



WASNOWNEXT

VISION 2025 - 2030

Welcome to Vision 2025 – 2030

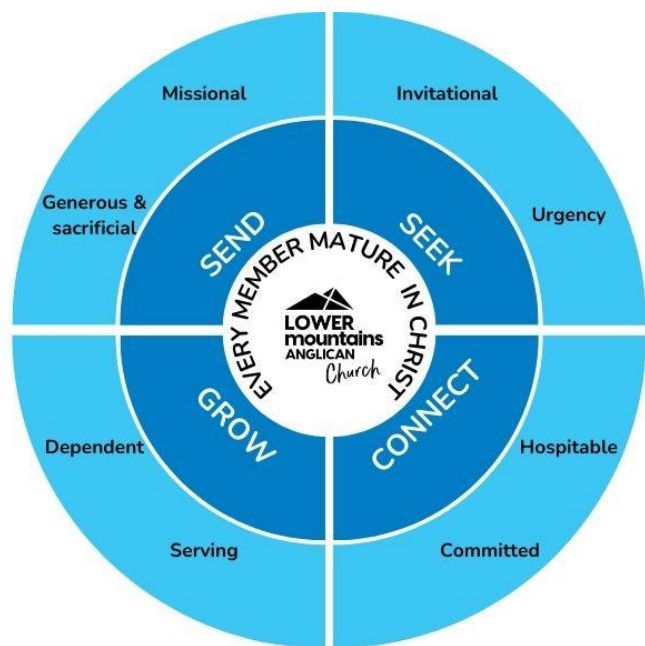
The wise teacher whom we know from the Book of Proverbs chapter 21:30-31 states:

There is no wisdom, no insight, no plan that can succeed against the Lord.

The horse is made ready for the day of battle, but victory rests with the Lord.

I love that *Lower Mountains Anglican* not only sits under the sovereign hand of God, but that we are entirely dependent on what he chooses to do through us for his purposes. For no wisdom, insight or plan that we come up with mean anything if not for the hand of God enabling our efforts to achieve what he wants and already knows. And as ready, prepared, or intentional as we might think we are, the success of what we do under God is entirely because he has chosen to give the growth.

In what follows, you will find a plan for mission and ministry at Lower Mountains Anglican for the next five years. Plans which are built upon a rich heritage of many people over the years who have laboured for the Lord. Plans which recognise the growth that we have seen over the last five years (particularly). Plans that look forward to what might be best next as we continue to gather to proclaim Christ as a church.



That said, plans and strategy will succumb to culture - and so much of what we are aiming to do as a church family is to continue to build a gospel-minded maturity culture among all our members.

Let's paint a picture of what could be under God for mission and ministry - our 2030 Vision.

As exciting as these plans might be, I do feel somewhat overwhelmed by the task ahead. For to unveil a plan which helps direct our decisions and efforts, and which proposes new things, which reaches into new areas, to reach new people - whilst consistent with the great commission (Matt 28:18-20), it still feels overwhelming. So let me say, that if what you read in the coming plan feels a little unsettling, I join you in that and pray that we might trust that God will show us the way.

Let's be prayerful in committing ourselves to what God asks us to do together.

Ken D Noakes



Over the last five years we have seen significant growth in the membership of our church - Praise God! Yet there are so many more in our neighbourhoods.

What will our church look like in 2030?

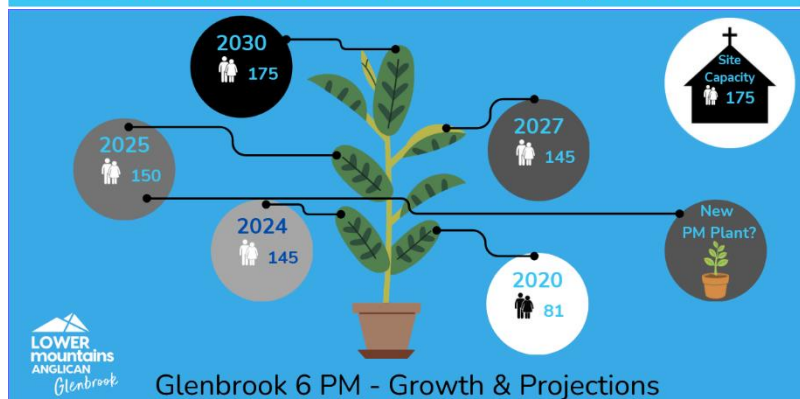
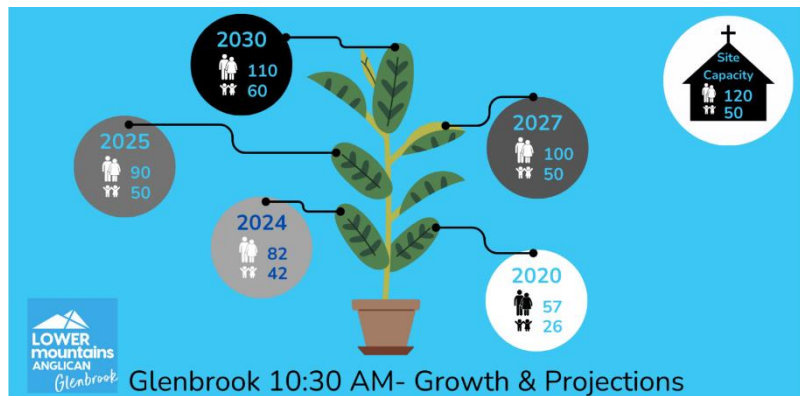
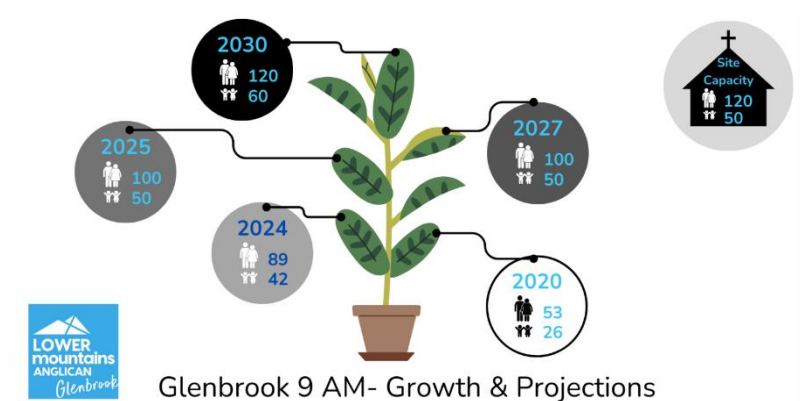
Gathering Growth

What next?

