



DETAILED STRATEGIC PLANS

2009 to 2011

Rosebank Union Church

Strategic Plan 2009 – 2011

This document is the product of a strategic planning exercise that commenced in August 2008 and concluded in January 2009 when the plans were approved by the Church Council. The exercise has been led by a Strategic Planning Committee comprising Derek Muller (Chair), Leigh Robinson (Senior Pastor), Brian Helsby, Claire Jenvey, Roger Keyte, William Moloisane and Donald Platt.

The total process was steeped in prayer as the church sought the Lord's guidance for the future. During the preparation of the Strategic Plan a wide spectrum of the church's stakeholders were consulted and provided their input - these stakeholders included the Church Council, the Ministries and their leadership and the congregation.

This document reflects the strategies and plans for the Rosebank Union Church for the period 2009 to 2011.

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Notes on the detailed plans attached:

1. The detailed plans have been categorised into 'New Initiatives' and 'Continuing Activities'.
2. Those 'New Initiatives' that are considered particularly significant and important have been shaded.

MISSION

‘We exist to further God’s kingdom on earth’.

The Mission of the Church has three components:

- ... **To grow the body of Christ** by reaching out to those who do not know Jesus, introducing them to Him and encouraging them to accept Jesus as their personal Saviour.

- ... **To develop the body of Christ** by providing solid Christian teaching and creating an environment wherein Christians can deepen their personal relationship with Jesus and discover and hone their gifts and abilities through service to Him.

- ... **To influence the world** in which we live, to promote Christianity and Christian values.

VISION

Rosebank Union Church strives to become a Church where...

MEMBERS LIVE IN A DYNAMIC RELATIONSHIP WITH JESUS - A church whose members are dynamically living out their relationship with the Lord Jesus Christ through a life of worship, prayer, Bible reading, evangelism and service to Him;

THE HOLY SPIRIT HAS CONTROL - A church where the Holy Spirit is free to move and direct as He chooses;

MEMBERS LIVE IN UNITY - A multicultural church that epitomises unity across the many cultural and ethnic groups that make our country so rich. as well as across the various Christian denominations;

MEMBERS LIVE IN CLOSE COMMUNITY - Members of Rosebank Union Church living in close community with each other for the purposes of caring and spiritual discipleship;

MEMBERS ARE BEING DEVELOPED FOR SERVICE - Members of Rosebank Union Church being actively trained and developed through Christian service, mentoring and teaching so as to ensure a growing body of servant leaders;

A FOUNDATION OF PRAYER IS FUNDAMENTAL - Members of Rosebank Union Church praying regularly (both privately and corporately) for our city, our country and our world;

THE YOUTH MINISTRY IS VIBRANT - A vibrant Youth ministry with conscious and committed investment into the lives of the young people in our community. The impact we have on young people directly affects the church of today and is the investment we make in the future;

EVANGELISM AND OUTREACH ARE KEY - A dynamic outreach program, evangelising and making disciples, including:

- Ministry to all those who live or work in reasonable proximity to the church;
- Church planting;
- Ministry to the business community in Sandton, Randburg and vicinity;
- A ministry to the underprivileged, with committed and active social responsibilities;

LOCAL AND OVERSEAS MISSION IS CENTRAL - A centre for world mission. We will be a “sending” church with a vision covering Johannesburg, South Africa and “the uttermost parts of the earth”. We will ensure that our missionaries are fully equipped and supported.

Strategic Plan 2009 – 2011

SUMMARY OF OUR 9 KEY GOALS

- ◇ **Goal #1:** We will actively promote the knowledge of the Scriptures and **equip, disciple and mentor** members of the RUC congregation.
- ◇ **Goal #2:** We will actively promote, develop and support missionary activities to **unreached peoples** of the world.
- ◇ **Goal #3:** We will actively **spread the gospel** in our local communities.
- ◇ **Goal #4:** We will be an increasingly prominent **'influencer' in our Sandton community**.
- ◇ **Goal #5:** We will play a key role in the upliftment of the **poor**, especially in **Alexandra**.
- ◇ **Goal #6:** We will enable Christians to become more effective in their places of work and in spreading Christian values in the **workplace**.
- ◇ **Goal #7:** We will develop a strong and relevant ministry to the **'next generation'**.
- ◇ **Goal #8:** We will become a recognised centre for Christian **Care and Counselling**.
- ◇ **Goal #9:** We will seek to actively **partner with other churches** and organisations in pursuit of our goals.

Strategic Plan 2009 – 2011

Key Focus and Plans

Goal #1: We will actively promote the knowledge of the Scriptures and **equip, disciple and mentor** members of the RUC congregation.

