

“THE NEXT STEPS”

*Approved by AGM
August 2012*



MAIRANGI & CASTOR BAYS PRESBYTERIAN CHURCH STRATEGIC PLAN

AUGUST 2012 TO AUGUST 2016

“Diverse in Faith ,Together in Love”

INTRODUCTION

This is the second revision of a Strategic Plan first devised in 2009. That Plan, which was steered by a sub-committee of Parish Council was informed by a planning day under a professional administrator. From that a Vision Statement, Mission Statement and Ethos and Values Statement were produced. A number of goals were also articulated. These were grouped under six headings, viz

1. **Worship,**
2. **Connecting with the Community,**
3. **Growing the Church,**
4. **Pastoral Care,**
5. **Finance**
- 6 **Property**
- 7 **Relationships with Other Churches and Organisations**

The goals were very much influenced by the issues of the day. At the Presbytery level, a question was raised as to whether there may be too many parishes within its boundaries. At the Parish level, there was concern about our aging and declining population, the level of giving and the future of Castor Bay. The previous year,(2008) the parish resolved to address the first concern by employing a Youth and Family Worker with a view to re-connecting with some of the younger people in the district who had had an association with the Church previously. Additionally, the same year, Parish Council had seen serving the local community as part of its mission and said so at its Planning Day meeting. All of these factors were incorporated into action points under each of the goals. The action points were prioritised via a series of congregational meetings. Those strongly supported by the congregation were listed in **red**, those supported in **blue** and those with limited support were shown in **black**. (We have followed this practice in this revision.)

During 2010, we made good progress on many of the action points and many turned “from things to do to” to “things being done”. Accordingly, in February and March of 2011 Parish Council revisited the plan. They quickly came to the view that the basic structure of the Plan was sound, but the wording of the action points needed to be altered to reflect what actually had been achieved. This first revision of the Strategic Plan was put to a Special Meeting of the Congregation in June 2011 and was approved.

During 2011, we, sadly, came to the view that we could no longer sustain two places of worship and a Special General Meeting of the Congregation resolved that we would move to one place of worship at Mairangi Bay, and that we would proceed with the sale of the Castor Bay property. The Church Property Trustees require an up to date Mission Plan when considering proposals to purchase or sell property and so a revision of the plan is needed this year (2012). To that end, a planning day, again with a professional facilitator was held in April where all aspects of the plan, including its structure and content were considered in depth

Those present quickly came to the view that the structure of the plan was sound and that the Mission Statement, Vision Statement and Ethos and Values Statement needed no changing. Not surprisingly, there were a number of excellent suggestions made that required a significant number of action point changes in part because the passage of time had again seen some action points completed and in part because of opportunities that will arise through the sale of the Castor Bay property. Interestingly, it has been possible to achieve all changes to action points without having to add or remove any goals. It is, however proposed to change one of the group goals headings, viz to replace “Connecting with the Community” with “Our Role in the Community” to better reflect the aims of that goal.

This document is now presented to the Congregation for input and a final draft, informed by those comments will be presented for approval at the Annual General Meeting in August. Meanwhile consideration is being given to the suggestions that came out of our April Planning Day and as these take shape we will be further involving the Congregation and the need for further changes to the plan may arise.

July 2012

VISION STATEMENT

Our vision is for our church to be known throughout the community for its Christian faith and action.

MISSION STATEMENT

Our mission is two fold.:

Firstly it is to meet with others who seek to follow the life and teachings of Jesus Christ and to share Christian values and ways of living based on those.

Secondly it is to develop within the community Christian values and respond to community needs where this is possible.

ETHOS AND VALUES STATEMENT

Who we are:

We are a church endeavouring to create a group like a family, centred on our understanding of Jesus Christ . This family is accepting, open, and welcoming to all who would join it. As followers of Jesus we reach out reflecting the love of God, as we know it through Him, to the surrounding community of the North Shore, and beyond. Our church family aims to nurture, support, educate and give opportunity for all our members to experience the fullness of life in body, mind and spirit.

The elements of the Mairangi and Castor Bays Presbyterian Church culture encompass the following list:

Diversity of Views: Our church accepts and is comfortable with a wide diversity of views (spiritual and secular) among our membership. We value tolerance and see strength in diversity.

God is Love: We are united through Christ Jesus who taught and lived by the simple message that God is love and we believe we should reflect that love in all aspects of life.

Joint Projects: We will give positive consideration to joining with other churches and organisations or events.

Support for the Presbyterian Church: We support the national Presbyterian Church by individuals serving on national committees and councils, by responding to requests for our views and input and by our financial contributions.

Leadership: We have men and women as leaders.

Inclusive Language: We favour inclusive language in all aspects of our worship and church life.

