

# "THE WAY AHEAD"



**MAIRANGI & CASTOR BAYS PRESBYTERIAN CHURCH STRATEGIC AND MISSION PLAN**

**JANUARY 2017**

*"Diverse in Faith, Together in Love"*

## 1. Introduction

This is the fourth revision of our Strategic Mission Plan which was first devised in 2009. This fourth revision was undertaken following a planning session of the whole congregation held in November 2016 at which groups were asked to provide their views on what we should be doing to be relevant to the following sectors in our parish and in the community: the Elderly; the Middle Aged; Youth and Children. Also to provide views on how we can make our church more representative of the cultural/ethnic mix in our community and how we should go about getting our presence, activities and culture better known in the community.

The output from that planning session involving the congregation was then considered by a sub group chaired by Ian Watson which Parish Councillors and Members of the congregation were invited to attend.

Since the third revision which was undertaken in 2014 two significant events have occurred.

One of these has been the completion of our site development project which has resulted in the earthquake strengthening of the 75 year old Church Building, new offices and a meeting room as well as a courtyard and increased parking. Our facilities are in very good order and afford us the opportunity for greater community involvement.

The other significant event that has taken place was the resignation of our Minister Rev Caleb Hardie. Caleb and the Hardie family's departure has had a major effect on our youth and children's programmes which we are needing to rebuild. In working through this situation we have seen opportunities in this area as well as other aspects of our parish life. Our financial position is sound and we have sufficient committed, talented and experienced people in our parish to continue to make things happen.

As for the previous plan revisions our Vision, Mission Statements, Ethos and Values have stayed much the same as have the overall goals. The planning sub group worked on refining the action points, eliminating those that have been achieved and those that have become "business as usual". There has been an increased uptake in some of the community services we provide such as that associated with the support group for those living at home with dementia and for the exercise group for the elderly. We are attempting to identify community needs looking through community based eyes rather than looking out from within the church. That said we are aware that we live in a fast changing world and need to be both open to change and flexible in our response to community needs.

Finally, the question of the sustainability of some Presbyterian Churches on the North Shore remains as valid today as it was for our first Strategic Plan. As well as signalling this in an action point, viz, an openness to rationalization of Presbyterian worship facilities, the Plan also commits us to more joint projects with other Presbyterian parishes.

This document will now be presented to the Parish Council as a draft and then on to the congregation for consideration and approval.

**Stewart Milne Parish Clerk**

## 2. Our vision, mission and values

<b>Vision statement</b>	Our vision is for our church to be known throughout the community for its Christian faith and action.
<b>Mission statement</b>	Our mission is twofold:  <ol style="list-style-type: none"><li>1. To meet with and support others who seek to follow the life and teachings of Jesus Christ and to share Christian values and ways of living based on those.</li><li>2. To encourage within the community Christian values and respond to community needs where this is possible.</li></ol>
<b>Ethos and values statement: Who we are?</b>	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.

### 3. Our culture

<b>The elements of the Mairangi and Castor Bays Presbyterian Church culture encompass the following list:</b>	
<b>Diversity of Views</b>	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.
<b>God is Love</b>	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.
<b>Joint Projects</b>	We will give positive consideration to joining with other churches and organizations for projects and events.
<b>Support for the Presbyterian Church</b>	We support the Presbyterian Church at national and presbytery levels by individuals serving on committees and councils, by responding to requests for our views and input and by our financial contributions.
<b>Leadership</b>	We have men and women as leaders.
<b>Inclusive Language</b>	We favour inclusive language in all aspects of our worship and church life.
<b>Communication</b>	Our culture is one of transparency and openness with decisions and important matters communicated to all.
<b>Welcoming</b>	We strive to show interest and commitment to new people.
<b>Worship</b>	A diversity of styles of worship is important to us including participation by members of the congregation.
<b>Valuing Children</b>	We encourage the active involvement of children and families and the development of their understanding of Christianity.
<b>Active Involvement</b>	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.
<b>Financial giving to sustain the parish</b>	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.
<b>Support for others</b>	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 both in New Zealand and overseas.

