Evolve Planning Day – "Taking Evolve to the Next Level"

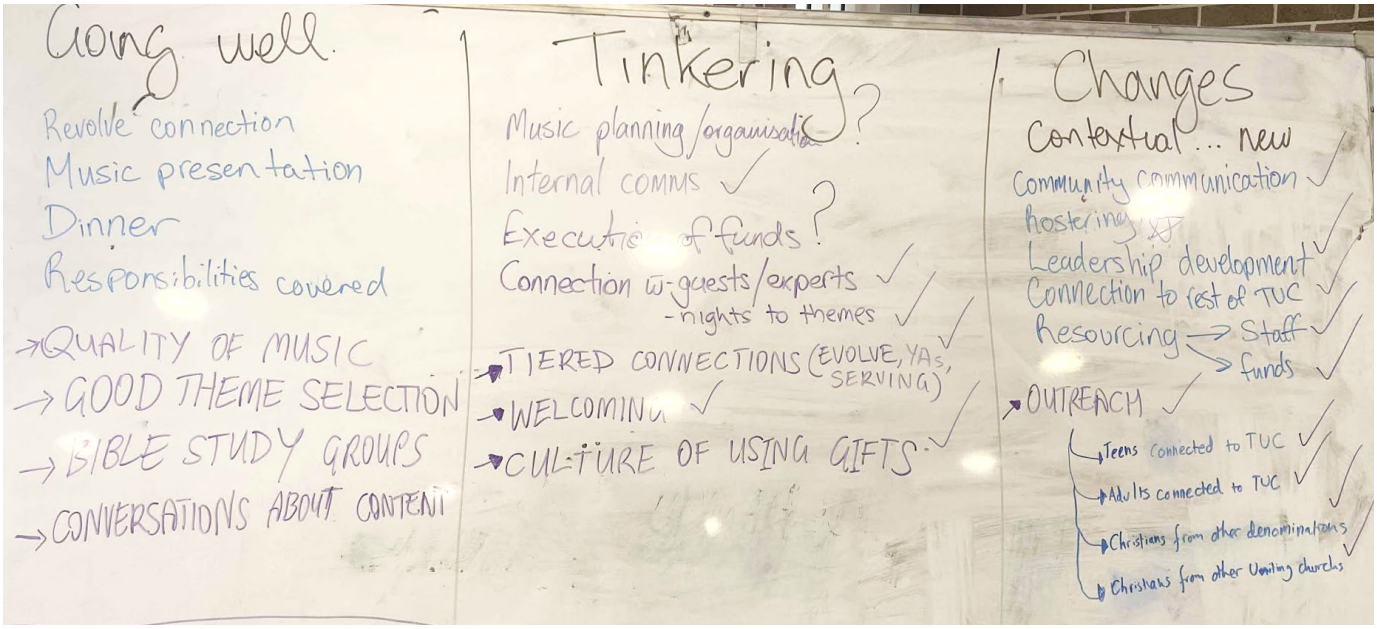
Date: 19 October 2025 Location: Turramurra Uniting Church

We had 10 people attend – eight young adults from EVOLVE as well as Geoff L and Phil S.

Framing the Day – The Renovation Analogy

The session began with a reflection on "renovation" — recognising that healthy communities, like homes, sometimes need refreshing and reimagining. We split up into two groups and reflected on:

- **What is working well:** Areas that are strong and should be preserved.
- **What needs some tinkering:** Elements that are healthy but could be improved or elevated.
- **What needs reimagining:** Parts that no longer fit our current context or could be reshaped for the future.
- **What new elements might need to be added:** Opportunities for fresh ministry, outreach, or leadership growth.