Welcoming: We strive to show interest and commitment to new people.

Worship: A diversity of styles of worship is important to us including participation and leading by members of the congregation.

Valuing Children: We encourage the active involvement of children and families.

Active Involvement: Our church has a history of “do it ourselves” both in practical work around the properties and in the sharing of activities. We have many people who carry out a wide range of services within the church and in the community.

Financial giving to sustain the parish: Our financial requirements are not the top issue for our agendas. Our financial needs have been met in the past and we are confident they will be met in the future.

Looking after others: Within our church there is a culture of caring for each other and of caring for others in our community. It is our intention, reflecting the teaching and life of Jesus, to continue the multi faceted giving of our time and resources to community and charitable organisations and projects.

1. WORSHIP

GOAL: THROUGH TEAM MINISTRY OFFER A VARIETY OF OPPORTUNITIES FOR WORSHIP AND WORSHIP STYLES

This will be achieved by:

- (a) **DIVERSIFYING OUR WORSHIP SO THAT WE CATER FOR THOSE WHO PREFER A TRADITIONAL FORM OF WORSHIP AS WELL AS THOSE WHO PREFER A MORE CONTEMPORARY PARTICIPATIVE STYLE. .**

Action Points:

- (i) **Continue with a monthly ‘All Ages’ participative worship service. This service will be held on the first Sunday of the month.**
- (ii) **Continue to include a percentage of songs/hymns with modern wording in the content of traditional services.**
- (iii) **Endeavour to hold joint services with the Korean congregations at Mairangi and Castor Bays..**
- (iv) Introduce a monthly week night service with contemporary music.

- (b) **USING A VARIETY OF PEOPLE TO DELIVER A RANGE OF WORSHIP OPPORTUNITIES (TEAM MINISTRY) INCLUDING SERVICES FOR SPECIAL OCCASIONS, CHILDREN’S CHURCH AND ALL AGES PARTICIPATIVE SERVICES.**

Action Points:

- (i) **Hold children’s church in conjunction with the 10am service at Mairangi Bay. (Sunday School)**
- (ii) **Lay members and/or visiting speakers to take a participating role in our worship services.**

- (c) **MAKE OUR WORSHIP CENTRE AT MAIRANGI BAY MORE FLEXIBLE IN TERMS OF ITS PHYSICAL LAYOUT**

Action Points:

- (i) **Consider in the context of any building redevelopment, the pros and cons of rearrangements -the options and costs.**

2. OUR ROLE IN THE COMMUNITY:

GOAL: TO MAKE BETTER KNOWN THE SERVICES WE OFFER OUR COMMUNITY AND TO WORK WITH OTHER PROVIDERS TO FILL ANY GAPS ACCORDING TO OUR SKILL SET AND MISSION

This will be achieved by

- (a) **EXTENDING OUR DEFINITION OF COMMUNITY TO ENCOMPASS THE NORTH SHORE.**
Action Points:
 - (i) **Advertise appropriate activities on our website, in locally circulated papers and in the North Shore Times from our calendar of events**
- (b) **IDENTIFYING UNMET NEEDS AND PROVIDING SERVICES TO MEET THEM .**
Action Points:
 - (i) **Continue current liaison and community activities whilst remaining open to the consideration of other unmet needs which are within our mission.**
- (c) **COLLABORATING WITH OTHER ORGANISATIONS IN ACTIVITIES THAT ARE IN ACCORDANCE WITH OUR MISSION.**
Action Points:
 - (i) **Continue with Mairangi Bay Primary School providing appropriate assistance.**
 - (ii) **Continue to lease out premises for providing after school care and building relationships.**
- (d) **INCREASING PUBLICITY AND VISIBILITY SO THAT ACTIVITIES AND THE SERVICES WE PROVIDE ARE WELL KNOWN TO MEMBERS OF THE COMMUNITY IN WHICH WE BELONG..**
Action Points:
 - (i) **Update website on church activities on Wed each week.**
 - (ii) **Establish a Facebook page for Youth Communications.**
 - (iii) **A Church and community Committee member to be tasked with publicity co-ordination and marketing.**
 - (iv) **Arrange public meeting with speaker on topical issue each quarter.**
 - (v) **Introduce Mainly Music at Mairangi Bay when Castor Bay closes.**
 - (vi) **Improve signage**

3. GROWING THE CHURCH

GOAL: TO GROW OUR CHURCH SO THAT IT BECOMES MORE SUSTAINABLE

This will be achieved by:

(a) EXPLORING OPTIONS AND DECIDING ON HOW WE CAN BE A CHURCH WHICH IS RELEVANT IN THE 21ST CENTURY.