#### 4. Goals, strategies and action points

Area of focus & goal	How achieved	Specific actions
<b>Church life and worship</b>  For all of our members to be actively participating in church life and worship.	Offering a variety of opportunities for worship and worship styles.	<ul style="list-style-type: none"> <li>• Invite people who are involved with other forms of ministry and mission to share their experiences.</li> <li>• Offer meditative/ contemplative services and other alternative services as required.</li> <li>• Celebrate our relationship with Yedarm by having at least one joint service and shared lunch each year.</li> </ul>
	Providing the opportunity for discussion on matters pertaining to faith	<ul style="list-style-type: none"> <li>• Provide Christian Education opportunities for all, both within worship services and within house and study groups.</li> <li>• Hold discussions on topics of interest, including those related to faith</li> </ul>
	Providing the opportunity for fellowship	<ul style="list-style-type: none"> <li>• Run Fellowship Programmes throughout the year with a variety of activities with some events appealing to all ages and others for specific age or gender groups.</li> </ul>
	Creating opportunities for involvement	<ul style="list-style-type: none"> <li>• Arrange for lay members to take a participating role in worship services.</li> <li>• Encourage participation on committees and work groups and in undertaking rostered tasks eg welcoming, readings, flowers, morning teas, audio visuals.</li> <li>• Ensure young people continue to have opportunities for involvement in church activities.</li> <li>• Be aware of talent within the congregation and seek to use that during morning worship and on other appropriate occasions.</li> <li>• Hold at least three communion services followed by lunch and a social occasion a year for those who have difficulty attending on a Sunday ("shut-ins").</li> </ul>
	Having effective leadership and management	<ul style="list-style-type: none"> <li>• Provide each convenor with a job description and encourage a situation where each has a deputy who is able to step in to the role.</li> <li>• Seek out members of Parish Council and the congregation to take project/activity leadership roles.</li> </ul>
	Contributing to the wider world through giving and action	<ul style="list-style-type: none"> <li>• Continue the partnership with the Hibiscus Coast Presbyterian Church to support the Project House repair at Port Vila Vanuatu.</li> <li>• Continue with the Christian World Service Christmas Appeal.</li> <li>• Continue with weekly Presbyterian Support Northern FamilyWorks, Foodbank contributions and the Christmas parcels for needy families.</li> <li>• Encourage engagement in social justice issues.</li> <li>• Continue to support specified organisations through the May Mission Month.</li> </ul>

<b>Area of focus &amp; goal</b>	<b>How achieved</b>	<b>Specific actions</b>
<b>Our role in the community</b>  To make a positive contribution to our community through the services we offer as a church and as individuals.	Exploring unmet community needs	<ul style="list-style-type: none"> <li>Identify and address those community needs that can be met within our mission and resources either on our own or in conjunction with other organisations.</li> </ul>
	Organising and running activities for the community within our mission and resources	<ul style="list-style-type: none"> <li>Continue to run Dees Group, Mainly Music, Luncheon Group and Born again Bodies</li> <li>Arrange public speaking events as opportunities present themselves.</li> <li>Provide requested aiding assistance at Mairangi Bay School</li> <li>Ensure that our services (eg weddings, funerals and baptisms) are available to the community</li> </ul>
	Participation in community events	<ul style="list-style-type: none"> <li>Presence/participation at local events (eg Santa Parade , Market)</li> </ul>
	Making our activities known	<ul style="list-style-type: none"> <li>Advertise our activities on the website and locally</li> <li>Integrate newsletter production with website management and maximise their impact</li> <li>Use social media</li> </ul>

<b>Area of focus &amp; goal</b>	<b>How achieved</b>	<b>Specific actions</b>
<b>Church growth</b>  To encourage growth within our church and in our community activities in the knowledge that such work first and foremost belongs to god	Enhancing the sustainability of our church in the 21st Century here on the North Shore	<ul style="list-style-type: none"> <li>Identify and introduce measures to result in our church becoming more reflective of the ethnic mix in our community (eg recognition of special days in other cultures)</li> <li>Accept that life style changes require different approaches by the church for sustainability, and adopt those approaches</li> </ul>
	Increasing the opportunity for people to be involved in activities organised by the church	<ul style="list-style-type: none"> <li>Give consideration to activities which provide bridges between church and community .</li> </ul>