1.1 Become a centre well-known for promoting the **Scriptures** and their understanding in South Africa.

Ministry	Plan	Responsibility	Timing
<i>New Initiatives</i>			
RBC	Significantly expand the number of actively supported satellite centres nationally within 3 years.	Gerhard Venter /Sandy Irving	2010-2011
	Establish a distance learning capability for making biblical studies and material available to the public.	Gerhard Venter	Q3 - 2010
Administration	Make RUC sermons available via the RUC web site.	Roger Keyte	Q3 - 2009
<i>Continuing Activities</i>			
RBC	Providing foundational and specialised studies focused on the congregation and surrounding churches each term at RUC.	Gerhard Venter	2009 - 2011
Small Groups	Provide an expanded range of excellent teaching tools to teach Scripture focused on the needs of RUC but made available to other churches (buying & publishing).	Gerhard Venter	Q2 2009 - 2011
Administration	Continue to operate a Bookshop that meets the needs of the church and the local Christian community.	Roger Keyte	2009 - 2011
Women's Ministry	Provide Word-based teaching through existing women's small groups.	Chanel Platt	2009 - 2011
	Hold periodic workshops focused on the needs of women: <ul style="list-style-type: none"> - Discover and Embrace Your Giftedness - Others (2 per annum) 	Chanel Platt Chanel Platt	Q2, May 2009 To 2011

1.2 Be proactive in facilitating and enabling **mentoring and discipling** across our RUC community.

Ministry	Plan	Responsibility	Timing
<i>New Initiatives</i>			
Discipleship & Training	Develop and manage the implementation of a comprehensive plan to achieve effective mentoring within the RUC community. This to include leadership development and training for Young Adults wishing to progress in their involvement in church and ministry affairs.	Gerhard Venter /Ruth Maxwell /Claire Jenvey	Q3 - 2009
Young Adults	Develop and implement a programme to identify, develop and deploy spiritual gifts amongst the Young Adult community.	Claire Jenvey	Q1 - 2010
	Run 'Adventure of Living' or a similar course at RUC to develop the 'life focus' of Young Adults.	Claire Jenvey	Q3 - 2009
Women's Ministry	Undertake a survey to uncover unmet needs of the RUC women and develop ways to meet them.	Chanel Platt	Q1, 2009
	Establish an effective One-to-one Ministry through a mentorship programme.	Chanel Platt	Q1 - Q4 2010
Youth	Training of discipleship group leaders.	Doug Fell	Q1 - 2009 onwards
	Source curriculum for discipleship groups.	Doug Fell	2009 - 2011
<i>Continuing Activities</i>			
Women's Ministry	Build an effective leadership team and undertake succession planning.	Chanel Platt	Q2 - Q4 2009
	Provide for the needs of women through special interest groups including: Tuesday Fellowship Moms with Babies • Baby Talk – special guest speaker • Fellowship Opportunities	Elma Joscelyne Lee Baylis Joan Venter/ Margot Rosettenstein	2009 - 2011 Weekly Monthly Weekly
Small Group	Appoint, train, monitor and support effective small group leaders.	Gerhard Venter	2009 - 2011

	Develop initiatives to target 90% of RUC congregants being in small groups.	Gerhard Venter	By Q4 2011
	In conjunction with church leadership, develop and deliver at least two 'Special Emphasis' programmes each year for the congregation through small groups.	Gerhard Venter/ Leigh Robinson	2009 - 2011
Prayer	Establish a Prayer mentorship programme.	Dennis Beeselaar /Denis Douglas	By Q3 - 2009
Care	Offer mentoring to caregivers on a monthly basis.	Ann Fourie & Jenny Basson	Ongoing 2009 to 2011

1.3 Establish a comprehensive ministry to the **Seniors** of our community.

Ministry	Plan	Responsibility	Timing
<i>New Initiatives</i>			
Seniors	Develop a comprehensive strategy and obtain implementation approval for the seniors of our church and community to ensure that an appropriate focus is given to evangelism, caring, social needs, engagement with the church ministries (including mentoring).	Denis Beeselaar	Q3 - 2009
	Improve computer access and literacy through monthly computer literacy education mornings.	Peter Schoon	From Q2 - 2009
Discipleship & Training	Establish a programme and activities to meet the needs of retirees and to deploy the capacity of retirees for the benefit of the church and the community.	Gerhard Venter /Dennis Beeselaar	Q1 - 2010
<i>Continuing Activities</i>			
Seniors	Hold monthly 'Over 60's club' meetings and events (3rd Saturdays).	Peter Schoon	2009 - 2011
	Arrange a Seniors weekend annually in October each year.	Peter Schoon	2009 - 2011
	Arrange three off-site 'events mornings' per year (e.g. - out at Mosaic Church with Johannesburg Philharmonic Orchestra).	Peter Schoon	2009 - 2011
	Care companions - in partnership with care ministry.	Carol Dowdle	Ongoing

