

## **KAIMAI PRESBYTERY – STRATEGIC PLAN**

### **VISIONS STATEMENT**

*That the churches of Kaimai Presbytery will be healthy and growing, their fruitfulness flowing from their experience of spiritual vitality and their engagement with the world; a united and vibrant movement of people empowered by the Holy Spirit and with a variety of different expressions of life and mission. Imagine the Presbytery like the Kaimai bush – nourished and flourishing, richly varied yet interdependent, fruitful and beautiful.*

**STRATEGIC PLAN** Adopted by Kaimai Presbytery in 2019. Subsequent additions {a/b etc.}.

### **OVERARCHING STRATEGIC ACTION**

[1] That the Presbytery, the Council and its Work Groups, the Presbytery's appointees and employees, and the Presbytery's programmes prioritise the mission of God and align its decisions and work with that mission.

{a} That parishes be encouraged to engage with the agreed definition of the 'mission of God'. (2020)

'Participating in God's mission means actively engaging with people in their alienated and broken world, and proclaiming, in the power of the Holy Spirit, the good news of Jesus Christ and the life and rule of his kingdom. With both words and deeds, God's people invite others into a transforming relationship with Jesus Christ, and into his community of faith and love that is committed to the reconciliation and renewal of society and creation.'

[Genesis 12:1-3; Isaiah 49:6; Mark 1:14-15; John 3:16-17; John 20:21-22; Matthew 28:18-20; Acts 1:8; Acts 4:33-34; Acts 28:31; Ephesians 1:9-10; John 6:29; 2 Corinthians 5:17-19; Philippians 1:14; Romans 12:4-6; Luke 10:1-9; Romans 8:20-21; 2 Peter 3:13.]

[2] That the Presbytery affirm the establishment of new congregations within and beyond current parishes as a key missional practice.

### **[A] SPIRITUAL HEALTH**

[1] That the Presbytery Council have as a primary role facilitating a culture and practice of prayer, and prayerful discernment in its work.

[2] That the Presbytery hold an Annual Retreat (in addition to the two Gatherings) to foster spiritual refreshment and renewal.

[3] That the Presbytery's representatives when engaging with ministers and parishes, give precedence to 'spiritual vitality'. (e.g. in Reviews, Ministry Settlement Boards etc.)

### **[B] HEALTHY AND GROWING CHURCHES**

#### **Reviews**

[1] That the Presbytery re-establish a three-yearly face to face Parish Re-View process conducted by personnel from outside the parish, with new terms of reference to be determined. The Re-View regime to include the two Presbyterian camps.

{a} That all parishes be required to use the parish planning framework outlined in 'Guidelines for Parish Planning'. (2021)

{b} That all major parish processes with the Kaimai Council, on either the initiative of the Presbytery or Parish, require the submission of a Parish Planning Document. (2021)

[2] That the Presbytery create a Minister Re-View Process to take place alongside each Parish Re-View.



[3] That the Presbytery may initiate these review processes outside the three yearly regime:

(i) When requested by the parish or minister.

(ii) When there are known concerns about health and growth, capacities for the future, key property issues, etc.

### **Coaching**

[4] That the Presbytery enlist coaches and provide a coaching programme to assist parishes to engage with the mission of God in their locality, to growing the faith community, and where appropriate to establishing new congregations within and beyond current parishes.

{a} That a Mission Coach be appointed to work with selected parishes to assist them in implementing the Presbytery's priority of the mission of God and the establishment of new congregations. (2021)

### **Parishes**

[5] That the Presbytery invite Cooperative Ventures to adopt the Strategic Plan, as a long term commitment.

[6] That the Presbytery initiate conversations with parishes where decline or other factors have indicated that renewal is unlikely, with the dissolving of those parishes as a possible outcome, and that where appropriate exploring the formation of an on-going faith community.

[7] That the Presbytery, in line with General Assembly policy, will not approve the amalgamation of congregations where the main reason is addressing decline.

[8] That the Presbytery establish a Task Group of up to three people, led by a skilled catalyst, to assess the current health and growth, leadership and resources of the parishes of Hamilton City, and consider their future in the light of the Strategic Plan.

### **Partnerships**

[9] That the Presbytery build partnerships with PressGo (planning and funding), the Knox Centre for Ministry and Leadership (Seedlings Projects), Te Aka Puaho, Pacific Presbytery and Presbyterian Support Northern, where such partnerships will facilitate the Strategic Plan.

## **[C] EFFECTIVE MISSIONAL LEADERSHIP**

### **New ministers and other key leaders**

[1] That the Presbytery prioritise the enlistment of people with developing missional gifts and experience.

(i) That this include the call to all ministers, and that Ministry Settlement Boards and parishes be aware of this priority.

(ii) That the Presbytery's Terms of Call be amended to include this priority.

(iii) That Ministers' Study Leave and on-going professional development reflect this priority.

{a} That Convenors of Ministry Settlement Boards consult with the Executive Officer early in the process of considering candidates where settlement of a call may eventuate. (2020)

[2] That the Presbytery prioritise the enlistment of people with missional gifts and experience for its Council and Work Groups, and its appointees and employees. That the enlistment emphasise younger generations.'

{a} That a Kaimai Presbytery Internship scheme be established in partnership with Laidlaw College and with study scholarships available from the Mission Initiatives Fund. (2020)



[3] That the Presbytery and parishes cast their nets widely for people with missional gifts; open to leaders and bodies beyond the PCANZ pool and traditional ecumenical partners.

{a} That Church Councils and Ministry Settlement Boards be alerted to the advantages of seeking leaders who have had overseas, cross-cultural missional experience. (2021)

{b} That Church Councils be encouraged to have 40% of its members co-opted from those under 35 years, from those recently of Christian faith, from those of different ethnicities, etc. (2021)

[4] That the Presbytery and parishes be open to new diverse, mission-shaped models of ministry

#### **[D] PRESBYTERY RESOURCES**

[1] That Presbytery establish a 'Mission Initiatives Fund' and raise additional funds for the purpose of resourcing the future mission of the Presbytery. (Terms of Reference for the MIF adopted.)

{a} That, given the limits of personnel and finance, the Presbytery direct its major operational resources toward those parishes that are healthy and have the actual potential of growth. (2021)

{b} That 5 per cent (5%) of the net proceeds from the sale of property of dissolved parishes be used for the annual operational expenses of Presbytery. (2021)

[2] That a qualified financial team be established to review the Presbytery's current streams of income and present financial assets, within Presbytery and across parishes, and consider whether any shifts in financial assets or new income streams would be desirable and possible.

[3] That Presbytery appoint skilled personnel and create web-based resources to assist parishes fulfil compliance requirements, especially regarding Health and Safety, Financial management, employment and Charities Reporting.

[4] That the Strategic Work Group be a permanent Work Group of the Presbytery and that the Convenor be a member of the Kaimai Council.

[5] That the Strategic Work Group be consulted on all major property applications.