



Ministering Community Kwinana

Mission Action Plan 5 Year Plan 2026-2030



To share the love of God with and for all people by word and deed

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Executive Summary

The Anglican Parish of Kwinana has served the local community for just over 70 years. Firstly with a church in Medina Avenue, Medina and as the centre of gravity of the local community gradually moved south and east a new church was established in Chisham Avenue, Parmelia serving the community for 40 years before moving into the newly constructed Peter Carnley Anglican Community School with its Grace Chapel for services.

At the peak the congregation numbered some 90 worshipping Christians, however with the move to the Grace Chapel some parishioners chose to relocate however the Parish has remained strong.

In 2015 the Parish conducted a survey of the parishioners reviewing Strengths, Opportunities, Weaknesses and Threats which resulted in excellent feedback addressing many issues and resulted in the Ministering Community Kwinana action plan (pages 8-15). This plan has recently been updated to Embrace our Past and Embrace our Future culminating with Our Action Plan (page 34).

Our Action Plan

To share to Love of God with and for all people by Word and Deed

With prayer and guidance from the Dear Lord Jesus as a community who love and are called to follow Jesus we seek to share the love of God with all be implementing the follow Mission Action Plan.

1. Having 2 Sunday Communion Services:
 - 9.00 Traditional Service
 - 10.30 Family Service (with a Kids Club)
2. Establish a South Coast Youth group meeting weekly with a meal, music and discussions
3. Establish a South Coast Fellowship group meeting weekly with a meal, music and discussions
4. Rebuild Parishioner numbers
5. Engage a Full Time Rector
6. Engage a Youth Minister
7. Re-establish a Music Group
8. Continue Parish small group meetings such as Bible Study etc
9. Develop a Welcoming Team with Welcome Kits
10. Strengthen Parish financial position
11. Establish an Op Shop with low cost clothes and distribute no cost Food Packs and Vouchers
12. Establish a Du Drop Inne Coffee Lounge
13. Hold fund raising events
14. Carryout Ministry from the Church into the Community
15. Engage in Community Outreach and Events
16. Become active in Social Media
17. Hold Guest Speaker Evenings

Embracing Our Past

Our History

The Anglican Church has a long history of association with the district. In his diaries Bishop Hale notes that the East Rockingham primary school was constructed in 1865 and had one school room and one room for the teacher's quarters.

All Saints Medina was the original parish and formed in 1954 when the Cockburn Sound Parish was divided into Rockingham and Medina (which later becoming the Kwinana Parish). The Parish served the new town.

The first services were held in a house on Medina Avenue, and then in the first church built by parishioners also on Medina Avenue. This church is now the Salvation Army premises.

As the centre of gravity of the local community gradually moved south and east, a new church site was chosen on the corner of Chisham Avenue and Bickner Way, Parmelia in 1983. The new church and rectory was built in 1983 and the Medina property sold to the Salvation Army. After 40 years of worship in August 2023, All Saints Kwinana moved to Grace Chapel at the Peter Carnley Anglican School Wellard and is now known as the Anglican Parish of Kwinana. The Parmelia Church property was sold in October 2024 and is now the Christ Redemption Assembly Universal.



Medina Church 1958



Parmelia Church 1983



Grace Chapel 2023

In the move some of the parishioners chose to relocate however the parish remained strong. The style of ministry has changed over the years as the congregation aged and not refreshed with younger families with children.

Although the parish has an aging population, there are a families with young children attending and it is hoped that the proximity to the Peter Carnley School will result in an increase in children numbers attending with their parents. As a result a Kids Club has been established to cater for these younger members with the anticipated increase in numbers.

Our Leadership

In the early 1950's Rev Stevenson was the Rector. From 1958 onwards, All Saints served its growing community with Rev William Elphick (1958), Rev George Kingston (1959–1963), Rev A. Scott (1963–64), Rev Ronald Langshaw (1964–70), Rev John Bowyer (1970–75), Rev David Prescott (1975–86), Rev Richard Smith (late 1987-1995), Rev Helen-Jane Corr (1996-2001), Rev Keith Wheeler (2002-2012), Rev Linda Flewker-Barker (2013-2018).

For the next period of time the Parish has been served by locums starting with Rev Terry Pickersgill (2019-2020), Rev Allan Forsyth (2020-2021), Rev Joe Sullivan (2021-2022), Rev Peter Brain (2022-2023), Rev Andrew McNeill (2023-2024), Rev Mark Walker, Rev Keith Wheeler, Rev Jacqui Chesley-Ingle (current).

Our Growth

Reflecting the post second world war migrant intake, the majority of the local community had an English heritage many with young families.

During the later part of the 20th century the church described themselves as a loving and caring church family of between 80-90 people with an average age of 65 networking among themselves, helping each other quietly in their daily lives.

In the early part of the 21st century worshipping numbers remained between 60-70 people, although with the move to the Grace Chapel these numbers have reduced with some parishioners choosing to relocate.

The current focus is to rebuild these numbers particularly drawn from the students of the Peter Carnley School and their parents together with an influx of families into the growing areas of Wellard and other newer areas.

As a parish we recognise that with changing community social patterns a new contemporary approach, particularly with the growing numbers of teenagers and young adults is required. The average age of the community is now 33 years.

Our Services

Currently the parish is served by a part time Locum augmented by visiting ordained ministers performing Sunday Communion services all assisted by four Lay Pastoral Ministers.

- **Communion**

Communion services are gatherings where believers come together to partake in the Eucharist, also known as the Lord's Supper. During the service, bread and wine are shared to symbolize the body and blood of Jesus Christ, commemorating His sacrifice for humanity. This ritual fosters spiritual unity, reflection, and thanksgiving. It serves as a reminder of Christ's love and offers an opportunity for believers to renew their faith and strengthen their connection with God. All are welcome to our Parish for weekly Communion services on:

Sundays	9.00am (with hymns)
Wednesdays	9.00am (said service)

- **Baptisms**

Baptism is the beginning of a lifelong journey with God. It is a joyful celebration of new life in Christ, whether for infants, children, or adults. In baptism, we are welcomed into the family of the Church, supported by a loving community who promise to pray and walk alongside you. We invite families and individuals to discuss baptism with our clergy to explore its meaning and preparation.

- **Confirmations**

Confirmation marks a deepening of faith and a conscious commitment to follow Christ. It is a special opportunity for young people and adults to affirm the promises made at baptism, strengthened by the Holy Spirit. Preparation includes prayer, learning, and fellowship as we walk with you on this significant step in faith.

- **Weddings**

Marriage is a gift from God, a sacred covenant where two people commit to a shared life of love and faithfulness. We are privileged to host weddings in our beautiful church, offering a service that is both personal and deeply based in the Anglican tradition. Our clergy will guide you through marriage preparation, ensuring your ceremony reflects your hopes and faith.