	Arrange Spiritual growth meetings based on Loui Giglio material.	Peter Schoon	Q1 & 3 - 2009 & ongoing for 2010 & 2011
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1.4 Ensure that all who visit RUC are warmly **welcomed and encouraged and supported to become members and active in ministry.**

Ministry	Plan	Responsibility	Timing
<i>New Initiatives</i>			
Welcoming & Assimilation Ministry	Establish and activate this ministry with a suitable leader, structure and sub-ministry leaders (as approved by Council) to ensure effective contact with new comers to RUC and their progress towards membership and assimilation into small groups and the ministries of the church.	Gerhard Venter	Q3 - 2009
Worship	To develop a worship style, focus and leadership that mirrors the demographic make up of the congregation.	Chris Kirkley/ Ashlea Martin	By Q3 2010
Council	Support different cultural groups in the church through activating 'cultural evenings' for each of the major cultural groups at RUC.	TBD	2009 - 2011
	Establish a Multi-Cultural Forum for direct liaison with the Church Council on church plans and affairs relating to the establishment of effective multi-cultural policies and practices to mirror the demographics of the congregation.	Council Chair	Q3 - 2009
Small Groups	Evaluate the appropriateness of establishing small groups that cater for different language requirements (e.g. African language, Korean).	Gerhard Venter	2009 - 2011
Council	Strive to ensure that the Church Council becomes and remains representative of the demographics of church membership.	Council Chair	By Q2 - 2011
Discovering Church	Prepare the DCM ministry for incorporation into the Welcoming & Assimilation Ministry.	Gerhard Venter /Irene Robinson	Q3 - 2009

Membership	Prepare a DCM manual, explaining the whole process of membership.	Irene Robinson	Q3 - 2009
	Prepare a short DVD promoting membership.	Irene Robinson	Q3 - 2009
Continuing Activities			
Discovering Church Memb'ship	Prepare up-to-date information books about the church for the use of new members.	TBC	2009 - 2011
	Hold an appropriate number of membership classes pa.	Willemien Viljoen	2009 - 2011
	Plan a formal dinner for the new members for each new class with a few church leaders.	Irene Robinson	2009 - 2011
	Develop and maintain contact with new members through reunion teas for previous classes.	Irene Robinson	2009 - 2011
	Introduce new members to ministry leaders in the areas where new members have indicated interest.	Dee Roup	2009 - 2011
	Acknowledge significant events in the lives of new members...weddings, funerals, etc.	Heidi Thompson	2009 - 2011
	Train interviewers through initiatives such as "teas" with interviewers.	Irene Robinson	2009 - 2011
	More intentional prayer awareness and support for new members.	Leonie Smith	2009 - 2011
	Connect new people to small groups.	Irene Robinson	2009 - 2011

1.5 Encourage and equip all at RUC to deepen their **prayer lives and to immerse their lives, the activities of RUC, the community and the world in regular prayer.**

Ministry	Plan	Responsibility	Timing
New Initiatives			
Prayer	Appoint an effective Prayer Ministry leader and structure.	Dennis Beeselaar	Q2 - 2009
	Develop and communicate a Short Term Prayer focus: 15 min of prayer a day- Focus for SA until elections.	Amy Quiding	Q1 - 2009
	Provide a focus for Prayer relating to the World Cup 2010 event.	Dennis Beeselaar	Q2/3 2010
	Hold a healing prayer training weekend (open to the wider community) with someone such as Trevor Hudson.	Dennis Beeselaar	Q1/2 - 2009