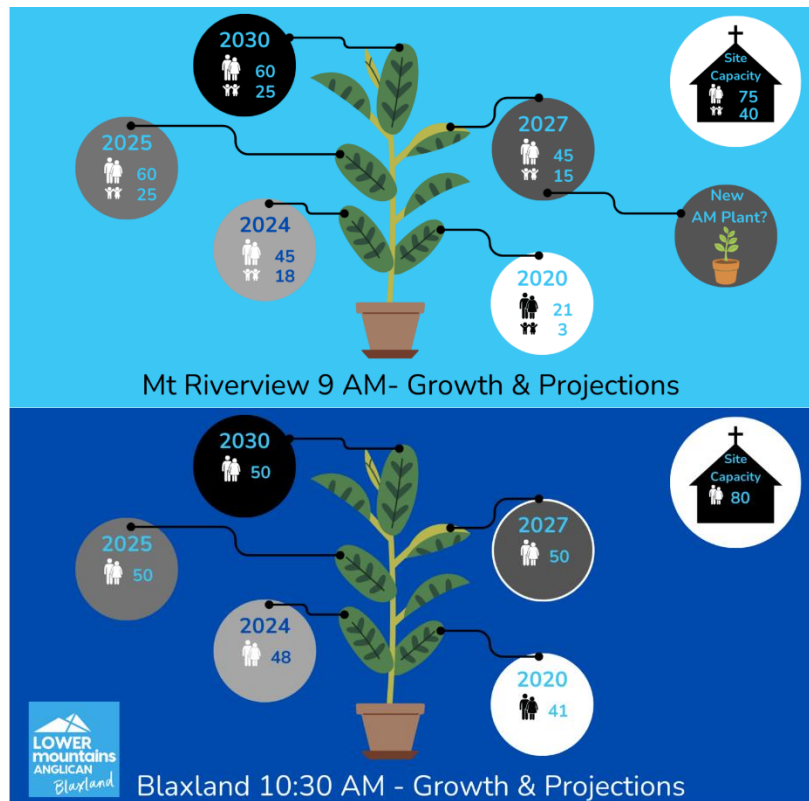
Building on the faithful and fruitful work of many who have been in this church family over the long-term, we have seen, under God, some wonderful growth since 2020. This has introduced some capacity issues and growing pains we seek to address so that we can continue to welcome and grow many in faith.

Interestingly, we have realised that our Sunday morning gatherings are limited more by the size capacity of the Kids Church than by the size capacity of our Auditoriums!

Note: Projections here are based on current trajectories and factors in (proposed) new gatherings.



Note: The new AM plant would feed from all existing gatherings.



Mt Riv Redevelopment

– Phase 1 & 2

You will be pleased to know that the Mt Riv Redevelopment plans are in full swing. The DA is lodged, has been reviewed with all complying documentation, payment made, and we are now waiting for the plans to progress through the BMCC approval process. We have secured a new Hall, and we are waiting for approval – with the hope and prayer that we can make all this happen quickly for the expanding ministries that we have planned at Mt Riv next year.

Phase 1

- Demountable – installed, fixed, painted (interior and exterior), signage, safety equipped.
- Fencing, Balcony, Ramp, covered walkways, landscaping, Water Tank (potentially removing the perimeter fence.)
- This phase has been paid for by contributions made to the LMAP Growth Fund.

Phase 2

- Church Building – interior wall removed to expand main space, reorientation so that we sit facing the left/north (back boundary), install large screen TV's, relocate curtain behind front area, recarpet, install glass panel and door to new cry room, install wi-fi, repaint (exterior and interior), new signage.
- This phase will look to be funded by one-off donations.

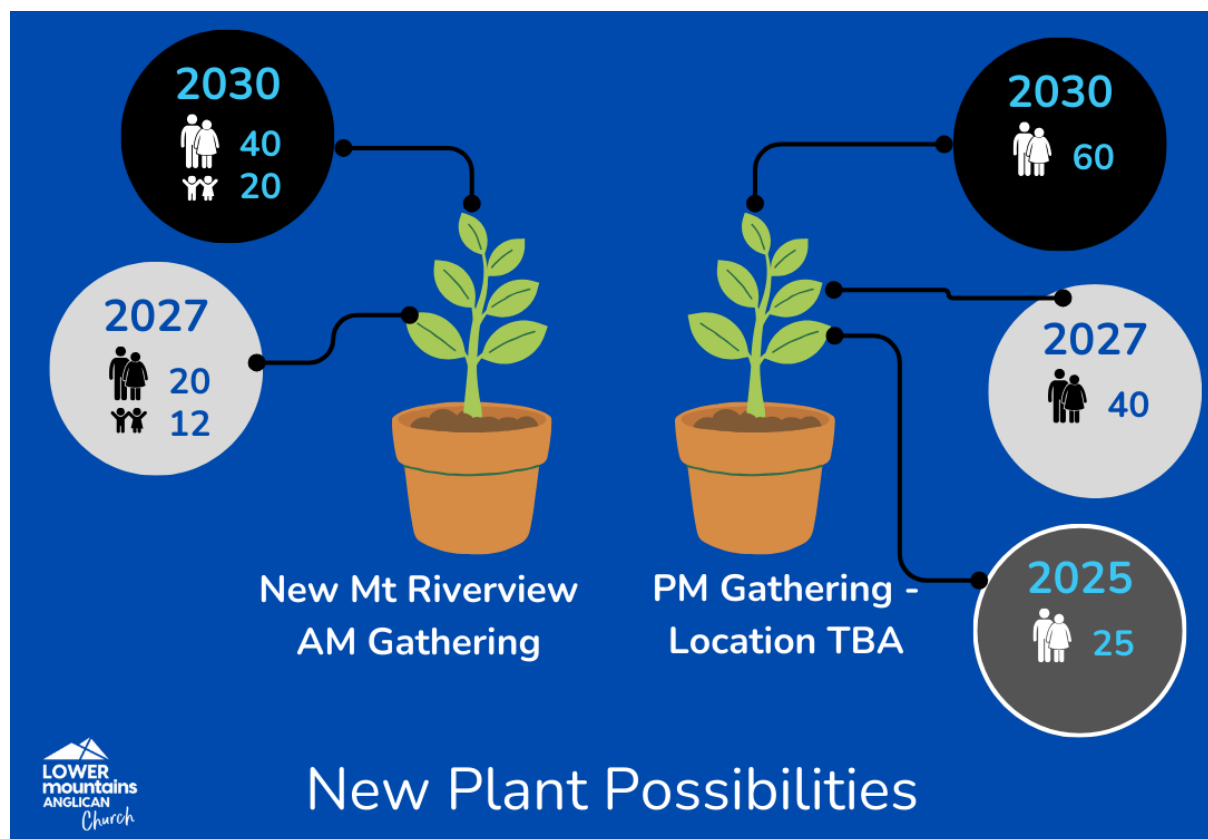
Mt Riv is busting and there is so much that we can do with an expanding space.

How do we keep growing?

Ministry cares for those we already know. Mission reaches those whom we are yet to meet. By God's grace, we need to keep stepping out in faith and trying new things, to reach new people - and a key way to do that is to plant new church gatherings. We saw the growth that came with starting a second Glenbrook morning gathering. Let's pray the same will also happen as we look to start more - in Mt Riv? in Warrimoo? in Lapstone? in Orchard Hills (in partnership with Kingswood/Glenmore Park)? On other days of the week?