Our Outreach

The Anglican Parish Kwinana is committed to serving the wider community through a compassionate and inclusive Outreach Program. Based on Christian values of love, service, and justice, the program aims to meet the spiritual, emotional, and practical needs of our Outreach Program to the following organisations:

- **Aegis Banksia Park**
The Parish provides spiritual support to the residents as well as a monthly Communion Service to those wishing to receive the Sacraments.
- **Anglican Board of Missions**
ABM is the national mission agency for the Anglican Church of Australia. It is the channel through which Australian Anglicans participate in mission, both here and overseas. Through our Anglican church partners both in Australia and overseas, ABM's Church to Church program serves Aboriginal and Torres Strait Islander Anglicans as well as theological education overseas.
- **Anglicare Backpack Appeal**
Anglicare WA runs an annual Backpack Appeal and School Supplies program, providing backpacks filled with essential stationery to children whose families are facing financial difficulties. These backpacks are distributed through Anglicare's various service centres, helping children start the school year with confidence and dignity. The appeal relies on the generosity of schools, churches, and community members to donate and items like pens, pencils, lunchboxes, and drink bottles.
- **Breathing Space**
Communicare Breathing Space Calista is a 6 month residential intensive men's behaviour program specifically designed for men who choose to use violence and abuse in their relationships with partners or family members. The program provides educational group work, informal counselling, individual case management and advocacy. The Parish assists with the supply of toiletries and grooming products.
- **Bush Church Aid**
BCA is about aid to the Church in the Bush. Aid through partnering with the Anglican Dioceses and other Christian organisations to provide biblical gospel ministry focused on the life changing message of Jesus through sending workers to rural, regional, and remote parts of the country to share the gospel with people no matter where they live.
- **Peter Carnley Anglican Community School**
The Anglican Parish Kwinana holds its services in the School's Grace Chapel. We support the School in various ways including providing for their annual Hope and Faith Awards.
- **YouthCare**
YouthCare actively supports the wellbeing of over 600 school communities throughout Western Australia delivering positive impacts and the hope for a brighter future. In excess of 400 Chaplains provide non-judgemental pastoral care, supporting students, staff, families and the wider community.

Our Demographics

The ABS 2021 Census data for the City of Kwinana indicates there was a population 45,867, living in 17,622 dwellings and with an average household size of 2.65 people.

Males	23,482	51.2%
Females	22,379	48.8%
Aboriginal	2,014	4.4%
Australian Citizens	36,365	79.3%
Eligible Voters (18+)	25,839	56.3%
Population of > 15	35,450	77.3%
Employed Population	21,376	93.1%

- **Dwellings**

Total Dwellings	17,622	100.0%
Occupied Privately	16,373	92.2%
Non-private dwellings	1,249	7.8%
- **Age Structure**

Babies & pre-school (0-4)	3,809	8.3%
Primary School (5-11)	4,819	10.5%
Secondary School (12-17)	3,337	7.3%
Tertiary Education (18-24)	4,086	8.9%
Young Workforce (25-34)	7,857	17.1%
Parents (35-49)	10,691	23.3%
Older workers (50-59)	4,969	10.8%
Empty nest/retirees (60-69)	3,407	7.4%
Seniors (70-84)	2,477	5.4%
Elderly (85 and over)	416	0.9%
Total	45,867	100.0%
- **Household Type**

Couples with children	5,697	34.8%
Couples without children	3,430	21.0%
One parent families	2,211	13.5%
Other families	194	1.2%
Group household	533	3.3%
Lone person	3,590	21.9%
Other	589	3.6%
Visitor only households	120	0.7%
Total	16,363	100.0%
- **Median Statistics**

Average Age	33 year
Weekly household income	\$1,679
Weekly rent	\$315
Households renting	27%
Households with mortgage	51%
Weekly mortgage	\$398
Born overseas	35%
Language other than English	21%
University qualification	17%
Trade qualification	25%
- **Religion**

Catholic	7,989	17.4%
Anglican	3,338	7.3%
Christian (other)	2,140	4.7%
Not stated	4,207	9.2%
No Religion	19,941	43.5%
Unanswered	8,343	18.1%
- **Major Suburbs (2024 Figures)**

Wellard	14,126	25.8%
Bertram	6,198	11.3%
Parmelia	6,186	11.3%
Orelia	4,535	8.3%
Wandi	4,324	7.9%
Leda	3,209	5.9%
Medina	2,252	4.1%
Casuarina	1,977	3.6%
Calista	1,907	3.5%
Total	44,714	81.8%
Other	9,958	18.2%

- **Key Statistics (2021 Figures)**

Families with children	7,908	48.3%
Age Brackets		
<11	8,628	18.8%
12-24	7,423	16.2%
24-34	7,857	17.1%
35-49	10,691	23.3%
>50	11,269	24.6%
Worship Groups		
Youth	7,423	16.2%
Families	18,548	40.4%
Elder	11,269	24.6%
Total	37,240	81.2%

- **Parish Survey 2015**

Our Strengths	Our Weaknesses
Excellent facilities Convenient location Permanent place of worship Our people Our priest Strong ministry among the congregation Welcoming Friendly Comfortable seating More modern service presentation Two services per week	No Family Service Standard of welcoming Welcome pack No Family Service Reading the lessons Some unwilling to accept change No presence in the community No community communication Inward looking not outward looking Need to consider Ministry from the Church No fund raising eg Op Shop and Events Finances
Our Opportunities	Our Threats
Men's after church coffee group Outreach events e.g. shopping centres, market days to connect with people Joining in local community events – sponsored events – Kwinana festival Discerning our own talents and using them for God's purposes – sharing ministry – not leaving it to others Prayer chain Social outings Becoming truly welcoming Improving our financial position	Fear of rejection Our finances Falling energy levels Loss of focus Increasing complexities of law and restrictive boundaries

Parish 2015

Key Mission 1 - Proclaim

Creatively listening and telling the Good News of Jesus

A culture of mission and evangelism

- Sharing the Good News
- Understanding the culture of the community around us
 - Public housing, Renters
 - Financial stress
 - Drug-related illness
 - Divisions, sub-cultures –need to be aware of conflicting structures forming
 - Sport
 - Shopping
 - Nevertheless, a sense of community, especially among the older demographic

Training and development in being missional

- Develop a welcoming team, trained to welcome 24/7
- Sharing our faith journey with each other (around the morning tea table)
- Listening to and learning from our older members' journeys
- Learning to use some easy entrée comments to encourage discussion with and enquiry from others

Engaging in mission and evangelism

- Messy church
- Welcome lunch (for new and potential new members of our church community)
- Welcome packs for newly arrived residents
- Improved signage, gardens, parking and building visibility (PCACS art students' inputs)
- School chaplaincy opportunities
- Op shop – how to make it more missional
- Emergency relief activities
- Sunday men's fellowship group
- PCACS families who live in the parish

Key Mission 2 - Worship

Building vital worshipping communities

New models of worshipping communities

- Accept that we are no longer a village church, but a town/city church which has to be shaped by a different set of dynamics
- Newcomers must be galvanised by the quality of our services, our welcoming and our culture
- We must therefore
 - Find more musicians and improve our music (explore the availability of students from PCACS)
 - Keep our intercessions succinct, not long-winded
 - Train our readers to properly communicate the messages contained in the readings
 - Fill our rosters with readers, intercessors and welcomers who inspire
- Develop and maintain a prayer chain focussed on those in need through sickness or other difficulty

Recruitment and training for mission and ministry

- Appoint leaders/coordinators for each of our ministries
 - Welcoming
 - Pastoral care
 - Worship
 - LAs
 - Music
 - Overhead projector
 - Pew sheets
 - Sanctuary preparation
 - Welcome pack team
 - Maintenance, cleaning and grounds
- Parish Council to undertake a regular prayerful review of the parish list to discern potential new leaders/understudies for the various parish ministries
- Encourage vocations to the ordained ministry.