Small Groups	Provide prayer training for Small Group leaders.	Gerhard Venter	2009 - 2011
Continuing Activities			
Prayer	Promote and improve lives of faithful prayer - call, train and equip the congregation to be still, wait upon the Lord, and hear from God through a comprehensive programme focused on corporate and individual prayer.	Dennis Beeselaar	By the end of 2011
	Hold regular meaningful and effective prayer events including corporate prayer and wider community events.	Elra De Jager	2009 - 2011
	Evening of prayer (half night of prayer with new focus and format) once every 2 months.	Elra De Jager	2009 - 2011
	Hold at least one annual day of prayer and fasting.	Elra De Jager	2009 - 2011
	Hold an event to participate in the Global Day of Prayer at the end of May each year.	Elra De Jager	2009 - 2011
	Conduct Healing Prayer sessions each Wednesday from 10.00 to 14.00.	Denise Law	2009 - 2011
	Develop and maintain an effective complement of Prayer Teams to be available to minister after all Sunday services and at other times through training sessions every 2 -3 months.	Mary-Anne Liebenberg	2009 - 2011
	Hold 2 suitable focused Retreat Weekends each year.	Anne Fourie	2009 - 2011
Missions	Hold a prayer meeting each Friday morning focused on our Missionary family.	Jenni Kurten	2009 - 2011
	Hold an event to participate in the Global Day of Prayer for the persecuted Church in November each year.	Dennis Beeselaar /Jenni Kurten	2009 - 2011
Children	Develop and support the Children's Ministry in the development of the prayer life of teachers and children.	Lee Baylis /Marie Swire	2009 - 2011
Small Groups	Consider providing training on prayer through Small Group studies.	Gerhard Venter	Q3 - 2009
	Communicate a weekly prayer focus for Small Groups.	Gerhard Venter	Q1 - 2009
Next Generation	Develop the Youth and Youth Ministry in establishing a meaningful prayer life.	Doug Fell	2009 - 2011
Discovering Church Memb'ship	More intentional prayer awareness and support for new members.	Leonie Smith	On going 2009 - 2011

1.6 Strive for excellence in meaningful, effective and creative worship.

Ministry	Plan	Responsibility	Timing
<i>New Initiatives</i>			
Worship	Use technology to improve the worship experience through the establishment of a multi-media ministry.	Chris Kirkley	Q3 2009
	Establish an effective and creative drama team to participate in services.	Chris Kirkley	Q2 2009
RBC	Teach module in worship (to RUC & beyond).	Gerhard Venter /Chris Kirkley	By Q2 - 2010
<i>Continuing Activities</i>			
Worship	Improve the effectiveness of service planning for both the morning and evening services to provide more effective coordination and impact and age and cultural alignment with the demographics of each service community.	Leigh Robinson	Immediate and continuing
	Develop a complement of at least 8 capable and well trained worship leaders by 2011.	Chris Kirkley	Complete by Q4 2011
	Continue to be proactive in appointing music and worship group members in line with the church demographics.	Ashlea Martin /Chris Kirkley	2009 - 2011
Young Adults	Be involved in the planning and running of evening services.	Quentin Still	2009 - 2011

Goal # 2: We will actively promote, develop and support missionary activities to **unreached peoples** of the world.

2.1 Continue to provide **active support to** existing **missionaries** and encourage others to enter the field.

Ministry	Plan	Responsibility	Timing
<i>New Initiatives</i>			
Missions	To increase the number of RUC supported missionaries in the field by 2011.	Ndaba Mazabane /Jenni Kurten	By Q4 - 2011
<i>Continuing Activities</i>			
Young Adults	Plan & run local missions trips.	Quentin Still	ongoing
	Have missionaries speak regularly at Wednesday night meetings.	Quentin Still	ongoing
Youth	Conduct at least annual, short term youth missions trips.	Doug Fell	2009 - 2011
RBC	Offer "Taste of Missions" or similar course as part of RBC.	Gerhard Venter /Jenni Kurten	2010 - 2011
Small Groups	Encourage contact with missionaries (Small Groups adopt-a-missionary/missionary visits).	Gerhard Venter /Jenni Kurten	2009 - 2011

2.2 Actively **promote missions** amongst the RUC leadership, the congregation and the broader community.

Ministry	Plan	Responsibility	Timing
<i>New Initiatives</i>			
Missions	60%+ of the Council of 2011, to have been on at least one short term mission trip.	Jenni Kurten	By Q4 - 2011
<i>Continuing Activities</i>			
Missions	Promote the needs and opportunities in Missions through regular missions-focused events such as Taste of Missions courses, Missions weekends, establishment of sending cells for all missionaries, etc.	Jenni Kurten	2009 - 2011

Goal # 3: We will actively spread the Gospel in our local community.

3.1 Provide a comprehensive, on going programme of equipping, training and events to promote the gospel and reaching people with the Gospel.

