSED

Effective collaboration and support for the wider Church in pursuit of our shared Vision

### STRATEGIC FOUNDATION

#### MISSION RENEWAL AND GROWTH

We will accompany the Church, supporting renewed discipleship, new growth and missional development. We will deepen our covenant with the UAICC and advocate and act for Social Justice for all.

#### FLOURISHING PRESBYTERIES

We will co-create plans to support Presbyteries, developing new approaches to shared services and delegated responsibilities.

#### FORMING LEADERS

We will embed, build, and optimise the Synod's leadership principles and pathways, and develop emerging leaders across Queensland.

#### FIT-FOR-PURPOSE GOVERNANCE

We will improve whole-of-church governance processes and structures, implement governance review outcomes for institutions, and develop the capability of governing bodies and councils of the Church.

#### STEWARDED RESOURCES

We will steward our resources and innovate and diversify funding sources to improve financial sustainability for the Office of the Synod and the wider Church in Queensland.

renewal



The United Church in Australia  
QUEENSLAND SYNOD

# Strategic Priorities

Each of the five Strategic Foundations is supported by several Strategic Priorities. Alongside ongoing business-as-usual tasks, these Strategic Priorities will form the basis of ongoing operational planning and activity for each Synod Office team.

MISSION RENEWAL AND GROWTH	FLOURISHING PRESBYTERIES	FORMING LEADERS	FIT-FOR-PURPOSE GOVERNANCE	STEWARDING RESOURCES
1.1 Support renewed discipleship culture across generations 1.2 Accompany the church, building missional capacity to enable new growth including new expressions of church and church planting 1.3 Support and equip congregation revitalisation 1.4 Encourage missional development in CALD communities 1.5 Support deepening of covenant relationship with UAICC 1.6 Resource the church for advocacy and action in social justice, and promote the public voice of the church 1.7 Resource the church for advocacy and action in environmental sustainability 1.8 Lead planning for Plenty 2.0 - for Post 2025 1.9 Build alignment across the Church for a new season of renewal and growth	2.1 Co-create with each Presbytery a plan for sustainable and effective Synod Support Services located within each Presbytery and enhance the effective delivery of services in areas of administration, compliance and governance 2.2 Together with Presbyteries, develop new approaches to shared services and the delivery of delegated responsibilities 2.3 Facilitate a review of Presbytery financial sustainability and operations	3.1 Build or optimise leadership pathways across the Synod 3.2 Embed the Synod Office's Leadership Framework 3.3 Attract and intentionally develop emerging leaders for the Synod Office and the wider church 3.4 Expand access to theological education and leadership development across the State	4.1 Develop the capability of Synod governing bodies and councils of their church and their officers and members 4.2 Co-create with Uniting Education and our Property Trust Schools, an optimised governance structure and develop a strategy for implementation. 4.3 Implement governance review outcomes for agencies 4.4 Improve whole-of-Church governance processes and structures 4.5 Further develop Synod Office Culture Roadmap	5.1 Steward capital to achieve missional and commercial priorities 5.2 Optimise the functioning of the Synod Office 5.3 Improve financial sustainability for the Synod Office 5.4 Improve financial sustainability for the wider Church by diversifying funding sources