Partnerships and networks

- PCACS
- City of Kwinana
 - Kwinana Festival
 - Street verge maintenance
- Homelessness initiatives
- Police and other services
- Adjoining parishes/priests

Prayer and study of the scriptures

- Home groups – lack of trained leaders
- How to nurture and involve our older parishioners, particularly those in their 80's+
- Young mums' activities

Key Mission 3 - Serve

Reaching out in loving service

Social justice advocacy

- Emergency relief – food, vouchers, safe haven. Can we again provide this service?
- Refer socially marginalised who seek help to appropriate aid agencies – maintain list of agencies and contact details

Service in the community

- Investigate relocating the op-shop at the Hub to provide
 - quality second-hand goods only
 - a drop-in zone for contacts and counselling, with good tea and coffee (not free but by donation only)
 - possible role for Newstart people
- Op-shop must have a congregation person in charge
- Provide an early learning and preschool service (can MU help?)
- Messy Church – investigate Spirited Kids children's ministry at Byford (part Messy Church, part Godly Play)
- A cheaper alternative to Mainly Music – Tuesday mornings?
- Karaoke evenings
- Develop a detailed marketing strategy to make the community aware of all that we do as a parish and as a Diocese.
-

Anglican schools and agencies

- Continue to develop links with PCACS
 - musicians, band for parish services, events
 - art eg: proposals for imaginative outdoor decorations for the church building and grounds and annual art competition displayed and judged in the church

Chaplaincy

- Continue to support YouthCare
- Develop contact list of all school, hospital, sport and aged care chaplains
- Direct and early links with hospital chaplains – MU to send cards to patients as soon as known
- Consider annual service to celebrate and thank all chaplains for their ministries in our community

Capacity building

- Progress of implementation of this Mission Action Plan to become the first item for consideration at Parish Council meetings
- The Mission Action Plan to be reviewed and updated every 12 months
- Utilise Diocesan and other training opportunities
- Invite guest speakers appropriate to our ministries, to reinforce/expand our opportunities

Environmental responsibility

- Encourage all parishioners to promote and implement recycling and upcycling activities
- Re-use existing resources e.g. crockery instead of throwaway plates and cups
- Become a Fairtrade church – research comparative prices for regularly used products
- Consider solar panels for rectory

Key Mission 4 -The Enablers

Inspirational Leadership

Leadership models and culture

- Our local community's various cultural descriptors (very mixed)
 - Many from a blue-collar background – lower socio-economic grouping
 - Not confident/don't know their own capabilities
 - Many in public housing, many renting
 - In the developing suburbs, many under mortgage stress
 - High unemployment among young people
 - Many not highly educated
- We must be confident in our own culture and how it compares/contrasts with the community we are called to serve
- Our culture must become so attractive that others want to join in – joyful, welcoming, inviting
- Accordingly our leaders must have the ability to encourage and develop our parishioners as they reach out into the community

Leadership development

- Parish Council to undertake a regular prayerful review of the parish list to discern potential new leaders/understudies for the various parish ministries
- Understudies must be properly trained to fill their roles when called upon to do so
- Utilise Diocesan and other training opportunities
- Invite guest speakers appropriate to our ministries, to reinforce/expand our opportunities

Key Mission 5 - Lifegiving Systems and Structures

Management of change

- This Mission Action Plan contemplates some changes to facilitate growth of our parish community. It is important for the leaders to ensure that such changes are properly explained and understood, and that the majority of the people accept them. (Know the story – sell the story.)
- Some may find such changes confronting, taking them out of their comfort zones. Their views must be respected with love and grace but, should they choose to move on, we must acknowledge their service in the parish, and pray for their future journey.
- Too much of our energy is spent in fundraising, and alternative strategies must be developed so that we are focussed instead on our mission.

Structures, roles and decision-making

- Archbishop, Synod and its statutes, Diocesan Council
- Our priest and Parish Council
- LPMs and LAs
- Coordinators
 - Youth and children
 - Pastoral care
 - Mothers' Union
 - Craft group
 - Mission and outreach
 - Op-shop
 - Media, IT, etc
 - Men's group
 - PR
 - Wardens
- Decision-making may be delegated to coordinators, but always reporting back to Parish Council

Resources

- Priest and people – we seek to be a lively people in a lively place
- Church, hall and rectory
 - Reticulation turned off due to leaks
 - Rainwater drainage is unsatisfactory
 - Bitumen driveways breaking up (white gums roots don't help)
 - No paved parking area
 - Lack of money to do anything about it
- Extra land
- The Diocese
- The community
- Baby grand piano does not belong to the parish, occupies some of the sanctuary, and must be removed before the Worship Band can be accommodated

Key Mission 6 - Community Building Program

Throughout this Mission Action Plan is a significant number of proposed new initiatives to build our Church community and to better engage with the people around us.

Introduction

This document suggests steps we can take to increase our Parish Community.

What we know about ourselves

Our Vision

To be a growing centre of Christian influence in the Kwinana region, actively connecting with and serving all people in our community through prayer, action and the power of the Holy Spirit.

Our Mission

To share the love of God with and for all people by word and deed.

Our Values

We are shaped by the traditions and doctrine of the Anglican Communion, Trinitarian in our beliefs, and alive and responsive to the needs of the community of which we are a part.

Our Culture

At present we describe ourselves as a loving and caring church family of between 80-90 people. Average age is 65+, and drawn from a medium to lower socio-economic grouping. We network among ourselves, helping each other quietly in our daily lives. Some of our members are rather isolated by lack of transport. We are unwilling to move beyond our comfort zone, and prefer others to take the lead.

We could also describe ourselves as

- Comfortable with where we are in our church lives
- Settled
- Cautious
- Uncomfortable with change – averse to change
- Welcoming (but not 24/7 welcoming)
- Compliant
- Inward focussed.

However we recognise that, for the parish to recover its vitality, new methods of ministry need to be considered.

Who in the community do we seek to serve?

All families – people who can potentially become more involved in the Church and who will love getting their kids involved in activities and programs. There are three distinct groups we should be targeting.

The following figures are based on the 2011 Census.

- Families with children – 1,053
- Families without children - 890
- Single parent families – 518
- Other single persons of any age – 886

The elderly, specifically

- In retirement villages
- Those at home on their own
- Those in care accommodation

Those in need

- The homeless, the hungry, the sick, the dying, the unwanted

Schools

- Both staff and students

Community services

- Council, police, FESA and its volunteers, hospitals and staff

What do they want/need?

- To belong
- To feel welcome
- To feel secure
- To be entertained
- To be refreshed
- To have support when needed – someone to turn to for themselves and their families

Who/what are filling these wants/needs now?

- Sport
- Music
- Scouts and Guides
- Police & Citizens
- Counselling services
- Government agencies
- Playgroups
- After school care
- Other denominations

How as the Anglican Church can we fill these wants/needs?

All-inclusive community building programs (St Paul's, Auckland example)

- Clusters
- Children
- Youth
- Community
- Giving
- Helping
- Joining

Set our Key Performance Indicators

The numbers below are people with whom we want to connect in our community. We will measure this by having them on our database. We know over time that this will result in growth in the parish community.