Ministry	Plan	Responsibility	Timing
<i>New Initiatives</i>			
Outreach	Identify the current state of evangelism at RUC and in the community and establish a task force to develop and implement a comprehensive, 3-year programme to significantly advance a coordinated approach to evangelism.	Ndaba Mazabane	Q3 - 2009
	Plan and implement an effective programme of outreach and evangelism to those attending the Football World Cup in June/July 2010.	Ndaba Mazabane /Jenni Kurten	Q1 - 2009 to Q3 - 2010
Outreach	Train small groups in evangelism.	Ndaba Mzabane /Gerhard Venter	2009 - 2011
	Remain open to the possibility of church planting opportunities.	Ndaba Mazabane	2009 - 2011
<i>Continuing Activities</i>			
Outreach	Conduct at least 3 Alpha courses each year.	Ndaba Mazabane /Ruth & Mike Ward	2009 - 2011
	Conduct at least 3 special evangelistic services each year.	Ndaba Mazabane	2009 - 2011
Children	Holiday Club: To continue this annual outreach event in conjunction with the Youth Ministry.	Lee Baylis /Warren Diamandis	Q2 - 2009
	Upward Sport: To run soccer leagues, in conjunction with Young Adults, as outreach in the community. Using sport as a means of sharing the gospel.	Nikki Seiler	2009 - 2011

Women's Ministry	Hold regular outreach and evangelism events focused on women including: <ul style="list-style-type: none"> • Sister Act Breakfast annually in June/July • Annual Women's Conference hosted jointly by RUC / BMC 	Chanel Platt Jenny Basson Chanel Platt & Janet Verrier	2009 - 2011 Q2 - 2009 - 2011 Q3 - 2009 - 2011
	Conduct interactive Life Issues seminars/workshops that deal specifically with life altering issues facing women (max 3 per annum).	Chanel Platt	2009 - 2011

Goal #4: We will be an increasingly prominent 'influencer' in the Sandton community.

4.1 Provide well-researched and balanced **opinions** on current issues and topics from a Christian perspective primarily to those associated with RUC.

Ministry	Plan	Responsibility	Timing
<i>New Initiatives</i>			
Small Groups	Study on "Christians & sport" (or ethical issues).	Gerhard Venter	Q1 - 2010
Pastors	Identify suitable topics and prepare thought provoking short papers on an ongoing basis on current matters of value to the congregation and for distribution via the web.	Leigh Robinson	Q2 - and on going 2009 - 2011
<i>Continuing Activities</i>			
RBC	Offer 2 Saturday schools each year on topics that are current and relevant.	Gerhard Venter	2009 - 2011

4.2 Increase the effectiveness of **communications** to and from the church and its congregation and public.

Ministry	Plan	Responsibility	Timing
<i>New Initiatives</i>			
Operations & Finance C'tee	Develop an updated and effective Communications strategy for the 3 year period.	TBC	Q3 - 2009
	Create an increased awareness of the church through the erection of an effective electronic signboard on the corner of William Nicol and St Andrews.	Tony Gebhardt	Q2 - 2009
<i>Continuing Activities</i>			
Small Groups	Distribute information weekly to Small Group leaders.	Gerhard Venter	2009 - 2011
Administration	Upgrade the RUC web site to make it an effective means of communication to the congregation and the public.	Roger Keyte	Q3 - 2009
Operations & Finance C'tee	Increase communications skills and capacity in the Office to meet the needs of the communications strategy.	Roger Keyte	Q3 - 2009

4.3 Increase the use of all our **church facilities** for the benefit of the community.

Ministry	Plan	Responsibility	Timing
<i>New Initiatives</i>			
Operations & Finance C'tee	Undertake a review of usage and potential usage, charges and services relating to the usage of the RUC facilities from both within and outside the congregation.	Donald Platt	Q2 - 2009
	Prepare a space and site development plan to guide the usage of church property and facilities.	Tony Gebhardt	Q2 - 2009
<i>Continuing Activities</i>			
RBC	Expand the number of courses/modules offered at RUC.	Gerhard Venter	2009 -2011

Goal #5: We will play a key role in the upliftment of the poor especially in Alexandria.

5.1 Proactively serve the poor in our community.

Ministry	Plan	Responsibility	Timing
New Initiatives			
Rays of Hope	Develop programmes that will influence, directly or indirectly at least 35000 people (10% of the community) in Alexandria during the planning period, by meeting their physical and spiritual needs.	Jennifer Adams	2009 - 2011
	Launch or support tertiary education bursaries for residents of Alexandria.	Jennifer Adams	By Q3 2010
	Develop at least one significant job creation programme operating in Alexandria.	Jennifer Adams	Q4 - 2011
Young Adults	Adopt a Rays of Hope project to 'own' - build an ongoing relationship.	Quentin Still /Jennifer Adams	From Q1 - 2009
Continuing Activities			
Rays of Hope	Continue to target and address the needs resulting from the '5 crumbling pillars of society' (i.e. poverty, health, education, crime and moral degeneration), primarily in Alexandria: <ul style="list-style-type: none"> • Education - continue the effective ministry in education and spiritual development to students in Alexandria through RoseAct. • Continue to support and expand the range of projects supported. 	Jennifer Adams	2009 - 2011
	Regularly expose the RUC congregation to the needs of the community and opportunities for volunteer service - target 75% of the congregation being involved with ministry to the 'needy' by Q4 - 2011.	Jennifer Adams	2009 - 2011