New gathering opportunities

Growing through planting



Having more gatherings where we can invite our neighbourhood is key for ongoing growth and we want to increase the number of gatherings which gather to proclaim Christ.

And so, the plan the coming five years, will be to start with a new evening or afternoon gathering next year – and then perhaps another in 2027 and another in 2030.

Time, energy and investment are all needed - and each year, the hope is that each gathering will grow (little bit by little bit).



WAS...

What a wonderful five years!

Back in 2020 we had 4 Sunday gatherings and 343 members (adults and kids).



No Friday Kids, the first edition of a Holiday Club, No kids camp, a smaller but growing number of youth, no youth camp, no young adults ministry, around 27 Growth Groups, no Junior Jivers, no JesusWORKS, two infant baptisms, no confirmations, no ministry trainees.



Yet, what we did have was a bunch of faithful and prayerful church family members who were willing to stand for Jesus, invite people into their homes and to church, and get involved in mission and ministry.



We stand on the shoulders of giants, who for many years have served Jesus in this church – and that means a culture of mission and ministry has been building here for a long time, in some cases generations. Praise God.

....NOW

In 2024 we have 5 Congregations and 542 members.

We have been in a season of growth. God has blessed his church with a Kids Church which has doubled in five years, Friday Kids, a Holiday Club that had 150 kids at it (this year), a kids camp, a much larger number of youth, a youth camp, a young adults ministry, 37 Adult Growth Groups, Junior Jivers, a Playgroup which has grown to an average of 124 every week, JesusWORKS courses being regularly run and folk becoming Christian, baptisms and confirmations, Ministry trainees and along the way financial giving increasing to meet the challenge of that growth.

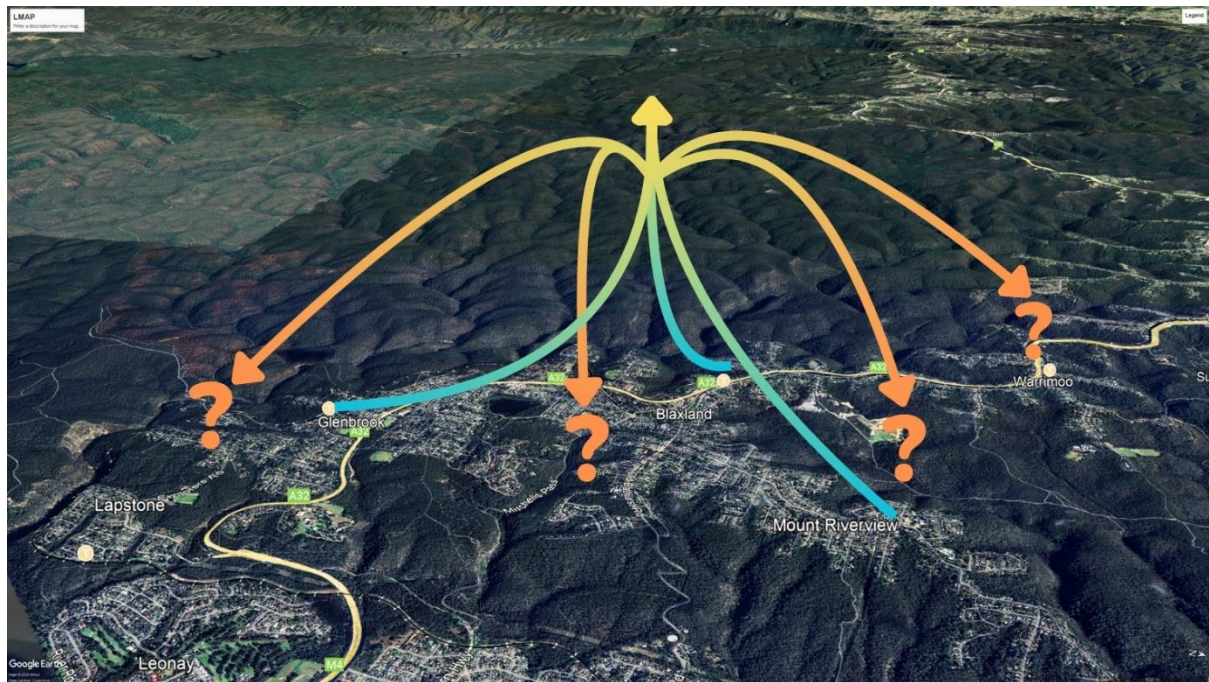


NEXT...?

What should we aim for over the next 5 years

By being prayerfully intentional and setting some goals, it will help us to be servants of the gospel as a church family, led by a Ministry Team, supported by a Parish Council, and on the same page as we depend on God to grow his church in the Lower Mountains.

We are co-workers in God's service – God's field, God's building (1 Cor 3:5-9).





Our "Seek" ministry is concerned about what we do when we engage with those who don't yet know Jesus - our friends, family, neighbours, work colleagues, school or study mates, our kid's friends parents, and more.

"Everyone who calls on the name of the Lord will be saved." (Rom 10:13)

Our efforts here are leading to evangelism – the urgent opportunity to call people into a relationship with Jesus. We should want to continue to build a culture where we are inviting people into a relationship with Jesus.

That might happen in the organised ministries at church, but it is more likely that will start in the conversations and friendships that we build week in and out in what we do.

Some key priorities looking forward are ...



Developing a bolder culture of Evangelism

Urgency and Invitational

We need to continue to develop a bolder culture of invitation and evangelism and look to grow what we do with JesusWORKS, Holiday Club, Friday Kids and Youth – as well as having some events or occasions which we can invite adults (whether that be women only, men only or mixed) to hear about Jesus.

Let also celebrate when we hear people engaging with Jesus, and getting baptised or confirmed – let's celebrate the stories where hear of God working in people's lives.



Holiday Club

Growing to 400 across multiple sites

Holiday Club has shown us how we can reach a good number of new families who are not yet connected to our church and don't yet know Jesus. It has also proven to be something that our community wants to participate in while being a great way for people to serve who cannot serve at other times of the year. Our aim is to see this ministry grow substantially, spread across our locations, and see it feed into other ministries like Friday Kid's, Kid's Church, and LMAP Youth.



Playgroup/Junior Jivers

Add another Playgroup

Playgroup is easily our biggest midweek connection to our community, especially young families. Our Glenbrook Playgroup regularly sees over 120 people attend each Tuesday morning. It is a place where many people engage with us for the first time and experience and environment of love, care, and very good coffee!

Junior Jivers meets at Blaxland and is reaching folk from the surrounding streets each Friday morning.

We can see the possibility of setting up another local Playgroup either at Glenbrook or Mt Riverview to reach an area with many

young families and then invite them to meet Jesus.

The SEEK Ministries at LMAP include:

with Needs > Opportunities (as we look toward 2030)?