- 1 year goal – 250 people
- 3 year goal – 500 people
- 5 year goal – 1.000 people

Note: This is not people in church on Sundays. It is the valid and valuable connections with people who live in our Kwinana district community who recognise us for who we are and what we have to offer.

How do we let people know? The seven steps to our community building program.

Know – we need to make ourselves visible

- Great grounds – well maintained
- Great signage with website and Facebook
- Banners for specific events – high visibility
- PR on activities like Christmas Carols, community giving etc
- Poster ads at community nursing, libraries, nursing homes, schools newsletters and any Public notice board
- Church bell
- Facebook advertising (perhaps in the future)
- Signs in shopping centre

Like – we need to make ourselves welcoming

- Great website – easy to connect – user friendly
- Foyer of church
- The church itself – furniture, comfort, kids toys
- Good music - music is likeable – songs that people can sing and feel uplifted

- Good sound system
- PowerPoint presentation – words up on screen and include relevant video clips – beautiful music – inspirational (Create an ‘out of the box’ music experience – video clips)
- Times that will work for people – need flexibility
- Fun and joy in the service
- Morning tea – nice mugs and milk jugs, sugar, tea, coffee, clean tea towels
- Play equipment – fenced

Trust – everything must be top quality/presentation

- Quality of brochures and information – downloadable from website

Try – opportunities to connect without commitment

- Free seminar on successful single parenting; successful parenting of young children and teens
- Mainly Music
- Financial management – Anglicare consultants
- Free counselling
- Aim always to get people on our database to keep in touch
- Sunday school
- Op shop

Join – what encourages the newcomer to stay

- What a church can mean in your life?
- Welcome kit – key contacts, key people, things to do, how you can be involved, email, Facebook
- Buddy system
- Morning tea after every service
- Invitation to an event

Repeat – enhancing the connections

- Monthly email newsletter
- Events
- Facebook communications
- Priest ring new worshipper after next 4 days to say hi – ring or email
- Feedback form after one month
- Offers of support if needed
- Free counselling
- Prayer chain
- Food giving

Refer – being invitational to the unconnected

- Invite a friend events – Kids picnic/BBQ, fundraiser, speakers, international dinner, wine and cheese nights
- Fetes
- One special unique event for each parish
- Christmas Carols
- Kids art events – Christmas and Easter decorations

Embracing Our Future

The Lord's Great Commandment and Great Commission

The **Great Commandment** sets out the **heart** of Christian faith — love for God and neighbour. The **Great Commission** sets out the **mission** — to share that love through word and action.

Together These Define our Purpose and are encapsulated in our Mission Statement

“To share the Love of God with and for all people by word and deed”

The Great Commandment

(Matthew 22:37–40)

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind’. This is the first and great commandment. And the second is like it: ‘You shall love your neighbour as yourself.’ On these two commandments hang all the Law and the Prophets.”

This reminds us that the Christian life is centred on love — wholehearted love for God and self-giving love for others. It calls us to worship God with devotion and to show compassion, forgiveness, and kindness in every relationship. In these two simple yet profound instructions, Jesus sums up the heart of faith and daily discipleship.

The Great Commission

(Matthew 28:18–20)

“All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”

This is Jesus' call to His followers to share the Good News with the world. It sends the Church out to proclaim the Gospel, baptise new believers, and nurture them in Christian faith and practice. This command assures us of Christ's abiding presence as we serve, teach, and witness in His name.

Our Vision

The Anglican Parish Kwinana seeks to live out Christ's love in the heart of our community. This Vision gives a clear direction for the Parish's future—aligning spiritual growth, community service, and mission outreach with the values of faith, inclusion, and compassion.

Vision Statement

“To be a Christ-centred community that welcomes, serves, and grows together in faith, hope, and love.”

Mission

“To share the love of God with and for all people by word and deed.”

Core Values

- Faithfulness: Grounded in Scripture and prayer
- Community: Building relationships of trust and care
- Service: Responding to local needs with compassion
- Inclusion: Welcoming all people without exception
- Stewardship: Using God's resources wisely and sustainably

Strategic Objectives

Worship and Spiritual Growth

- Strengthen Sunday and weekday worship services
- Encourage Bible study, prayer groups, and small group discipleship
- Support lay leadership development and ministry training
- Develop a Welcoming Team

Community Engagement

- Deepen partnerships with local schools, community groups, and charities
- Offer inclusive programs such as Kids Club, South Coast Youth, and South Coast Fellowship
- Develop events that connect faith with everyday life in Kwinana

Pastoral Care and Fellowship

- Establish structured care teams for visiting and supporting members
- Create intergenerational fellowship activities to strengthen unity
- Celebrate milestones and spiritual growth through Parish events

Mission and Outreach

- Promote social justice and environmental care in the local context
- Encourage members to be active witnesses of the Gospel
- Explore new forms of community outreach and evangelism

Governance and Sustainability

- Maintain transparent, accountable governance structures
- Strengthen financial stability through stewardship education
- Ensure buildings and assets are safe, accessible, and mission-focused

Ministry

- Our Dear Lord's Commission was to “*Go into the world and preach the good news to all creation*”
- This requires a change from an inwardly view to an outwardly looking view to do Ministry *from* the Church not *just in* the Church and going out into the community

Implementation and Review

The Parish Council oversees the implementation, setting annual priorities and measurable goals. An annual review ensures progress toward the Vision and allows for reflection and realignment as needed.

Conclusion

Through faith in God and collaboration among parishioners, Anglican Parish Kwinana will continue to grow as a beacon of hope and light in our community—serving faithfully and loving generously in Christ’s name.

Parish Governing Body

The Parish Council provides leadership, accountability, and oversight to ensure the Church fulfils its mission with integrity, transparency, and sustainability.

Key Responsibilities

Mission Alignment

- Ensure all activities and programs reflect the Parish’s vision, values, and objectives
- Set strategic direction and long-term priorities
- Safeguard the Parish’s identity and purpose

Financial Stewardship & Compliance

- Approve budgets and monitor financial performance
- Ensures the Parish has adequate funds to meet its obligations and expenses
- Ensure resources are used effectively and ethically
- Comply with relevant laws, regulations, and reporting standards
- Maintain transparency to build trust with parishioners and the community

Risk Management & Accountability

- Identify and mitigate financial, legal, reputational, and operational risks
- Establish systems for oversight and accountability
- Hold accountable those responsible for performance and outcomes

Leadership & Capacity Building

- Recruit and support the Parish Priest in Charge and any other ministers as required
- Develop the Council’s skills, knowledge, and effectiveness
- Model ethical, responsible, and values-based leadership

Parishioner Engagement & Advocacy

- Represent the Parish to the congregation and community
- Promote collaboration and partnerships that strengthen impact
- Enhance reputation through advocacy and public engagement

Commitment

Council members are called to act as **faithful stewards** of the Parish’s mission, people, and resources. Their role is both **strategic and ethical**, ensuring the Parish remains effective, sustainable, and true to its Mission.