5.2 Actively partner with Scripture Union in establishing the Ikemeleng centre in Alexandria.

Ministry	Plan	Responsibility	Timing
<i>New Initiatives</i>			
Rays of Hope	To lead the RUC involvement in this initiative and to keep the RUC Council informed and appropriately involved.	Council	2009 - 2011

5.3 Seek to address the needs of the **homeless** in and around Sandton in co-operation with other organisations, churches and the City Council.

Ministry	Plan	Responsibility	Timing
<i>New Initiatives</i>			
Council	Appoint a suitable person to establish a group representing local, interested churches and to lead the development of a proposal and liaison with the civic and other authorities.	Council Chair	Q1 - 2009

Goal #6: We will play a key role in enabling Christians to be more effective in their place of work and in spreading Christian values in the **workplace**.

6.1 Implement a comprehensive **Faith@Work** programme to equip and encourage the RUC congregation to be effective Christians from Monday to Saturday.

Ministry	Plan	Responsibility	Timing
New Initiatives			
Faith@Work	Continue to implement a successful, ongoing programme to actively encourage and assist members of the congregation to be affective in putting their faith to work during the working week.	Gerhard Venter	Q1 - 2009 onwards
	Establish ongoing programmes, events and initiatives to support members of the congregation to be effective for Christ 'at work'.	Gerhard Venter	Q2 - 2009 - 2011
Outreach /Faith@Work	Establish a meaningful ministry to the RUC congregation who are in business focused on opportunities to share experiences and to address common business issues (e.g. ethics).	Ndaba Mazabane /Gerhard Venter	Q2 - 2009
Faith@Work	Provide regular and appropriate, short, business-focused seminars and panel discussions targeted at the business community of Sandton.	Gerhard Venter	Q1 2010 - 2011
Continuing Activities			
Small Groups	Drive to add members to small groups.	Gerhard Venter	Q1 - 2009
	Produce suitable 'Faith@Work' material for small groups.	Gerhard Venter	Q1 - 2009

6.2 Make the **Faith@Work material** available, as opportunities arise, to other churches and organisations.

Ministry	Plan	Responsibility	Timing
New Initiatives			
Faith@Work	Follow up opportunities that arise.	Gerhard Venter	2009 - 2011

Goal #7: We will develop a strong and relevant Ministry to the NEXT GENERATION.

7.1 Establish competent and effective next generation leadership structures.

Ministry	Plan	Responsibility	Timing
<i>New Initiatives</i>			
Council	Provide a forum for the Young Adults community to have direct input into church planning and affairs through a Young Adults forum to meet periodically with representatives of the Church Council.	Chair of Council	Q2 - 2009
<i>Continuing Activities</i>			
Youth	Provide leadership training for schools ministry.	Doug Fell	Q1-4 - 2009
	Training of discipleship group leaders.	Doug Fell	Q1 - 2009
	Source curriculum for discipleship groups.	Doug Fell	Q1 - 2009
Young Adults	Form an Administrative committee.	Quentin Still	Q1 - 2009
	Accountability and Mentoring structure with group leaders.	Quentin Still	Q1 - 2009
	Develop Discipleship training curriculum, structure, process to equip every person.	Quentin Still	Q1 - 2009
	Leadership accountability structure of 'spiritual leaders' with ministry leader to meet monthly.	Quentin Still	Q1 - 2009
	Develop a discipleship programme and structures.	Quentin Still	Q1 - 2009
RBC	Encourage young adults/youth to attend RBC.	Gerhard Venter /Quentin Still / Warren Diamandis	2010 onwards

7.2 Develop of a dynamic, vibrant and well managed suite of Next Generation ministries and programmes - children, youth, students and young adults.