Mission/Ministry	Need	Opportunity
Playgroup		Better invitation and connection from Playgroup to Gatherings + Add more Playgroups (MR?/GB?)
Junior Jivers		Better invitation and connection from Junior Jivers to Gatherings
Holiday Club		Grow to 400 kids across multiple sites
Friday Kids		Move to 2 x K-6 groups (at GB and MR)
Friday Youth		Grow to 100 youth p.w.
SRE	More SRE teachers.	More SRE classes at Blaxland High + link with Lunchtime Groups
Let's Go! (JesusCLUB)		More Leaders. Opp: Add another Let's Go! Group (at BL/MR?)
Women's Event Team		
JesusWORKS		
Christmas and Easter		
Letterboxing		
Other new Opp		New Residents Team; Gain a mission foothold into RAAF Glenbrook



Our "Connect" Ministries are concerned about what we do to embrace those who have come to know Jesus and perhaps want to know more about those in his church family here at LMAP.

'...continue in your faith, established and firm, and do not move from the hope held out in the gospel.' (Col 1:23)

Key is that we see and understand the importance of being committed to our church family and that we are hospitable to those who join us.

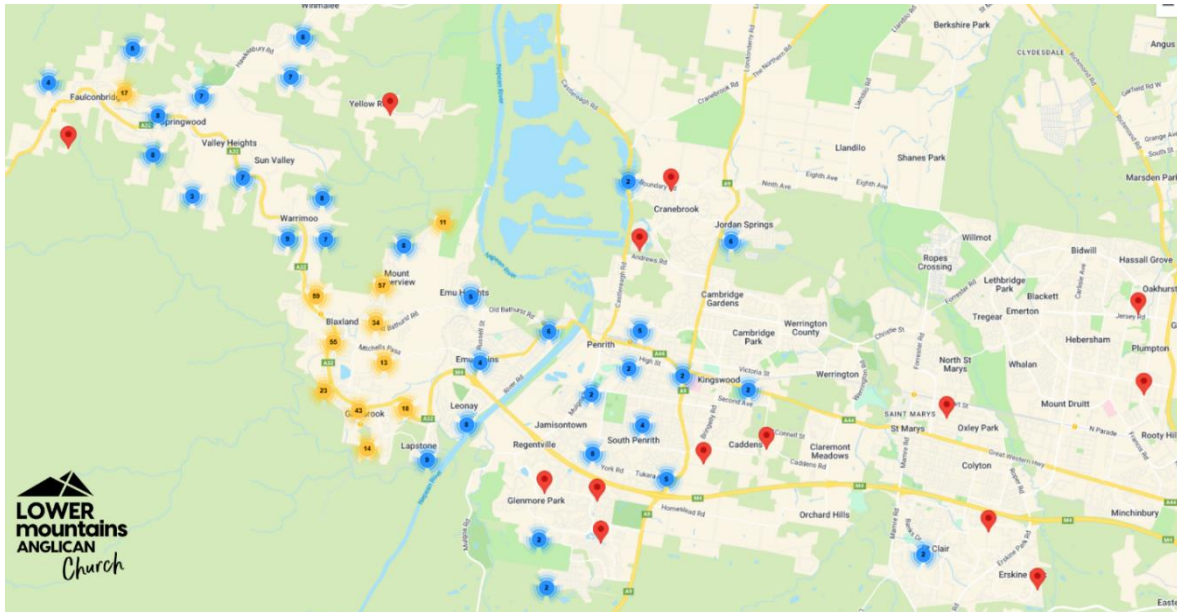
Some key priorities looking forward are ...



A Culture of Connecting

Committed & Hospitable

We need to develop the culture of many members welcoming newcomers into our church. This of course happens at church but also in our streets and homes. We need to develop a culture of hospitality that shares our lives with others as we share in Jesus.



A Local Church for the Local Community

Our Glenbrook, Blaxland, and Mt Riv congregation members come from the surrounding neighbourhoods and further afield. We should be a church who is a blessing to the communities in which we live - and shine a light for the gospel.

See the map to the left - we have folk from many locations in our church family. It means that our fellowship is built on a commitment to one another and the relationships we build in Christ. This does not just happen - it requires intentional effort and commitment with each other, to our gatherings, in our ministries - always with the newcomer in mind.



Developing a Partnership Course

One of our goals in this space is to develop a Partnership Course that helps those who have committed to joining us to get to know our church, what we do, how we try to do it, and how they can become part of what happens here. Call it 'DiscipleWORKS' or 'Onboard' (watch this space!)

This could be done as a stand-alone course, or it could be run by Growth Groups working together to host the courses.

The CONNECT Ministries at LMAP include:

with Needs > Opportunities (as we look toward 2030)?

Mission/Ministry	Needs	Opportunities
Anything we do with Food (e.g. Morning Tea, 5th Sunday Bfast, GB6pm Dinner)		
Welcome Arvo Tea		Increase regularity and take up
Connect Lunches		Increase regularity and involve Growth Groups
Newcomer Follow-up	Members to take a more active role. Opp: Develop a clearer People flow follow-up pathway.	
Baptisms and Confirmations		
Lift Lunches		
Let's Go! (JesusCLUB)	More Leaders	
LMAP Soccer		
Blaxland Craft Group & Glenbrook Craft Group		
Men's Breakfasts		Start some specific Men's Events each year
Retiree's Group (from Mt Riv)		
Compagnie		
Pastoral Visiting		
Working Bees	Develop an 'Adopt a part of GB' process for ongoing Maintenance	
Youth Prayer Network		
Internal Communications	To review, streamline, and effect our communication pathways for members	
Big Day Together		Repeat this each year

Grow Ministries

What do we want to aim for regarding our GROW Ministries (by 2030)?

Our GROW Ministries are what we do to edify and disciple one another so that we might grow in love and knowledge as we live out our faith in Jesus.

'And this is my prayer: that your love may abound more and more in knowledge and depth of insight, so that you may be able to discern what is best and may be pure and blameless for the day of Christ' (Phil 1:9-10)

Key is that we know the importance of being prayerfully dependent on God in all things and that we respond by serving him in many and various ways. There are no passengers in a growing church family.

Some key priorities looking forward are ...



Family Discipleship

Dependent & Serving

Family units are one of the most effective places for mission and ministry to be taught, caught, modelled, and mastered. We need to put our minds towards helping family units to disciple and minister together, not always dividing them by age, but encouraging families to serve together.

We have seen this happen with annual events like Holiday Club and Christmas Lights. Families who serve together, grow together.

How can we make this happen regularly?



Growth Groups

Edify and Multiply

We already have a reasonably good culture of Growth Group membership with groups meeting each week in various locations and times - for adults, youth and kids. We know it is in our smaller group settings where the most Bible discussion, prayer and pastoral care can be given, unless the group becomes too large. Our new reality is we need far more groups than we currently have - both to care for our current members and to have groups to add new members. To accommodate our projected growth across the parish, we need to double our present number of Growth Groups. This of course will

require more leaders. And for this to happen we need groups willing divide and multiply.

Whilst this can be hard as it changes relationships, it does mean that we carry forward a gospel-minded culture, which has been such an important and good part of our existing Growth Groups, into new Growth Groups. These are good growing pains, which cause us to look back with thankfulness.