Our Safe Church

Making our Church Safe for All

Creating a Safe Church is fundamental to the mission and ministry of the Anglican Diocese of Perth. At its core, this commitment reflects the Gospel imperative to love and protect one another, especially the vulnerable. The Diocese affirms that every person has the right to be safe, respected, and valued within the life of the Church, and takes seriously its responsibility to foster a culture of care, accountability, and transparency.

Safe Church practices in the Diocese are guided by national standards set by the Anglican Church of Australia and align with legal and ethical requirements under Western Australian law. These include comprehensive screening, training, and ongoing support for clergy, lay leaders, and volunteers. Through initiatives such as Safe Ministry training, the Diocese ensures that those in leadership understand their obligations, can identify signs of abuse or neglect, and know how to respond appropriately.

Here at the Anglican Parish Kwinana we strongly believe all our parishioners, most importantly our children, are entitled to respect, compassion, a safe environment to worship and learn about our Christian values, attitudes and behaviour.

Importantly, the Safe Church commitment goes beyond compliance. It seeks to cultivate communities where trust, healing, and reconciliation are possible - especially for survivors of abuse. The Diocese provides clear pathways for reporting concerns, supports independent investigation processes, and works to ensure that victim-survivors are heard and supported.

The work of building a Safe Church is ongoing and requires vigilance, humility, and a willingness to listen. It involves regular review of policies and practices, as well as engagement with wider community expectations.

Ultimately, a Safe Church is not just about preventing harm - it is about embodying the love, justice, and compassion of Christ in every interaction. The Anglican Diocese of Perth continues to walk this path with integrity and hope.

Vision

To be a Safe Church where every person is valued, respected, and protected, and where making our church safe for all is embedded in our faith, culture, leadership, and daily practice.

Mission Statement

The Safe Church initiative of the Anglican Parish Kwinana exists to create and maintain a church environment that is physically, emotionally, spiritually, and culturally safe, reflecting Christ's love and care for all people, especially children, young people, and vulnerable persons.

Core Objectives

- Ensure the safety and wellbeing of all people participating in Parish life
- Promote a culture of respect, accountability, and care across the Parish
- Prevent abuse, harm, neglect, and misconduct in all forms
- Support survivors through compassionate, trauma-informed responses
- Ensure all clergy, staff, and volunteers understand their safeguarding responsibilities
- Comply with Anglican Church, diocesan, and legislative safeguarding requirements

Key Strategies

- Foster a Parish culture where safety is everyone’s responsibility
- Maintain clear and accessible safeguarding policies and procedures
- Provide mandatory Safe Church training and regular refreshers
- Implement safe recruitment, screening, and ministry practices
- Respond promptly and sensitively to concerns and disclosures

Governance and Oversight

The Safe Church initiative operates under the authority and oversight of the Anglican Parish Kwinana. Parish Council holds overall responsibility for safeguarding governance. A designated Safe Church Officer or Safeguarding Coordinator acts as a point of contact, supports compliance, and liaises with Diocesan safeguarding bodies.

Expected Outcomes

- church environment where people feel safe, respected, and valued
- Increased confidence to raise concerns and report issues
- Clear understanding of safeguarding responsibilities across the Parish
- Reduced risk of harm through strong prevention practices
- Increased trust from families and the wider community

Review and Evaluation

The Safe Church framework will be reviewed annually or as required by Diocesan updates. Reviews will include policy audits, training compliance checks, and feedback from Parish leadership, with outcomes reported to Parish Council and used for continuous improvement.



Being Together

Expectations of behaviour in our church community

Jesus told us to love one another as he loves us. As Christians we know our life together is strengthened when our behaviour is consistent with our faith.

However, our experience of being together can be difficult, particularly when there are differences. So, it is important to be clear about how we will behave towards each other.

				
Being a community	Relating to each other	Communicating with each other	Acknowledging difference	Responding to conflict
<ul style="list-style-type: none"> ✓ We will value the wellbeing and safety of others, especially children and other vulnerable people. ✓ We will encourage each other to participate in the life of the church. ✓ We will consider the impact of our behaviour on others. 	<ul style="list-style-type: none"> ✓ We will protect the safety of all, especially children and other vulnerable people. ✓ We will treat each other with respect and dignity, irrespective of ability, gender, sexuality, race, age or contribution to the church. ✓ We will act with integrity and honesty in our interactions with each other. 	<ul style="list-style-type: none"> ✓ We will communicate respectfully with others, and not in a way that threatens, belittles or humiliates. ✓ We will speak with integrity and honesty, and refrain from speculation and gossip. 	<ul style="list-style-type: none"> ✓ We will respect those who are different from us and not isolate or ridicule them. ✓ We will listen to and seek to understand the beliefs, opinions and practices of others, even when we do not share their views. 	<ul style="list-style-type: none"> ✓ We will accept responsibility for our part in a conflict. ✓ We will be willing to play our part in resolving a conflict.



ANGLICAN CHURCH OF AUSTRALIA

(Adopted by General Synod 2014, 45/14, revised by Standing Committee in April 2021, SC2021/2/27)



Bible Study Group

Exploring God's Word

Purpose

The Bible Study Group exists to nurture spiritual growth, deepen understanding of God's Word, and strengthen fellowship within the Anglican Parish Kwinana. It seeks to provide a welcoming space where members can explore scripture, share insights, and apply biblical principles to everyday life.

Vision

To build a spiritually mature, prayerful, and biblically grounded community that reflects Christ's love in word and action.

Objectives

- **Spiritual Growth:** Foster personal and group growth in faith through regular study and reflection.
- **Community Building:** Strengthen bonds of friendship and mutual support among parishioners.
- **Practical Application:** Encourage members to live out Christian values in family, workplace, and community life.
- **Inclusion:** Welcome new participants from across the Kwinana community, regardless of prior biblical knowledge.
- **Mission Connection:** Align studies with the Parish's broader mission of service, discipleship, and outreach.

Structure and Format

- **Frequency:** Weekly or fortnightly meetings.
- **Location:** Parish, homes of members, or via online sessions when needed.
- **Format:**
 - Opening prayer and reflection
 - Scripture reading and discussion
 - Group sharing and practical insights
 - Closing prayer and fellowship time
- **Facilitation:** Rotational leadership model or designated facilitator guiding small group discussions.

Study Themes

Each term may focus on a specific theme or book of the Bible. Examples include:

- Gospel reflections (Matthew, Mark, Luke, John)
- Christian living (James, Philippians)
- Exploring prayer and faith in daily life
- Social justice and community service through a biblical lens

Engagement and Outreach

- Promote through Sunday notices, Parish Beacon, and social media.
- Encourage participation from all age groups and ministries.
- Hold occasional combined sessions with other Parish groups (e.g. South Coast Youth or South Coast Fellowship).
- Host open invitation evenings for new attendees.

Evaluation and Development

- Conduct feedback surveys annually to assess member satisfaction and learning outcomes.
- Review curriculum and adjust based on Parish priorities.
- Identify and mentor potential new leaders to sustain group growth.

Alignment with Parish Goals

The Bible Study Group supports the Parish's commitment to faith formation, fellowship, and mission outreach, reinforcing its vision of being a Christ-centred community serving Kwinana with compassion and purpose.