Action Points:

- (i) Enhance and support the Child, Youth & Family Worker's activities.**
- (ii) Continue to publicise monthly, information on the public meetings involving speakers and on church activities which may attract participation from outside our congregations.**
- (iii) Ensure that the All Ages participative worship events are made known to families**
- (iv) Make ourselves known in the Pinehill area.

(b) INCREASING THE NUMBER OF PEOPLE TAKING PART IN ACTIVITIES ORGANISED BY THE CHURCH

Action Points:

- (i) Organise events for young people, parents and for the middle aged.**
- (ii) Support and participate in School Holiday Programmes.**
- (iii) Provide English speaking opportunities for recent migrants.**

(c) ACKNOWLEDGING AND ACCEPTING THAT WITH LIFESTYLE CHANGES WE NEED TO ADAPT AND CATER FOR THE NEW SITUATION.

Action Points:

- (i) Give consideration to more weekday rather than weekend activities.

4. PASTORAL CARE

GOAL: TO PROVIDE APPROPRIATE SUPPORT FOR THOSE WHO COME INTO OUR AMBIT OF CARE

This will be achieved by:

(a) **CONTINUING AND STRENGTHENING THE PASTORAL ACTIVITIES WITHIN OUR CHURCH.**

Action Points:

- (i) **Provide support and encouragement for pastoral visitors to ensure a consistent spread of contact and pastoral care across all members.**
- (ii) **Ensure the Minister is aware of pastoral needs within the parish**
- (iii) **Enhance fellowship activities including shared lunches after church, as well as the last Friday night of the month shared family meal and games.**
- (iv) **Grow the Thursday luncheon group.**
- (v) **Foster friendship groups.**

(b) **CARING FOR THE ELDERLY IN THE COMMUNITY**

Action Points:

- (i) **Continue with and expand the Homelink service with Presbyterian Support for those living at home with dementia.**
- (ii) **Develop the relationship with local residential facilities for the aged and encourage participation with the Luncheon Group.**

5. FINANCE

GOAL: TO USE OUR RESOURCES WISELY

This will be achieved through:

- (a) **EXPLORING AND IDENTIFYING ANY ALTERNATIVE FUNDING STREAMS WE COULD ADOPT**

Action Points:

- (i) **Continue with the policy of promoting additional use of church facilities at Mairangi and Castor Bays on a commercial basis.**

- (b) **ENGAGING IN SOME ACTIVITIES THAT BRING IN FUNDING**

Action Points:

- (i) **Ensure that future developments have the ability to increase the revenue streams for the parish.**
- (ii) **Decide for each activity on a case by case basis whether we want to take a commercial/business approach or rely on members and other organisations by way of grants to provide funding for our services**

- (c) **CONTINUING TO MEET OUR BUDGET ON AN ANNUAL BASIS**

6. PROPERTY

GOAL : TO OPTIMISE THE SUITABILITY AND USE OF FACILITIES

This will be achieved by

- (a) **CONTINUING TO MAINTAIN PRESENT FACILITIES TO A HIGH STANDARD.**

- (b) **CONTINUING TO DEVELOP OUR FACILITIES TO ENSURE THAT THEY MEET OUR CHURCH'S NEEDS.**

Action Points

- (i) **Implement the agreement to sell the land and hall at Castor Bay and move to a single worship centre at Mairangi Bay by March 2013.**
- (ii) **Be alert for the option to purchase a property adjoining the church to provide development options.**
- (iii) **Consider and seek approval for creative development options within the financial and Council planning constraints applying.**

7. RELATIONSHIPS WITH OTHER CHURCHES AND ORGANISATIONS

GOAL: TO BE OPEN TO PARTNERSHIPS

This will be achieved by:

- (a) **EXPLORING AND BEING OPEN TO LINKS AND COLLABORATION WITH OTHER CHURCHES AND ORGANISATIONS.**

Action Points:

- (i) Explore joint youth activities with other groups.
- (ii) Remain sympathetic and open to a rationalisation of Presbyterian worship facilities on the North Shore.
- (iii) Explore activity links with nearby churches of other denominations.
- (iv) Promote and support combined Presbyterian Worship Services on the North Shore.
- (v) Organise seminars / workshops with Presbyterian Support on social family issues.
- (vi) Arrange annual Girls Brigade, Girl Guides and Scouts Events.

DIRECTORY

CASTOR BAY CHURCH

Street Address: Cnr Katui Street & Seaview Roads

Sunday Worship: 8.45 a.m.

MAIRANGI BAY CHURCH

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Sunday Worship: 10.00 a.m.

CHURCH OFFICE

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Mairangi Bay 0754

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MINISTER

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CHURCH WEBSITE

www.bayspresbyterian.org.nz