Is this a discussion you need to have within your Growth Group?



Single, Married, Family & Single-Again

If families are, as mentioned above, a key missional and ministry unit, then we need to work hard at strengthening our family units to help each person grow and thrive in Christ. We know that singles, couples, families, single again - can all look very different, yet all come together as the LMAP Church Family.

This may include running some training events in these spaces - Single-Minded Conferences, MarriageWORKS, ParentWORKS and more. But to do this well, we need a few people to champion this effort and take a key role in making such training events happen.

Could this be you? Could it be you and a friend or two? Could it be your Growth Group?

The GROW Ministries at LMAP include:

with Needs > Opportunities (as we look toward 2030)?

Mission/Ministry	Needs	Opportunities
Personal Devotions and Disciplines of members	To encourage more personal ownership in faith and spiritual discipline (e.g. more regular daily devotions, habit of bringing Bible to church, listening/reading Christian literature)	
Growth Groups (incl. Connect Women)	Double the number of Growth Group leaders	Increase to 70% of member in Growth Group p.w.
Young Adults Hub + YA Retreat		
Let's Go! (JesusCLUB)	More Leaders	
Friday Youth + Youth Camp		Grow youth to 100 people p.w. regularly attending
Crossfire		Start Crossfire and both GB9am and MR.
Sunday Kids		Increase the number of Sunday Kids rooms to grow Kids Ministry (GB)+ Grow Kids Church (MR) + Start Kids Church in some form at BL.
Square One Camp		
Creche		Begin Creche both GB9am & GB 10.30am + MR9am
Marriage Preparation + Weddings		
Sunday Teams	Help Sunday Team be more about serving together than covering jobs	
Discipleship Café		
First Thursday Fellowship		
LMAP Women's Retreat		
Single-Minded Conference		
MarriageWORKS	To run a least one MarriageWORKS course each year	
ParentWORKS	Need: to run a least one ParentsWORKS course each year	

Mission/Ministry	Needs	Opportunities
Church Central Online		
Live-Streaming GB10.30am	To reassess our approach to live-streaming as a way to help members grow in faith	
		Start/Promote some kind of 'Resist' or 'Freedom Fight' group to support men and women dealing with pornography addiction
		Expand a culture of 1 to 1/Triplets Discipleship and cross-generational discipleship
		Hold Q & A sessions or 'Go Deeper' Seminars on issues with 'experts'
		To strengthen preaching feedback loop - for staff, trainees and lay

Send Ministries

What do we want to aim for regarding our SEND Ministries (by 2030)?

Our "SEND" Ministries are all about equipping to multiply others in faith to go out to proclaim Christ to more and more people.

"The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field." (Matt 9:37-38)

Key here is that we are sacrificial and generous in how we choose to use our time, energy, talents and money and that we are intentionally missional.

The activities that we have in this space are often what we do in training – which is fundamental so that we can continue to raise up leaders and shepherds to help us all Seek, Connect and Grow others in faith.

Some key priorities looking forward are ...



Current & Future Leaders

Leaders lead best when they are informed, trained, and supported.

A particular and ongoing need in our church is to support and grow our leaders - those who are serving as the Bible shepherds of our church.

TrainingWORKS – Leaders aims to support and grow the many existing and upcoming Bible-teaching leaders we have at LMAP by providing a setting to inform, pray, share, and train together. This created a space where upcoming teaching, events, and strategies could be communicated and discussed with the leaders in our church family.

TrainingWORKS - Gatherings will start in 2025 providing a space for those involved in our Church Gathering to meet and train - in Gathering Leading, Public Bible Reading and Prayer, Welcoming, Music, AV and more.

We get together on a Saturday four times a year to equip, train and encourage one another so that we can better serve God together.

These days are open to all members of our church family - please come. Dates for the 2025 Leaders days are February 8, March 29, June 28 and August 30.

Emerging Leaders

Leadership Discipling Group (LDG)



As the name suggests this group is to help grow disciples in leadership.

The aim of Leadership Discipling Group (LDG) is to nurture and train young Christian men and women as leaders of the Gospel whilst helping them build a solid personal Christian walk into adulthood.

The a-GAPe Challenge

This is designed for school leavers from churches across Sydney's West - with formal teaching and training happening at LMAP.

The a-GAPe Challenge is not only a gap year—it's a transformative journey bridging the transition from school to an apprenticeship, higher education, full time work, or whatever else life brings.

It is a year dedicated to deepening faith and honing skills in Christian mission and ministry, all within a cohort of likeminded peers, the familiar embrace of a home church, and the multicultural + marginalised context of Western Sydney.

Participants will engage in ministry exercises designed to expand their mission and ministry skills in both familiar settings—such as their local church—and less familiar settings, including two short mission trips during school holidays (one local and one to a rural area).

In addition to their training activities, participants will be encouraged to pursue paid work for two or three days a week. This may include placements at a local school, where they can apply their ministry training in a practical setting.

For more info go to <https://www.a-GAPe.org.au>



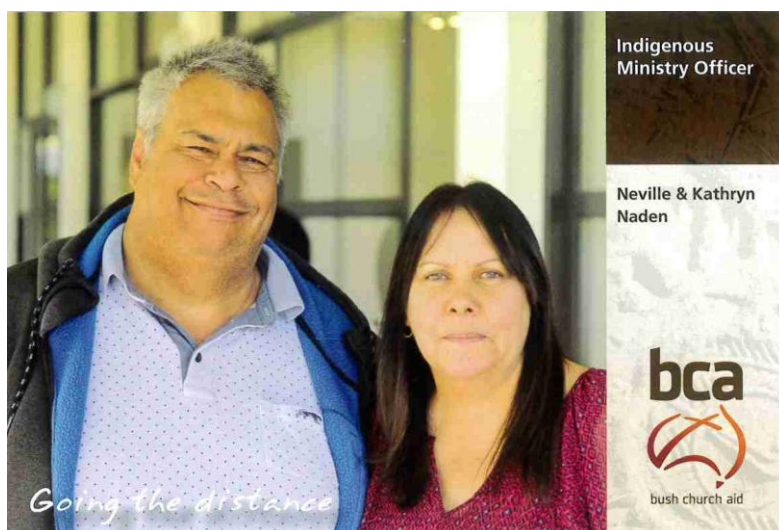


Mission Partnerships

Currently, Lower Mountains Anglican has seven groups that are our official mission partners. Some members also support various other missionaries and mission organisations individually.

Every month, mission is on the agenda as we meet to pray for our missionaries and specifically focus on one of our mission partners.

Bush Church Aid



Neville and Kathryn Naden

Our major national partnership is with BCA, our specific link missionaries are Neville and Kathryn Naden. Neville is the Indigenous Ministry Officer for BCA Australia. He and his wife seek to support those who minister to our First Nations people, many of whom live in

rural and remote communities. They also provide support to BCA's indigenous staff.