South Coast Youth

Where Faith and Friendship Meet

Vision

To nurture young people in faith, friendship, and service within a safe, welcoming, and Christ-centred environment, empowering them to grow spiritually and contribute positively to Parish and community life. Doing so by embracing the Great Commission, encouraging young people to know Jesus, live His teachings, and share His love through outreach to peers and the wider community.

Mission Statement

The South Coast Youth seeks to engage young people to connect, grow and belong – spiritually and socially through faith-based fellowship, creative activities, and community involvement, helping them explore Christian values, build lasting relationships, and develop confidence in their identity and purpose.

Core Objectives

- **Faith Formation:** Foster a deeper understanding of Christian faith through discussion and prayer.
- **Community Engagement:** Build bridges between the Parish and the Kwinana community.
- **Leadership Development:** Encourage youth leadership through mentoring, volunteering, and peer involvement.
- **Social Connection:** Provide a safe and fun environment for young people to connect, share experiences, and build resilience.
- **Service and Outreach:** Participate in Parish and community service projects that reflect Christian compassion and social responsibility.

Key Strategies

- **Program Design:**
Develop a balanced annual calendar combining faith discussions, social events, service activities, and creative workshops. Friday nights will be based on a meal, music and discussions.
- **Volunteer and Leadership Team:**
Establish a Parish Council Youth Ministry Sub-Committee consisting of young people and with one of their number to be a Parish Councillor member. Recruit adult mentors and young leaders from the Parish community.
- **Partnerships:**
Collaborate with nearby schools, youth networks and community groups. Engage guest speakers.
- **Communication and Promotion:**
Establish a social media presence (Instagram, Facebook etc) and the Parish Beacon Newsletter updates.
- **Evaluation and Feedback:**
Receive regular feedback from youth, leaders and parents. Adjust activities and programs based on participation and response.

Governance and Oversight

The South Coast Youth will operate under the auspices of the Parish Council and report regularly to the Rector or designated Youth Ministry Coordinator. All activities need to comply with the Anglican Diocese's Safe Ministry and Child Protection policies.

Expected Outcomes

- Deepened understanding of Jesus and Christian Living
- Strengthened youth engagement and church attendance.
- Increased leadership participation among young people.
- Improved connection between Parish and community youth.
- A sustainable, volunteer-supported youth ministry framework.

Review

This strategy will be reviewed annually by the Parish Council Youth Ministry Sub-Committee, ensuring goals remain relevant and aligned with Parish mission priorities.

Youth Contact Policy

At South Coast Youth the safety and protection of young people is of the highest priority, and we have a zero tolerance policy for any actual or suspected misconduct of anyone involved in South Coast Youth Leadership.

Purpose of Leader- contact

The relationships members will have with their South Coast Youth Leaders is often a treasured relationship with a mentor and role-model status. To develop and deepen these relationships, contact outside of South Coast Youth meetings (in person, or via text, email, phone calls, social media, etc) is often greatly beneficial, and much appreciated.

Policy

The policy for contact between Leaders and members is as follows:

For in-person contact:

- Leaders may not meet with a member in-person without the prior consent from their parent or guardian for such a meeting;
- Leaders may never be alone with a member, unless in an open public place with other people present (eg: a café etc).




For all other contact (eg: text, email, phone call, social media):

- Leaders may not initiate or continue contact with a member without the prior consent from their parent or guardian;
- Leaders must retain a record of all communication;
- As far as practicable, Leaders must keep the member's parent or guardian aware that contact is being made, and the general content of such contact, and if possible, the parent or guardian should be included in correspondence;
- Leaders should seek to follow the 'home phone rule of thumb', where no contact is made (or responded to) at a time when you would not call their home phone line or mobile phone (ie: approximately 9pm-8am).

The Anglican Parish Kwinana and South Coast Youth policy relating to Leaders is they must

- Have a valid Working with Children's Card
- Have a valid National Police Clearance Check
- Have completed a Diocesan Safe Church Training Course Level 2
- Have completed a Diocesan Volunteer registration Form 2 with reference checks

South Coast Youth Contact Policy – Outline

	South Coast Youth – 7-12 years
In- Person contact: (Friendships)	! Only in group contexts
In- Person contact: (Mentoring)	! Only in public spaces(eg: Grace Chapel, a café etc) with other people present. This must be approved by parent or guardian
Phone or video calls	! Only in relation to a South Coast Youth event
Social Media: (Friend or Follower)	
Social Media: (Public Posting etc)	
1-to-1 Messaging (eg Private Chats, Text Messages etc)	 Limit and steer towards group messaging (eg: Another adult in the conversation, ideally a parent or guardian). A Leader should not initiate a 1-to-1 message
Group Chats (eg: Social Media etc)	✓
Chat with Parent or Guardian included	✓
Untraceable contact or messaging	✗ Leaders not to use any messaging service that deletes previous contact. If contact is initiated by a youth on such a platform a Leader is to respond using a different means (ideally repeating the original contact for context).

Reasonable efforts must be made to store and not delete any form of correspondence.

Key:



Permitted



Not Permitted



Permitted with students of the same gender as the Leader



Permitted with specific restrictions, as outlined above.

Photographic Policy

The Leaders will take every effort to protect the privacy and rights of members who attend South Coast Youth activities or events, including in the taking, retaining and using of any photographic material.

Purpose of Photograph or Video Taking

The taking and using of photos and videos can play an important and positive role in building memories, growing relationships, and sharing experiences. This is perhaps especially true for youth today given the place of social media in their lives and relationships. As such, it is foreseen that photographs or videos may be taken at South Coast Youth activities or events for the following purposes:

- For showing at other South Coast Youth events (eg: a slide show of activities or a year-end video montage etc);
- For posting to official South Coast Youth social media accounts;
- For promotional purposes (eg: brochures etc).

Policy

South Coast Youth Photographic policy is as follows:

- Photographs or videos may only be taken in the course of regular South Coast Youth activities or events, and for the above-listed purposes;
- Where members are identifiable, South Coast Youth will only use photographs or videos of members for whom photographic consent is received from their parent or guardian;
- If at any point a member or their parent or guardian requests that a photograph be removed from a social media platform or deleted from storage on the Parish's server, this will be done immediately;
- Within a reasonable time, any photographs or videos of members are to be transferred to and kept on the Parish's IT server, and deleted from a Leader's photographic device, unless explicit permission has been granted by their parent or guardian for a specific image or video to be retained on such a device.

Image and Media Consent

I, the undersigned, agree to and provide permission for the images, artwork, photographic, video, audio or any other form of electronic recording of me for use by the Anglican Parish Kwinana. If signing as a parent or guardian, I have explained the consent form and sought the consent of the child.

I authorise the use or reproduction of any image or recording referred to above for the purposes of publishing materials related to the activities, programs and services of the Anglican Parish Kwinana without acknowledgement and without being entitled to remuneration or compensation. The images or recordings may appear in print, electronic, or video media, and may be available to a global audience through the internet.

I acknowledge the ownership of any images or recordings will be retained by the Anglican Parish Kwinana.

I acknowledge that:

- I am over the age of 18 years or I am the Parent or Guardian of a person who is under 18 years and have the legal authority to give consent
- I have read the contents of this form and explained them to the child
- I will receive a copy of this form

I understand and agree that if I wish to withdraw this authorisation, it will be my responsibility to inform the Anglican Parish Kwinana which then will take immediate steps to remove them from publication.