Going Well	Tinkering	Changes?
Revolve connection / Bible Study Groups Music Quality presentation Dinner Responsibilities covered Good theme selection Conversations about content	Music planning / organisation Internal comms Finishing projects / ideas Connection w/ guests / experts → insights to themes Tiered connections (Evolve, YAs, Serving) Welcoming Culture of using gifts	Community communication / hosting Leadership development Connection to rest of TUC Resourcing → staff / funds Outreach ✓ Teens connected to TUC ✓ Adults connected to TUC ✓ Christians from other denominations ✓ other Uniting Churches

TUC Purpose, Values and Goals.

- The team spent some time looking at the PVG document and felt that EVOLVE's direction strongly supports TUC's purposes and values.
- There was good affirmation for the goal on growth and this was embraced for EVOLVE – alongside the other goals.

We then had a long discussion about this mission document, as well as a paper on EVOLVE written by Will G, could speak to us and what areas, projects or tasks we needed to prioritise over the next 6 to 12 months. Susy did take notes of this discussion – which we have woven into a summary on the next page.

Summary:

What's Working Well

- **Community and Connection:** Evolve has developed a strong sense of belonging, warmth, and shared ownership. The regular dinners and informal conversations create a relaxed and relational atmosphere.
- **Music and Worship:** High quality, creative, and well-curated music and themes are connecting with participants and inviting meaningful engagement.
- **Leadership and Involvement:** We have great volunteers, with responsibilities covered and willing contributors across music, 3333hospitality, and AV.
- **Discipleship Momentum:** Growth of Bible study / discussion groups linked to Evolve. Natural curiosity about faith is leading to deeper spiritual engagement.
- **Inclusiveness:** Evolve continues to embody an affirming and inclusive culture, celebrating diversity and providing a safe space for people of all backgrounds.

Areas for Tinkering

- **Music and Program Planning:** Improve coordination, communication, and advance scheduling for musicians and speakers.
- **Internal Communication:** Streamline planning systems and feedback loops between Evolve leaders, tech teams, and the wider TUC staff.
- **Welcoming and Integration:** Strengthen follow-up and intentional pathways for new people joining.
- **Leadership Development:** Create more structured ways for emerging leaders to be mentored and supported.
- **Connection Across TUC:** Build stronger bridges between Evolve and the wider church community — sharing stories, resources, and invitations across age groups.

Areas for Reimagining or Expansion / Future Opportunities

- **Structure and Rhythm:** Consider simplifying the monthly rhythm — possibly two nights per month instead of four — to create variety without burnout. Aim for both teaching-focused and experience-focused gatherings with clear communication.
- **Discipleship Pathways:** Include small groups, mentoring relationships, and faith conversations.
- **Online and Digital Presence:** Develop a clearer, more discoverable digital identity — livestreaming, video storytelling, and social media engagement. Invest in professional digital content and potentially a dedicated Evolve microsite. Tell the Evolve story online in a way that is affirming, creative, and welcoming.
- **Targeted Outreach:** Engage with Young adults and early-career people seeking authentic community; Families looking for flexible, inclusive worship; and those from other denominations or no church connection who are seeking a home.
- **Leadership Representation:** Ensure leadership teams reflect the diversity of the community (age, gender, culture).
- **Intentional Integration.** Create clearer pathways for those who attend Evolve to become more connected with the community and opportunities to serve.
- **Leadership and Resourcing.** Explore the possibility of a dedicated Evolve ministry leader (paid or part-time) to sustain coordination and pastoral care.
- **Collaborative Partnerships:** Explore connections with other Uniting Churches and neighbouring congregations for youth and young adult initiatives.

Next Steps (Oct–May Focus)

1. **Enhance Online Presence** – webpage, record and tell our story, intentional social media
2. **Intentional Integration** – connect newcomers into the EVOLVE (and TUC) community; discipleship groups and opportunities to serve
3. **Review Evening Structures** – streamline planning, teams, and rhythm of gatherings.

Later Priorities (May onwards)

1. **Online Presence (Phase 2):** Develop wider digital engagement and live content.
2. **Integration (Phase 2):** Broaden partnerships with other Uniting and community churches.
3. **Review evening structures (Phase 2)** E.g. resources / ministry team