CMS (Church Missionary Society)



CMS CHURCH MISSIONARY SOCIETY
NSW & ACT

Pray

DAVID & CATHIE SANDIFER
with Annabelle (2010) and Josiah (2013)
Serving the Lord in
Amsterdam, Netherlands

View their profile:
cms.org.au/sandiferdc

Send them a message:
dcsandifer@cms.org.au

cms.org.au

A circular inset map shows the location of Amsterdam, Netherlands. The banner features a family photo of David, Cathie, Annabelle, and Josiah.

David and Cathie Sandifer

David and Cathie (with Annabelle and Josiah) serve in the Netherlands, with David serving at Tyndale Theological Seminary, helping to provide ministry training and theological education for emerging Christian leaders from across Europe.



CMS CHURCH MISSIONARY SOCIETY
NSW & ACT

Pray

MICHAEL & RANI GRIVAS-ALLISON
Serving the Lord in Belgium

Connect with Michael and Rani:
cms.org.au/grivasallisonmr

[cms.org.org.au](https://cms.org.au)

A circular inset map shows the location of Brussels, Belgium. The banner features a photo of Michael and Rani.

Michael and Rani Grivas-Allison

Michael and Rani serve in Belgium ministering whilst learning the language and culture. They plan to serve in university ministry with the French-speaking local Christian movement, the GBU.



CMS

Pray for the Elyards in Northern Ethiopia

cms.org.au/elyardat

A circular inset map shows the location of Northern Ethiopia. The banner features a photo of Anthony and Trudi Elyard.

Anthony and Trudi Elyard

Anthony and Trudi Elyard are serving in Northern Ethiopia in rural development and the training of Pastors and Key Leaders for Mission and Ministry through a local Bible College.

Our other mission partners are:



Anglicare

Anglicare provides loving care for people in moments of need. They also provide training opportunities for LMAP members.

<https://www.anglicare.org.au/>



Moore College

Moore College trains men and women to be equipped to proclaim Jesus. We send people to Moore, receive graduates, and benefit from the PTC courses they offer.

<https://moore.edu.au/>



Compassion Australia

Compassion Australia exists to release children from poverty in Jesus' name.

<https://www.compassion.com.au/>



Generate SRE

Generate SRE - help provide Special Religious Education (Scripture) in our local schools.

<https://generate.org.au/sre/>



MARS (Mountains Anglican Refugee Support)

MARS seeks to welcome and help refugees to settle well. They currently have two refugees who have arrived this year.

<https://www.marslm.org.au/>

The SEND Ministries at LMAP include:

with Needs > Opportunities (as we look toward 2030)?

Mission/Ministry	Needs	Opportunities
Mission Partnerships	To raise up key contacts at all locations for each of our mission partners. Review our Mission Partnerships (Fruitful/Helpful/Balanced?)	
Missionaries		
BCA Nomads		
TrainingWORKS		
Leadership Discipling Group (LDG)		
Leader Days		
Gatherings	Strengthen how we do what we do in our gatherings	
School of Ministry	Reassess our approach to SOM with emerging generation in mind	
Music/AV	Help support Musos to serve	
Kids Spots	Improve how we do our Kids Spots (GB/MR)	
The a-GAPe Challenge		Start this school leavers program in 2025 with the Western Region
Blaze (Junior Leader Training)		
Mission & Training Conferences		
Leaders in Training (LiT)		
Triple M		
CMS Summer School		
Unreached & Unengaged Summit	Review this approach to raising the need to reach U&U.	
Mission Partner Prayer Nights		Encourage more of our members to be praying missionally
Seek & Send		Encourage more of our members to be praying missionally
Funerals		
		Send a Team to India/Africa to conduct training (bi-annually)



As we look to pastorally care well for those in our church family as well as support the mission agendas of our activities we need to mobilise and add to the Ministry Team in strategic ways. Looking toward 2030, we will need to be very intentional in who and how we add staff in order to keep up with growth.

With continued growth (in the coming years) there is need for...a Minister (Women), a Minister (Church Planting), a Minister (Music) - and a restructure which will both reduce the number of people reporting directly to Ken Noakes and increase our capacity to do both evangelism and training. We are also aware of the Administry load - will we need more admin, finance or visual production support?

Please pray for the current, new and future Ministry Team appointments.

Our current ministry team is...



Ken Noakes

Minister

Ken Noakes loves people and Jesus. He combines these every week as he leads our church, talks about Jesus, and reads the Bible with people. On the side, he writes books that help people get to know Jesus better.



Rachael Connor

Minister (Kids and SRE)

Rachael Connor shares her love of Jesus with our kids and equips our leaders to serve and love others - she can often be found dressed up as a pirate captain, space commander, or Olympic coach!



Dave Swan

Minister (Connect and Grow Ministries)

Dave Swan looks after our families and anything that requires the use of a ladder. He can often be found coming up with awesome ideas to show people who Jesus is, pouring coffee for playgroup, or watching NRL.



Nick Lindeback

Minister (Youth, Young Adults and Connect Ministries)

Nick Lindeback helps our church embrace everyone that walks through the door. He also oversees our young adults ministries and the youth leading team. He wants everyone to have the chance to hear about why Jesus is better than anything this world has to offer.



Paul Hallam

Minister (Seek and Families Mission)

Paul Hallam helps our church to make Jesus known to people in our local community. He loves reading, art and superhero movies. He is married to Carolyn and has four teenage children, who he enjoys embarrassing with his Dad jokes.



Trevor and Linda Oakley

Minister (Seniors and Pastoral Care)

Trevor and Linda Oakley oversee our Pastoral Care and Funerals ministry. When they aren't caring for people in our church they can be found caring for their grandkids (or Trevor can be found on the golf course...)



Neil Atwood

Minister (Mission Partnerships)

Neil Atwood enjoys encouraging support and awareness of our numerous Mission Partners across all the gatherings. In between this and doing some locum work in churches around the western region, Neil also enjoys being 'retired' and having some time for nerding out on all things renewable energy, photography, and hanging out with numerous grandkids.



Nick Rogers

Administry

Running our 'Administry' on Wed-Fri, Nick Rogers is the friendly face that greets you in the office, or the dulcet tones that welcomes your phone call. He has an affinity with technology, and unconfirmed reports suggest he has been able to solve tech problems just by standing near them.



Jerome Gardiner

Administry

Jerome Gardiner is a green sprout that sits at the Administration desk on Tuesdays. Through screaming kids and broken computers, he will see to it that your Administry problems are solved, one way or another. With a love for software and wrangling computer applications, he will ensure all your planning and preparation needs are met with a reassuring smile.



Helen Brown

Administry – Weddings/Baptisms/Special Projects

When not travelling the world, reading books, caring for grand-kids, Helen serves in Administry, helping brides and grooms, and doting parents, to prepare for their special days.

What needs to be said is that we have an army of generous volunteers who serve in generous in numerous and various ways in our church.

And introducing ...