Signature of the Child

Signature of Parent or Guardian (if under 18)

Print Name

Print Name



Registration

At South Coast Youth we meet to build solid **Friendships**, have **Fun** and encourage one another in **Faith**.

- Who:** Everyone 7-12 years is welcome
- When:** Weekly during the school term from 6:00-8:30pm.
- Where:** Anglican Parish Kwinana at the Peter Carnley Anglican School Grace Chapel
- Format:** Meal, Music and Discussion

Please share some details so everyone can be kept safe during activities.

Parent or Guardian

This person is the primary contact for information and emergencies.

First Name: _____ Last Name: _____

Mobile: _____ Email: _____

Youth Attending South Coast Youth

First Name: _____ Last Name: _____

Gender: _____

Date of Birth: _____

Any Allergies or food intolerances?:

If so please identify

Emails - Are you happy to receive emails regarding events and parent information? **Yes:** _____

No: _____

Transport - From time to time we seek to have local combined youth events or planned activities. On those occasions we always give full information to parents or guardians prior to the event. Do you give permission for this youth to travel in a car of a fully licensed South Coast Youth Leader on such occasions?

Yes: _____

No: _____

Signed: _____ **Date:** _____

Parent or Guardian



South Coast Fellowship

Where Friendship and Faith Flourish

Vision

To nurture a welcoming Christian fellowship across the South Coast community where friendship and faith flourish, people feel a genuine sense of belonging, and lives are enriched through shared worship, learning, service, and mutual care.

Mission Statement

The South Coast Fellowship exists to bring people together in a relaxed and inclusive environment to grow in Christian faith, build meaningful relationships, and support one another in living out the love and teachings of Jesus Christ within our Parish and wider community.

Core Objectives

- Foster genuine friendships grounded in Christian love and mutual respect
- Encourage spiritual growth through prayer, reflection, discussion, and shared faith experiences
- A welcoming entry point for parishioners, newcomers, and those reconnecting with church life
- A connection between the Anglican Parish Kwinana and the wider South Coast community
- Promote pastoral care, encouragement, and support among members
- Create opportunities for service, outreach, and community engagement

Key Strategies

- Regular fellowship gatherings in welcoming, accessible settings
- Faith formation through prayer, scripture reflection, and discussion
- Strong emphasis on hospitality and inclusion
- Encouraging community invitation and outreach
- Clear communication through Parish channels

Governance and Oversight

The South Coast Fellowship will operate under the oversight of the Anglican Parish Kwinana. A Fellowship Coordinator or small leadership group will plan activities, liaise with Parish leadership, and ensure alignment with Parish policies, including safeguarding and administrative requirements.

Expected Outcomes

- Increased sense of belonging and connection
- Strengthened faith and spiritual wellbeing
- Engagement of people beyond traditional church activities
- Enhanced pastoral care within the Parish
- A sustainable, volunteer-supported fellowship

Review and Evaluation

The Fellowship will be reviewed annually. Participation levels, feedback, and alignment with Parish objectives will inform ongoing development.



Work Health and Safety Summary

Roles and Responsibilities

Perth Diocesan Trustees have a positive duty to ensure the health and safety of parishioners and visitors in Diocesan property;

- provide and maintain an environment that is without risks to health and safety;
- provide and maintain safe plant, structures and systems;
- provide information, training, instruction and supervision;
- provide personal protective equipment, when appropriate;
- consult about WHS matters;
- ensure the safe use, handling and storage of plant, and substances; and,
- record and notify WorkSafe WA of any notifiable incidents occurring at the workplace.

Clergy (Rector, Priest-in-Charge or Locum in each parish) are responsible for:

- ensuring that this policy is implemented in their parish;
- ensuring that health and safety is a standing agenda item at every parish council meeting; and,
- consulting with the parish council on measures to promote health and safety in the parish..

Parishioners and Visitors are required to:

- take care of their own health and safety and the health and safety of other persons;
- comply with the WHS requirements and instructions of ADP; and,
- report all WHS related incidents.

Leadership and Commitment

All clergy, lay employees and parish councillors are expected to demonstrate leadership and commitment to the ADP's health and safety objectives, as a minimum:

- understanding the health and safety hazards associated with their work;
- understanding the processes to manage those hazards and how they apply; and,
- complying with the ADP's health and safety processes.

Objectives and Targets

The primary health and safety objectives across the ADP are:

- zero fatalities
- minimal Lost Time Injuries to clergy, lay employees, parishioners and volunteers
- zero injuries to parishioners or visitors;
- Parish life is not adversely affected by health or safety issues; and,
- other business and commercial activities are not adversely affected by health or safety issues.

Emergency Preparedness

Each site must have an emergency response plan relevant to its operations. At a minimum, the emergency response plan must:

- identify the likely emergency scenarios of the site;
- identify the processes to be followed in the event of an emergency;
- identify the training requirements to support effective response; and,
- ensure the emergency response plan is tested with at least one mock emergency exercise a year.

Food Handling Hazards

People involved with handling food must be aware of the general precautions for preventing illness and not work while ill, especially if you have a food-borne illness.

Hand washing is required before and after handling food (including before wearing gloves). Surfaces, utensils and storage containers used in preparing or serving food must be thoroughly cleaned and sanitised before use.

Care should be taken to avoid cross-contamination particularly between raw meat, seafood and dairy products. This means keeping chopping boards and utensils separate.

Good pest control in areas where food is to be stored, prepared or served is essential. To keep pests out ensure all access doors and windows are sealed and shut and dispose of garbage properly in bins.

First Aid

First aid is the immediate treatment or care given to a person suffering from an injury or illness until more advanced care is provided or the person recovers.

Subject to assessing the risks and where reasonably practicable, there should be one nominated First Aid Officer at each event (e.g., church service).

First Aid Officers will endeavour to provide appropriate and adequate first aid treatment in the event of a person suffering injury or illness. The First Aid Officer will assess and administer first aid treatment consistent with their training, comply with standard precautions concerning blood and bodily fluids, and initiate an ambulance call if the condition could be life-threatening.

First Aid Kits must be made available at every site and situated in a suitable, accessible location.

Cupboards containing First Aid Kits, should have appropriate signage. The First Aid Officer should audit the contents of the first aid kit quarterly and replenish the kit as required.

The provision/availability of an AED (Defibrillator) at all sites is encouraged.

Fire and Emergency Response

Each site must:

- develop an emergency plan for fire or other emergencies;
- display an evacuation diagram, showing the exits and the position in relation to the exits, clearly and prominently displayed, where practicable;
- conduct emergency control organisation inspections;
- practice the evacuation procedure at reasonable intervals, where practicable; and
- train persons who would be required to help control or extinguish a fire and provide appropriate protective clothing and equipment to these persons.

The occupancy limits noted on a Certificate of Occupancy/Approval are to be strictly complied with.

Evacuation routes are to be kept obstruction free. Doors along evacuation routes must always be able to be opened from the inside without a key.

Manual Handling

Manual handling is any task that requires a person to push, pull, lift, carry, move, hold or lower any object and typically involves moving chairs, tables or gardening activities. The types of injuries related to manual handling include; repetitive strain injuries, muscle injuries, tendon and ligament injuries, bone injuries and injuries from falling objects.

