

Northern Presbytery Action Plan July 2020 to June 2021

INTRODUCTION

Working Together for a Better Future is our vision for the future. The Case for Change conveys why change now is so important. The Presbytery Strategy provides a framework for doing this and the Action Plan conveys our commitments for 2020/21. Much can be achieved by working together.

STRATEGIC GOALS AND INITIATIVES

Strategic Goals	Initiatives	ACTION PLAN JULY 2020 TO JUNE 2021 (DRAFT)	Measures of completion (reported to Presbytery in July 2021)
1. Extend working together and leader development	1.1 Seek opportunities to inspire and support each other and embrace innovation aimed at helping people journey to faith.	<ul style="list-style-type: none"> i) Extend the leadership conference in 2020/21 ii) Establish and implement a leadership development programme for ministers and lay leaders. (Note 1) iii) Commence a Pilot PYM and Kids Friendly's baptism / confirmation course 'Anchored' designed for young people in school years 7 - 10. iv) Extending a leadership pathway for youth / young adults to become church leaders of the future. (Note 2) 	<ul style="list-style-type: none"> • One Leadership conference to be held in Feb 2021. • Programme established by 30 Oct 2020 and implemented. • Pilot at least commenced by June 2021. • Partnership with Laidlaw established and youth/young adult leaders supported in their development
	1.2 Encourage and support people progressing to become ordained or in lay ministry	i) Work with the national church and others for this to be achieved.	<ul style="list-style-type: none"> • An increase in people expressing an interest in ministry
2. Churches become more intentional and engaged with their communities	2.1 Encourage and increase support for mission initiatives, including fresh expression to the gospel.	<ul style="list-style-type: none"> i) Presbytery to support one to two initiatives in each region through the year and assess achievements by June 2021. (Note 3) ii) Commence at least one joint venture initiative with Presbyterian Support Northern. (Note 4) 	<ul style="list-style-type: none"> • At least one new mission initiative is commenced in each region by end of Nov 2020. • At least one new joint venture initiative is commenced with PSN.
	2.2 Provide support for churches most at risk and address their current realities to clarify their future.	i) Establish a Workgroup to work with identified at risk churches to have a plan in place for each by June 2021. (Note 5)	<ul style="list-style-type: none"> • Plans for the future are in place for identified at risk churches by June 2021.

	2.3 Model inter-cultural inclusiveness within our churches.	i) Establish an inter-cultural workgroup to inform, promote and support churches become more culturally inclusive.	<ul style="list-style-type: none"> • Inter-cultural workgroup provides advice to Presbytery Council by Feb 2021 and at least 3 churches are actively supported by June 2021.
	2.4 Provide practical tools to encourage a culture and practice of prayer and ongoing growth as disciples of Jesus Christ	i) Presbytery meetings, workgroup meetings, MSBs and Commissions determine how to model spiritual vitality and demonstrate this throughout the year.	<ul style="list-style-type: none"> • Each group determines how they model spiritual vitality by Dec and begin to implement by March 2021.
	2.5 Model children and youth friendly churches, learning from one another to have vibrant children's and youth ministries	ii) Profile six youth and/or children friendly churches during the year to Northern Presbytery, including provision of resource materials	<ul style="list-style-type: none"> • Six churches are profiled across Presbytery by June 2021.
3. The Presbytery culture, decision making, resource allocation and operations support achieving our vision for the future.	3.1 Increase engagement between churches, ministries and presbytery.	i) Presbytery communications revised to better engage with churches and congregation members.	<ul style="list-style-type: none"> • Communications from presbytery received by congregation members that inform and support change.
	3.2 Align congregational reviews to encourage mission shaped churches and ministry.	i) Complete cluster workshops and integrate Mission Enabler support to progress Mission Plans for each church.	<ul style="list-style-type: none"> • At least ten churches are assisted with their Mission plans by June 2021.
	3.3 Utilise presbytery structures, processes and resources (including financial) to achieve our strategic goals.	i) All MSBs utilise our strategic direction and our mission fund is utilised to advance initiatives ii) Help resource churches who want to increase their use of technology to extend their ministries. (Note 6)	<ul style="list-style-type: none"> • All MSBs in 2020/21 use the strategic plan to inform their discernment. • Offer professional advice and allocate funds to churches who want to extend their use of technology by Dec 2020
	3.4 Collect, analyse and communicate information that conveys progress in achieving our vision for the future.	i) Introduce Results Based Accountability for Presbytery funded initiatives and be available for churches to use if they want to. (Note 7) ii) Work with other presbyteries to revise the annually collected statistics so that they are more useful.	<ul style="list-style-type: none"> • RBA introduced for all presbytery funded initiatives • Annual collected statistics are revised by June 2021

2

Budget allocation to help resource Action Plan.

Note 1: A leader development programme implemented

Effective leaders are essential to achieve change and so it is intended, once there is an understanding of requirements, to develop and implement a leader development programme. This is envisaged as being a range of things, including contracting experts in the field of leader development in addition to utilising leaders from within the church. A budget of \$20,000 has been allocated for leader development, including Eldership education.

Note 2: Extending a leadership pathway for youth / young adults to become church leaders of the future.

It is proposed to establish a partnership with Laidlaw College so that, in conjunction with PYM, there will be an increase in support for youth / young adult leader development opportunities. To allow for this an extra \$10,000 has been added to the leader development programme strategic budget to include this initiative, and consequently, \$10k has been reduced from #3 below.

Note 3: Presbytery to support 1-2 initiatives / region

There has been \$170,000 allocated in the Strategic Budget to help fund 1 to 2 initiatives in each of the Regions for 2020/21. If the Action Plan and Strategic Budget are approved at the full presbytery, then all churches will be informed of this possibility. The Mission Fund Committee is in the process of revising its terms of reference and adding three new members to reflect its increased responsibilities, for it will be the decider of which initiatives receive grants from the Mission Fund. Evaluation criteria will be developed by the Mission Fund Committee in early August and invitations to submit proposals, preferably with the support of the respective Region, will be required by 30 September 2020. It is expected that additional initiatives will be funded in the following two years.

Note 4: This past year the Presbytery has established a Partnership Agreement with Presbyterian Support Northern to undertake joint work focused on mission. Discussions are occurring regarding one possible new joint venture and the Strategic Budget has allocated up to \$15,000 to contribute to costs of implementation. The Presbytery Council will be the approver of which joint initiatives receive funds from the Mission Fund.

Note 5: It is intended that a workgroup be established to work with the highest at-risk churches, initially in Auckland. A senior minister will be appointed its convenor and be the primary person involved, and there is provision in the Strategic Budget (\$12k) to pay an honorarium, based on stipend provisions, for an average of one day / week through to June 2021.

Note 6: Increase utilisation of technology to extend ministries

A ministers group provided advice to presbytery on how to utilise the learnings from Covid 19, which included extending the use of technology in spreading the gospel and engaging communities. Budget of \$50,000 has been allocated to assist churches achieve this that reflects the advice from the "Post Covid 19 Ministers' Group".

Note 7: Results Based Accountability: evaluation framework

Allocation of resources (people, time, \$) is necessary to bring about change. To be prudent with applied funds, and to meet accountability requirements, it is intended to introduce an easy to use evaluation framework called Results Based Accountability. This will not be a requirement of churches, but available for their use to assist the monitoring initiatives and to help determine whether (or not) they are achieving what is intended. This RBA framework will be used for initiatives actively supported by Presbytery as part of it being able to account for time/funds spent. Up to \$15,000 has been allocated to meet the cost of a RBA Administrator (new role). Refer to attached Appendix for details about RBA framework.