Ministry	Plan	Responsibility	Timing
<i>New Initiatives</i>			
Young Adults	Develop a focus for effective ministry to students.	Quentin Still	Q1 - 2009 - 2011
	Encourage Young Adults to become involved in ministry at RUC (e.g. KBS teaching) and social projects through Rays of Hope.	Quentin Still	2009 - 2011
Children	Sunday School to be available at both morning services with effect from 1 March 2009.	Lee Baylis	2009
Youth	Encourage Youth to become involved in social projects through Rays of Hope.	Warren Diamandis	2009 - 2011
<i>Continuing Activities</i>			
Children	Continue to develop age appropriate worship and teaching. Continue exposure to other ministries. Continue meaningful church integration. To continually care for the children.	Lee Baylis	2009 - 2011
	To have a vibrant Junior Youth group with fun activities and programmes attracting many children. To divide the group into 2 age groups: grades 4 & 5 and grades 6 & 7.	Nikki Seiler	2009 - 2011
	Continue support for parents of toddlers through Baby Talk and baby-related functions; increase social events for mums.	Lee Baylis /Joan Venter	2009 - 2011
	Continue to provide functions as alternatives to non-Christian events (eg: Halloween).	Nikki Seiler	2009 - 2011
	Ensure that the Sunday School children are adequately taken care of in terms of the Child Protection Act and security.	Lee Baylis	2009 - 2011
	Holiday Programmes: As there is a more even split between state and private school children, the need for a more formal holiday programme will be considered.	Lee Baylis	2010 - 2011
	Grade 7 integration with Senior Youth: To ensure that this awareness is increased and planned properly in conjunction with the Youth.	Lee Baylis Doug Fell	Q4 - 2009
Youth	Establish and develop effective and exciting Friday night evening programs.	Warren Diamandis	Q2 - 2009 -2011

	Continue and develop FISH - small group bible study (Sunday pm).	Warren Diamandis	2009 - 2011
	Continue to develop the Sunday Teen Church.	Warren Diamandis	2009 - 2011
	Undertake at least one Youth Missions trip each year.	Jenni Kurten/ Warren Diamandis	Q4 - 2009 - 2011
	Hold a Youth Camp each year.	Warren Diamandis	Q1 - 2009 - 2011
Young Adults	Meeting Wednesdays together for Bible Study and dinner.	Quentin Still	2009 - 2011
	Arrange a Weekend away each year.	Quentin Still	Q2 - 2009 - 2011
	Be active in arranging regular, formal and informal social activities outside of church.	Quentin Still	2009 - 2011
	Plan & run at least one local missions trip each year.	Quentin Still	2009 - 2011
	Have missionaries speak regularly at Wednesday night meetings.	Quentin Still	2009 - 2011
Worship	Focus the evening service to be effective in reaching Young Adults.	Doug Fell	Q1 - 2009 - 2011
Small Groups	Training of Young Adult Small Group leaders.	Gerhard Venter /Quentin Still	2009 - 2011

7.3 Provide exciting and attractive facilities to meet the needs of the Next Generation.

Ministry	Plan	Responsibility	Timing
<i>New Initiatives</i>			
Council	Build the New Children's & Youth Centre to provide additional space and more attractive facilities to meet the needs of the Next Generation.	Council Chair	Q3 - 2010

7.4 Proactively and effectively evangelise and disciple children and youth through local schools.

Ministry	Plan	Responsibility	Timing
<i>New Initiatives</i>			
Youth	Develop an effective school ministry in local High schools that includes Life Orientation classes, SCAs, counselling and an annual camp.	Doug Fell	As people become available
<i>Continuing Activities</i>			
Children	School participation: To continue participation at schools within the community. To further develop the relationship with Scripture Union.	Doug Fell /Nikki Seiler	2009 - 2011
	School teacher support: To continue providing support to the school teachers who are members of RUC.	Doug Fell /Nikki Seiler	2009 - 2011
	Increase effective participation at primary schools in the community.	Doug Fell /Nikki Seiler	2009 - 2011

7.5 Actively support parents in the Christian upbringing of their children.

Ministry	Plan	Responsibility	Timing
<i>New Initiatives</i>			
Children	Introduce a parenting course ("Growing Kids Gods Way") in conjunction with trained facilitators.	Lee Baylis	2009 - 2011
	Provide study materials for parenting, etc.	Lee Baylis	Q3 - 2009
<i>Continuing Activities</i>			

Children	Continue running "Effective Parenting in a Defective World" bi-annually.	Lee Baylis	Q1/4 2009 and onwards
	Continue and develop the interaction and communication with the parents of our Sunday School children.	Lee Baylis	2009 - 2011
Youth	Conduct 2 parent connection seminars each year.	Doug Fell	From Q2/3 2009

7.6 Identify and develop gifts in the Next Generation and actively involve them in outreach, missions and projects.

Ministry	Plan	Responsibility	Timing
<i>Continuing Activities</i>			
Children	Continue to source, train and care for volunteers to serve in the ministry.	Lee Baylis	2009 - 2011
Youth	Provide leadership training for schools ministry.	Doug Fell	2009 - 2011
Young Adults	Encourage and equip every Young Adult to be involved in at least one church ministry.	Quentin Still	2009 - 2011

Goal #8: We will become a recognised centre for Christian Care and Counselling.