Manual handling hazards are managed in the ADP through a risk management process to prevent or minimise the risk of injuries caused by manual tasks. Strategies may include:

- utilise mechanical lifting aids, including manual trolleys;
- fix tables and furniture with caster wheels;
- ensure people are physically capable to perform the required tasks (and instructed not to perform tasks beyond their capability);
- ensure thoroughfares are unobstructed with good lighting;
- seek assistance if a two-person lift is required.

Slips, Trips and Falls

Slips, trips and falls (including walking into immovable objects) are one of the major types of accidents and may be due to poor housekeeping practices such as water spilled or debris on the floor, uneven flooring or people with mobility issues. Material placed untidily or using walkways for storage can also be a cause of these types of incidents.

The risk of injury can be reduced by:

- regularly sweep / mop floors to clear up;
- post warning signs around spills and clean up spills immediately;
- install non-slip floor products;

- install adhesive strips and slip-resistant paint to improve slip resistance;
- use floor cleaning products;
- use storage areas for items and be alert to the dangers of leaving goods in walkways, entrances and exits;
- improve the visibility of immovable objects like veranda posts.

Drugs, Alcohol and Smoking

The use of drugs or alcohol may jeopardise the health, safety and wellbeing of others.

The following principles apply:

- People are not permitted affected by alcohol or drugs to be in Diocesan property; and,
- Immediate action in the event where it is believed that a person may be adversely affected by alcohol or drugs,

Smoking and vaping is not permitted on Diocesan property (grounds, buildings or vehicles), except in a designated smoking area.

Working Alone

Working alone should be avoided where possible; but if this is impractical, people must be aware of the potential dangers, which may include the potential for a medical episode or a violent intruder.

Measures to reduce this risk may include locking security doors, fixed and mobile phones, duress alarms and adequate lighting. There are also commercially available smartphone apps designed to support people working alone.

Copy of the full Policy 2 – Work Health and Safety is held in the Vestry Office.

Copy of the full Policy 41 – Risk Management is held in the Vestry Office.

Safety Manual – Quick Reference Guide

General Safety

- Wellbeing of all parishioners and visitors is the top priority.
- Follow Work Health and Safety regulations.
- Report hazards, incidents, or near-misses to the Parish Priest or Wardens
- Ensure all volunteers are familiar with this guide.

Emergency Procedures

- Know all exits and evacuation routes.
- Keep aisles, doors and exits clear.
- Fire extinguishers and first aid kits: visible, accessible and checked regularly.
- Raise the alarm → assist evacuation → gather at assembly point → do not re-enter until cleared.

Building & Facilities

- Lock and secure church after use.
- Switch off electrical appliances and heaters after activities.
- Report damage, faults, or hazards immediately to Parish Priest or Wardens
- Keep pathways, floors and stairs free from clutter.
- Use signage for hazards (wet floors, restricted areas).

Child & Vulnerable Person Safety

- Follow Safe Ministry and child protection policies.
- Never be a one-on-one with a child; keep activities visible.
- WWCC clearances required.
- Report safeguarding concerns to Parish Priest or Safe Ministry Representative.

Health & First Aid

- First aid kits stocked and accessible.
- Record all incidents in the Incident Report Book.
- Maintain good hygiene (hand washing, food safety).

Fire & Electrical

- Do not overload power points or use damaged cords.
- Supervise and extinguish candles immediately after use.
- Keep heaters away from flammables.

Personal Safety

- Avoid heavy lifting alone – ask for help.
- Wear safe footwear.
- Stay alert, especially during evening events.

Parish Events

- Complete risk assessments for large gatherings or off-site activities.
- Ensure adequate supervision for children and youth.
- Have a clear communication plan and emergency contacts ready.

Why People Don't Go to Church – and How We Might Respond

Changing Lifestyles

Modern life is busy. Sundays once reserved for worship are now filled with sport, shopping, and family activities. Many people find it difficult to commit to regular attendance, even if they still consider themselves Christian.

- Parish Response: Offer flexible opportunities for worship and connection – such as shorter, family-friendly services, weekday gatherings, or community events that fit modern schedules.

Relevance and Connection

Some feel church doesn't relate to their everyday life. Sermons, music, and liturgy can seem disconnected from current social issues or personal challenges.

- Parish Response: Speak to real-life concerns, use plain language, and show how faith applies to work, relationships, and wellbeing. Encourage lay involvement and contemporary music where appropriate.

Past Negative Experiences

A number of people have been hurt by judgemental attitudes, conflict, or exclusion within churches. Others feel uncomfortable or unwelcome if they don't "fit the mould."

- Parish Response: Be intentional about creating a warm, accepting culture. Train welcomers and leaders in empathy and inclusion. Model forgiveness, humility, and hospitality.

Shifting Beliefs

Australia is becoming more secular, and many people now identify as "spiritual but not religious." They value meaning and ethics but not necessarily formal religion.

- Parish Response: Engage in open conversation rather than confrontation. Provide safe spaces for exploring faith, doubt, and life's big questions.

Sense of Belonging

People often seek community elsewhere — online, in sports clubs, or hobby groups — finding belonging without belief.

- Parish Response: Emphasize community. Promote small groups, shared meals, and local service projects that build relationships as well as faith.

Conclusion

Declining attendance reflects social change, not a lack of spiritual hunger. The challenge — and opportunity — for the Anglican Parish Kwinana is to meet people where they are, listen with compassion, and make church feel like home again.

Our Action Plan

To share to Love of God with and for all people by Word and Deed

With prayer and guidance from the Dear Lord Jesus as a community who love and are called to follow Jesus we seek to share the love of God with all be implementing the follow Mission Action Plan.

18. Having 2 Sunday Communion Services:
 - 9.00 Traditional Service
 - 10.30 Family Service (with a Kids Club)
19. Establish a South Coast Youth group meeting weekly with a meal, music and discussions
20. Establish a South Coast Fellowship group meeting weekly with a meal, music and discussions
21. Rebuild Parishioner numbers
22. Engage a Full Time Rector
23. Engage a Youth Minister
24. Re-establish a Music Group
25. Continue Parish small group meetings such as Bible Study etc
26. Develop a Welcoming Team with Welcome Kits
27. Strengthen Parish financial position
28. Establish an Op Shop with low cost clothes and distribute no cost Food Packs and Vouchers
29. Establish a Du Drop Inne Coffee Lounge
30. Hold fund raising events
31. Carryout Ministry from the Church into the Community
32. Engage in Community Outreach and Events
33. Become active in Social Media
34. Hold Guest Speaker Evenings

Closing Prayer

Gracious and loving God, we give you thanks for the vision you have placed before us and the work you have begun within the Anglican Parish Kwinana to rebuild our numbers.

We commit the Mission Action Plan to you, guide us by your Holy Spirit in all that we seek to do.

Grant us wisdom in our decisions, courage in our witness, and generosity in our service.

Unite us in faith and purpose, that together we may proclaim the Gospel of Jesus Christ, serve our local community with compassion, and grow as a church where faith, hope, and love flourish.

May our plans be shaped by your will, strengthened by prayer, and brought to fulfilment for the glory of your name.

We ask this through Jesus Christ our Lord, who lives and reigns with you and the Holy Spirit, One God, now and forever.

Amen