New to our Ministry Team 2025



Gail Oakey

Minister: Kids Spot & a-GAPe Challenge

When not chasing after very active and sporting kids, or tutoring others to excel academically, or changing her hair colour to any shade on the colour palette, Gail oversees our Kids Talk program and coordinates and teaches in the Western Region a-GAPe Challenge program - a mission and ministry Gap year for recent school leavers.



Olivia Bush

Trainee - SMBC

Liv is excited to commence the Master of Divinity program at Sydney Missionary and Bible College (SMBC) in 2025, and thankful for the opportunity to serve as a trainee minister at LMAP. Pray that God would continue to shape Liv to be more like Jesus, for flexibility to adjust to the changes that full time study brings, and for wisdom to form habits around study, church and rest.



Timothy & Susannah Chan

Trainee - MTC

Tim loves Jesus and loves helping people know Jesus. Tim will be seeking to do this as he serves and learns as a student minister at LMAP. He is married to Susannah and has two kids under the age of 4, who he enjoys adventuring with. God-willing, they hope as a family to serve in a parish context, teaching and walking alongside people from all stages and ages.



Jared Bartlett

Administry: a-GAPe Challenge

We have loved watching Jared grow in Mission and Ministry as a YouthWORKS trainee over the last three years. He completes his study at the end of this year.

With the hope that we commence a new Western Region a-GAPe Challenge program, Jared has agreed to join the administry team for a day each week whilst working in schools the rest of the week.

Parish Council



Ken Noakes
Senior Minister



Howard Whitehouse
Treasurer / Glenbrook



John McConville
Mt Riv



Sam Padgett
Glenbrook



Kevin Dodds
Blaxland



Robyn Geeves
Mt Riv



Stephen Tolhurst
Mt Riv



Glen Taylor
Blaxland



Luke Tolhurst
Glenbrook



Neil Guinery
Blaxland



Olivia Bush
Synod Rep



Jeremy Freeman
Synod Rep

Accessibility & Belonging, Child Safe Ministry, Health & Safety, Copyright



Su Lowe
Accessibility & Belonging Officer



Jenny Dooley
GB 9am Contact



Sandra Leach
GB 10:30/Online Contact



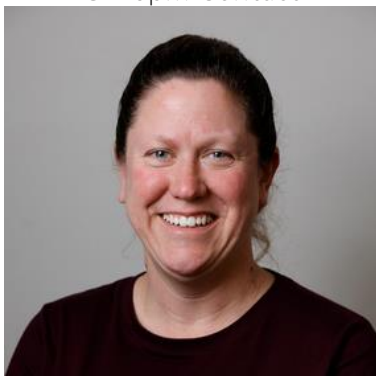
Annelise Schroder
GB 6pm Contact



Ellen Webb
Blaxland



Wendy Allison
Mt Riv



Naree Peeters
Child Safe Ministry



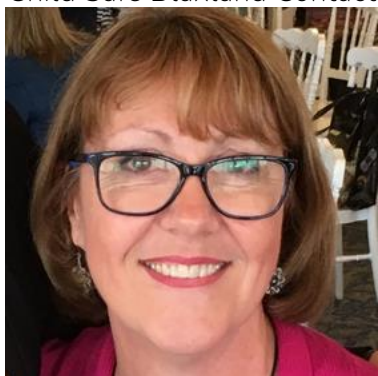
Helen Rivers
Child Safe Blaxland Contact



Karen Rogers
Child Safe Mt Riv Contact



Peter Clarke
Property Health & Safety



Liz Thornton
Copyright

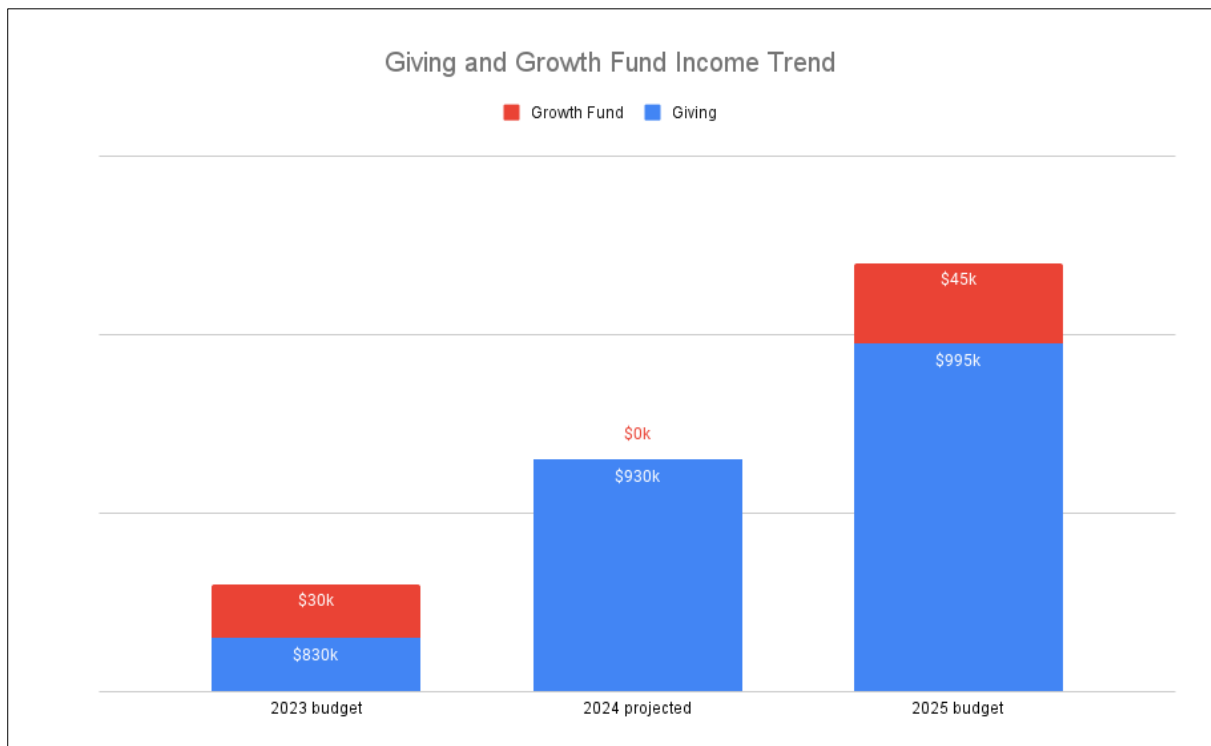


2025 Budget

Our budgeted giving increase for 2025 is a modest rise compared to the much larger rise of 2024. We are thankful to God for those who pledged in 2024 to increase their giving or to start giving. This has helped us move forward with confidence that together we own the vision of more mission and ministry in our parish. We have also been able to offset the budget increase by drawing on our LMAP Growth Fund (see below for more information).

We need to raise our collective weekly giving in 2025 by \$1250p.w. - and we are hoping that in the first instance those members who have not yet started giving would put it on their hearts to start as soon as possible.

For example: if 25 people started giving \$50 a week we would be covered.



Giving generously and sacrificially is a sign of Christian maturity. Each Christian will fall into one of three categories.