8.1 increase our capacity and capability to meet such needs of members and others in the local communities.

Ministry	Plan	Responsibility	Timing
<i>New Initiatives</i>			
Care	Pastoral care to the prisons in cooperation with outreach and Rays Of Hope ministry.	Cheryl Jones	June 2009 Ongoing
	Hospital visitation team ministry to Johannesburg General Hospital.	Linda Harris /Margaret Walker	June 2009 Ongoing
	Extend the hours in which a receptionist is available to give help so that there is someone on duty from 8.30 am to 7pm.	Ruth Ward	Q2 - 2009
	Add a male and an African part time counsellor to work in the the Counselling Centre afternoons and evenings.	Ruth Ward	Q2 - 2009
Care - Connect'g People	Establish new support groups and courses as required.	Anne Fourie	2009 - 2011
<i>Continuing Activities</i>			
Care – TLC	Provide effective pastoral care to those in the RUC family and the local community.	Anne Fourie	2009 - 2011
	Provide effective pastoral care to residents of RoseHaven through visitation.	Nugent & Joan Field	2009 - 2011
	Care companions ministry to Rosehaven.	Pam Meiring	Q1 - 2009 - 2011
Care – Counseling Centre	Expand the use of volunteer and paid counselors to see clients - within the constraints of the RUC facilities and resources.	Ruth Ward	2009 - 2011
	Expand counseling reach by working in conjunction with some of the Rays of Hope projects.	Ruth Ward	2010 - 2011
Care – Training	Organise regular, specialised workshops in respect of: <ul style="list-style-type: none"> • Trauma workshop • Pre marital workshops 	Dennis Beeselaar Jenny Basson	2009 - 2011
	Organise an annual care and counselling conference for RUC and other church counselling workers.	Dennis Beeselaar Jenny Basson	2009 - 2011

	Create relevant training material and provide instructional training.	Jenny Basson	2009 - 2011
	Deliver a Blended Family Workshop in October 2009.	Jenny Basson	Q4 - 2009
	Facilitators' Training for Care Givers.	Jenny Basson	3 rd quarter 09
Care – Connecting People	Continue to provide counselling support through existing groups: <ul style="list-style-type: none"> • Unemployment support • Divorce recovery • Griefshare 	Anne Fourie	2009 - 2011
	Provide effective supervision of facilitators.	Anne Fourie Jenny Basson	2009 - 2011
	Provide effective training of facilitators.	Anne Fourie Jenny Basson	2009 - 2011

8.2 Increase our capacity and capability to meet such needs of members and others in the local communities.			
Ministry	Plan	Responsibility	Timing
<i>New Initiatives</i>			
Care	Plan effectively for increases in staff and facilities as well as skills and experience needs of counselors as required.	Dennis Beeselaar	2009 - 2011

Goal # 9: We will seek to actively partner with other churches and organisations in pursuit of our goals.

9.1 Identify and pursue opportunities for sharing knowledge and resources.

Ministry	Plan	Responsibility	Timing
<i>New Initiatives</i>			
Council	Identify and pursue opportunities with other local churches to work with local communities in extending the involvement, reach and influence of RUC ministries including: <ul style="list-style-type: none"> • Parkhurst Baptist Church • with churches in Alexandra 	Ivan Shutte Ndaba Mazabane	Q2 - 2009 Q3 - 2009
Small Groups	Arrange a Small Group conference in Gauteng to provide learning and training for local churches.	Gerhard Venter	Q2 - 2009
Administration	Establish a Church Administrators' forum to provide an opportunity for sharing experiences and best practices.	Roger Keyte	Q2 - 2009 and on going
Rays of Hope	Increase the level of active cooperation with Alexandra based churches and organisations providing for the needs of Alexandra residents.	Ndaba Mazabane /Jennifer Adams	2009 - 2011
Council	Establish a network of churches that have been planted or supported by RUC to share information and provide needed support.	Leigh Robinson	Q3 - 2009
<i>Continuing Activities</i>			
Worship	Learn from and share experiences with other churches in developing our worship capability.	Ashlea Martin/ Chris Kirkley	2009 - 2011
Children	Interaction with other churches: To continue meeting quarterly with Children's Pastors/Workers/Leaders from other churches.	Lee Baylis	2009 - 2011
Missions	Continue to develop relationships with other local churches for prayer and sharing of resources and ideas to mobilize for Missions.	Jenni Kurten	2009 - 2011