



**STATEMENT OF THE  
DIOCESAN VISION, MISSION, VALUES, CORE PRACTICES, AND  
STRATEGIC DIRECTIONS 2021 - 2023**

A key document of

**the Diocesan Council**

guiding the Diocese including

the **Newcastle Anglican Corporation** as it leads

- **Anglican Care**
- **Anglican Savings and Development Fund**
- **Diocesan Office**
- **Newcastle Anglican Schools**
- **Samaritans**
- **Trustees of Church Property for the Diocese of Newcastle**

*The Diocese celebrates that through God all things have been made and have their being. We acknowledge the custodianship of the First Nations of the land on which the Diocese ministers – the Awabakal, Biripi, Darkinyung, Geawegal, Kamilaroi, Worimi, Garrigal and Wonnarua peoples and pay respect to their elders.*

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## **1 VISION, MISSION, VALUES AND CORE PRACTICES OF THE DIOCESE**

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### **1.1 VISION<sup>1</sup>**

People flourishing  
because of *what we do*,  
*inspired by the way of Jesus*.

### **1.2 MISSION**

- **nurturing vibrant ministry in parishes and regions**
  - promoting healthy and sustainable ministry;
  - reassigning physical, financial and people resources;
  - enhancing community engagement and evangelism;
  
- **alleviating human need and addressing injustice**
  - listening carefully to the people we serve;
  - delivering high-quality, person-centred, and cost-effective services;
  - ensuring excellence in end-of-life care for older people through our aged care ministry and work
  - promoting reconciliation and inclusivity;
  - enabling redress for those who have been harmed;
  - engaging in advocacy for just social and economic policies.
  
- **investing in children and young people**
  - providing quality education and care through accessible and affordable Anglican schools;
  - supporting early intervention strategies that enable children to have the best possible start in life;
  - engaging in the delivery of Special Religious Education in public schools;
  - encouraging parish-based children, youth and family ministries.
  
- **supporting clergy, staff and volunteers**
  - investing in the development of present and future clergy;
  - strengthening recruitment and induction processes to attract and retain high quality people;
  - enhancing training, review, mentoring, and career development opportunities;
  - strengthening wellbeing initiatives.

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<sup>1</sup> We wish to be people's choice of service, school, agency or church.

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- **participating in the world as global citizens**
  - creating a sustainable future by promoting awareness and action on environmental issues;
  - participating in reconciliation with Aboriginal and Torres Strait Islander peoples;
  - supporting Anglican Communion partners.

### **1.3 VALUES**

- **Compassion** - recognising, serving and supporting all who are suffering
- **Integrity** - promoting honesty and equity
- **Justice** - pursuing healthy communities and enabling the common good
- **Faith** - relating with God, and finding meaning and purpose
- **Courage** - engaging uncertainty and difficulty with dignity
- **Wisdom** - acquiring and applying knowledge and insight

### **1.4 CORE PRACTICES**

- **Person Centred** - Placing the people we support and serve at the centre of work
- **Excellence** – meeting and exceeding community best-practice expectations
- **Inclusivity** - respecting, valuing and celebrating the distinct gifts and contribution of each person irrespective of ability, gender, sexuality, race, age, or association with the church
- **Safety** – assuring the people we support of their physical, psychological, social, spiritual and moral safety in our services and empowering them to make informed choice about the risks they will embrace.
- **Sustainability**<sup>2</sup> - ensuring the financial viability and profitability of our operations to ensure our long-term commitment and support to this region

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<sup>2</sup> The focus of this practice is financial sustainability.

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## **2 STRATEGIC DIRECTIONS 2021 - 2023**

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Through parishes, agencies that respond to human need (Anglican Care and Samaritans), schools and the central Diocesan function, Anglicans in the Hunter and Central Coast regions of New South Wales will strengthen the delivery of the Mission of the Diocese by

1. placing the people we serve at the centre of our work
2. assuring the safety of people receiving ministry and service from us
3. building an inclusive church which harnesses our diversity for mission
4. seeking to heal the division with the Aboriginal people of this region
5. providing high quality spiritual and pastoral care
6. enhancing our work of evangelism through personal invitation
7. providing redress and support to people who experienced abuse as children within the Diocese
8. investing in the training, support, supervision and answerability of clergy, staff, and volunteers
9. radically reassigning the use of physical, financial and human resources
10. ensuring our long-term financial viability and sustainability

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**3 STRATEGIC FOCUS FOR THE AGENCIES AND SCHOOLS**

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The Strategic Focus through the NAC for our agencies (Anglican Care, Samaritans, and Samaritans Housing) and the Newcastle Anglican Schools Corporation and the 4 schools is expressed as

**We will deliver**

*consistently accredited*

*financially sustainable*

*safe and quality*

**services, education, and ministry**

*within an agreed risk framework*

**which engage and empower people**

*and that have a strong connection with our Anglican identity and purpose, and that have a positive impact.*

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**4 PLACING THE PEOPLE WE SERVE AT THE CENTRE OF OUR WORK**

<p><b>Anglican Care within the income available to it enables</b></p> <ul style="list-style-type: none"> <li>• each older person supported by Anglican Care to maintain active lives, health, dignity and happiness.</li> <li>• older people to receive excellent end of life care</li> <li>• family and friends to have confidence in the safety and wellbeing of their aging relative/friend who is supported by Anglican Care</li> </ul>	<p><b>Samaritans within the income available to it enables</b></p> <ul style="list-style-type: none"> <li>• people living with a disability to take charge of their lives and participate fully in their key environments</li> <li>• children and young people to overcome challenges and experience the best start in life</li> <li>• people experiencing crisis to get their lives back on track</li> <li>• the voice of people accessing our services to be amplified so that their needs and aspirations are heard</li> <li>• family and friends of people accessing our services to have confidence in their relatives/friends development, safety and wellbeing</li> </ul>
<p><b>Anglican Schools within the income available to them enable</b></p> <ul style="list-style-type: none"> <li>• each student to be curious and self-confident learners, with a broad and deep knowledge base, and passion for learning</li> <li>• each student to develop an age-appropriate values, belief and ethical system informed by the Anglican approach to Christianity</li> <li>• each student to achieve their maximum personal, academic, sporting, creative and cultural potential</li> <li>• parents and care givers to actively support the education and development of their child</li> <li>• parents and care givers to have confidence in their child's safety, wellbeing and educational development</li> </ul>	<p><b>Parishes, operating in a fiscally responsible manner, enable people to</b></p> <ul style="list-style-type: none"> <li>• know and worship God through Jesus Christ in the power of the Holy Spirit</li> <li>• receive spiritual and religious ministry</li> <li>• grow in knowledge of God and Christian living</li> <li>• serve their church and local community</li> <li>• proclaim the Christian faith to others</li> <li>• promote positive changes in society promoting social justice and equality</li> <li>• engender a sense of environmental responsibility and action</li> </ul>