1. Those who give generously and sacrificially according to their means. If that is you, we thank God for you and praise him for his work in your life.
2. Those who give but have not put much thought or prayer into how much or how regularly. We get it, life is busy, times change, incomes change. If this is you, may we suggest you take the time to think and pray about what you should give and take action?
3. Those who do not give at all and could. If this is you, then we really hope that might start giving as soon as possible and form the habit of generously giving, no matter how small.

As the apostle Paul said, *"Each of you should give what you have decided in your heart to give, not reluctantly or under compulsion, for God loves a cheerful giver."* (2 Cor 9:7)

Which of these best describes you?

The Quick Q's & A's

Got Q's about giving and budget stuff? - You might find the A's you need below.

Q: What is the increase in giving needed for the next budget?

A: Across the parish, this is about \$65K p.a. (\$1250 per week or \$5400 per month)

Q: What will this mean for an individual giver?

A: Well, we have about 170 giving units. That is, either a single adult, or a married couple, or a family. We call them giving units so we don't count, say, a single income couple as two givers.

\$65k across 170 givers means just over \$380 increase per year, or just over \$30 per month, or about \$7.30 per week.

If those who have not been able to start giving as yet, started we would need:

25 people willing to give \$50 a week, or

50 people willing to give \$25 a week, or

100 people willing to give \$12.50 a week

Every bit helps.

Q: What if I can't give more?

A: If you can't give more, then you are most certainly giving enough!

It's obvious we can't all give the same increase. Some people will be able to give waaaaayyyy more, some none at all, and some may even need to give less because their circumstances change. That's between you and God. And he knows your sums much better than you do, so talk to him about it.

Q: Why are we drawing on the LMAP Growth Fund?

A: The LMAP Growth Fund is like a piggy bank. It seed funds new things to help them get up and running with the hope that in time, those new things will start to attract giving which will mean it sustains itself.

Last year, we knew the budget needed to increase sharply, this year we have reduced that increase by drawing more down from the Growth Fund.

The issue this creates is that in 2026 there will be less in the Growth Fund. So the prayer is that giving will increase across 2025 as growth in the number of our members grows.

Q: What's the forecast beyond 2025?

A: We are expecting some more significant cost increases in the next few years as we grow beyond our staff and building capacities. In addition to that, the LMAP Growth Fund will need to be replenished and won't necessarily be able to absorb budget increases.

Q: Where will future funding come from?

A: As mentioned above, giving sacrificially and generously is part of Christian maturity. While we have had many new people join us over the last couple of years and a good number of people become Christians, it's God who grows his people in faith and maturity in Jesus Christ. The one thing that will make the biggest difference to our giving and bottom line is people growing in their love, knowledge, and dependence on Jesus. Let's give ourselves first and foremost to that task, the rest will follow.

Q: I still have Q's. What can I find more A's?

A: If you would like a more detailed Budget working - that can easily be provided to members. Email our Treasurer: Howard Whitehouse treasurer@lmap.org.au.

Q: How can I start giving electronically?

A: Use the following when setting up electronic transfers.

Account Name: Lower Mountains Anglican Parish

BSB: 032 278

Description: Put something appropriate eg 'Reg Giving' or 'Growth Fund'.

Account Numbers to use:

Blaxland	597 418
Glenbrook AM	597 397
Glenbrook PM	597 434
Mt Riv	597 426
Children's/Youth	603 777
Property Development	597 442
Trainees *	654 080
Growth Fund *	654 080
Mission Send Fund *	654 080

* For these options, you must specify your preferred destination by entering the title in the description when setting up the transfer.

Capital Works

Property Improvements to support Mission & Ministry

There are several property projects that we are hoping to get under way in 2025 and beyond. These projects sit over and above our budget and will require grants (which we are applying for when available) or one-off financial gifts, and potentially some trade or working bee support. Without funding we won't progress.

Some are more manageable (so we are aiming for 2025) and others more audacious and strategic (so towards 2030)



Mt Riv

Phase 2: Church Building – interior wall removed to expand main space, reorientation so that we sit facing the left/north (back boundary), install large screen TV's, relocate curtain behind front area, recarpet, install glass panel and door to new cry room, install wi-fi, repaint (exterior and interior), new signage.

Estimate Cost: \$25K

New BBQ and Landscaping for hospitality

Estimate Cost: \$5K

Phase 3: Design and rebuild of a new Ministry Centre at Mt Riv

Estimate: Unknown

Glenbrook

Landscaping with concreted multi use space (for jumping castle/handball court/basketball ring) and Hidden Fire pit

Estimate Cost: \$15-18K

Outdoor portable BBQ and Serving Station for hospitality and events

Estimate Cost: \$5K

Convert current Office space into ministry spaces (for Kid's church and smaller group use) & with this find or rent new Office Space offsite.

Estimate Cost: Unknown

Blaxland

Playground Equipment - making the church more kid friendly and the site available for the neighbourhood

Quoted Cost: \$100K

Renovate Bathrooms and add Accessibility Bathroom (with baby change facilities)

Quoted Cost: \$95K

If interested in any of these projects, their scope or focus - please speak with the respective Wardens from the relevant location, or email parishcouncil@lmap.org.au.



LMAP Growth Fund

Seeding new ministry initiatives

This is a seed fund for new initiatives which helps us get things underway and softens the cost when we get something started.

Through this Growth Fund, we are paying for the first phase of the Mt Riv development – and we will use about \$45,000 next year to soften the budget increase for the activities that we plan to do.

As we forecast what new staff we might need, this Growth Fund is important – and so for those who can give a one-off gift, then know that this will help us to start what we plan and keep us in line with the growth that we expect. Giving to this fund helps us make bold but wise decisions about ministry.

Details for giving to this fund are found at the bottom of our giving page on the website (LMAP.org.au/give).

Mission Send Fund

(aka. the Jeanette Luckhurst Fund)

We are also thankful to reveal a new fund called the Mission Send Fund which has been established thanks to a generous bequest left to LMAP by a past member named Jeanette Luckhurst. She wanted this money used for Mission coming out of LMAP and so we have established this to seed fund mission endeavours of members who are traveling out from LMAP to proclaim Jesus elsewhere - further into Sydney, NSW, Australia or to the ends of the earth.



Others with similar passions may also like to give to this fund.

Details for giving to this fund or to consider leaving a bequest in your Will are found at the bottom of our giving page (LMAP.org.au/give).

Our parish treasurer is available if you would like advice on writing a bequest into your 'Will'. Please contact Howard Whitehouse at: treasurer@lmap.org.au

There is no wisdom, no insight, no plan
that can succeed against the Lord.

The horse is made ready for the day of battle,
but victory rests with the Lord. (Proverbs 21:30-31)

Jesus is the one we proclaim, admonishing and teaching everyone
with all wisdom, so that we may present everyone
fully mature in Christ. (Col 1:28)



Gathering to Proclaim Christ

Serving in Mission & Ministry

From Valley Heights to Lapstone and beyond

www.LMAP.org.au