<b>Area of focus &amp; goal</b>	<b>How achieved</b>	<b>Specific actions</b>
<b>Pastoral care</b>  To provide appropriate pastoral support for those who come into our ambit of care	Continuing and strengthening the pastoral activities within our church and the community	<ul style="list-style-type: none"> <li>• Provide support and encouragement for pastoral visitors to ensure a consistent spread of contact and pastoral care across all those on our Pastoral Visitors Lists and ensure the Minister is aware of pastoral needs within the parish.</li> <li>• Ensure that those people who desire and need a visit from the Minister receive it.</li> </ul>
	Caring for the elderly in the church and in the community	<ul style="list-style-type: none"> <li>• Employ a casual social worker for the elderly as and when required.</li> <li>• Ensure that the elderly know of and are assisted to attend appropriate activities including Sunday Worship and Special Services, Luncheon Group, Born Again Bodies</li> <li>• Liaise with groups such as Age Concern, the DHB, Retirement Villages and similar to identify people who might be interested in participating in our activities for the elderly.</li> </ul>
	Caring for the young in the church and in the community	<ul style="list-style-type: none"> <li>• Employ a part time co-ordinator of social activities for young people.</li> <li>• Make sure K@MP is well resourced with leaders and activities.</li> <li>• Hold regular Youth Group activities during School Term.</li> <li>• Provide games and meal nights for families with children.</li> <li>• Explore the possibility for our youth assisting with programmes organised for the elderly.</li> <li>• Hold day camps</li> </ul>

<b>Area of focus &amp; goal</b>	<b>How achieved</b>	<b>Specific actions</b>
<b>Finance</b>  To use our resources wisely	Continuing to meet our budget on an annual basis	<ul style="list-style-type: none"> <li>• Making members aware of the financial commitment required for sustainability and the importance of free will offerings.</li> <li>• Arrange a special appeal if an annual deficit is looming.</li> <li>• Give regular reports to the congregation on our financial position.</li> </ul>
	Pursuing alternative funding streams	<ul style="list-style-type: none"> <li>• Decide for each service activity and lease opportunity on a case by case basis whether we want to take a commercial/business approach or rely on members and other organisations to provide a subsidy and reduce the price charged.</li> <li>• Seek Grants and encourage Bequests.</li> <li>• Continue to lease out facilities for providing before and after school care and holiday programmes.</li> <li>• Hold a Fund raising event each year – eg Quiz night/concert etc.</li> </ul>

<b>Area of focus</b>	<b>How achieved</b>	<b>Specific actions</b>
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<b>&amp; goal</b>		
<b>Property</b>  To optimise the suitability and use of facilities	Continuing to maintain present facilities to a high standard	<ul style="list-style-type: none"> <li>• Encourage adoption of an ownership approach amongst all members - "if you see it, fix it or report it" and advise a member of the Property and Finance Committee.</li> <li>• Delegate specific responsibilities to ensure tasks are spread.</li> </ul>
	Continuing to develop our facilities to ensure that they meet our church's needs and the needs of users	<ul style="list-style-type: none"> <li>• Seek feedback from users of our facilities as to their appropriateness and what changes they would see as beneficial</li> </ul>
	Offering our facilities to appropriate community groups or for appropriate community functions	<ul style="list-style-type: none"> <li>• Increase the use of our facilities by organisations and groups which provide services to the community.</li> </ul>

<b>Area of focus &amp; goal</b>	<b>How achieved</b>	<b>Specific actions</b>
<b>Relationship with other churches and organisations</b>  To be open to partnerships	Exploring and being open to links and collaboration with other churches and organisations	<ul style="list-style-type: none"> <li>• Explore joint youth activities with other groups.</li> <li>• Remain sympathetic and open to a rationalisation of Presbyterian's worship facilities on the North Shore.</li> <li>• Advertise our activities and group discussions directly with other churches.</li> <li>• Be open to inter faith dialogue.</li> <li>• Collaborate with other Presbyterian Churches on specific projects.</li> </ul>