

Northern Presbytery

Performance Report August 2023

For the period July 2022 to June 2023

1. Executive Summary

i) What Presbytery has done?

- Continued regular communications, kept website updated, Council decisions disseminated.
- Awarded \$217 450k to a total of 15 churches to assist mission activities.
- Held a third Minister's retreat
- Created a new role of Ministry Enabler, employing Rev Dr Tokerau Joseph, half time, for 3 years, the purpose being to increase the number of people entering national assessment
- Employed Rev Dr Emma Keown full time in the role of Church Enabler, that both combines the role of review coordinator and mission enabler, and adds a role to work closely with designated churches to help them advance new initiatives (was previously contracted 0.8 of full time)
- Increased the employment of Masele Bakulich Tufeao from 8 hours / week to 20 hrs / week in the role of Youth Coordinator, replacing Hannah North who resigned early in 2023.
- Created a new, half-time role of Intercultural Facilitator, in conjunction with the establishment of a Presbytery Intercultural Workgroup; employing Masele, 20 hrs /week, for 3 years, commencing 22 May 2023.
- Established three collaborations with churches to assist grow the church (Drury, Crossroads, Hibiscus Coast). For two this included financial support.
- Completed property assessments of all church buildings and developed a Property Strategy for the future regarding 'fit for purpose' buildings.
- Worked alongside eleven churches with property matters, including lending \$65k and granting a total of \$189k to assist.
- Organised an independent review of Presbytery, which was undertaken by Rev Barry Ayers and Lisa Wells (and progressed the recommendations from the Review Report)
- Developed a new three-year Strategic Plan and Strategic Budget, approved by full presbytery in June 2023.
- Operations:
 - Presbytery Council has met each quarter, plus two additional meetings through the financial year.
 - Property & Finance Workgroup has met monthly, except for January.
 - Candidates Co-convenors have progressed with their work, as have the Leadership & Development Workgroup (meeting 2 times), the Conflict Advisory Workgroup (meeting 2 times), Mission Fund Committee (meeting 3 times).
 - The Regions have met five times through the financial year (July, Sept, Nov, March, May), with Northland becoming more defined within the context of 'Churches Together in Northland'.
 - Appointed one Commission under BOO 10.27.

ii) How well have we been operating?

The most comprehensive analysis of how the Northern Presbytery has been operating comes from the independent review undertaken between October 2022 to March 2023. The review, which was just

over 5 years from when the Presbytery was restructured, aimed to identify: what was working; what was not working; what should be changed. Key summary points from the Review Report include:

- There is evidence of greater working together
- Presbytery Council is well run, well briefed and efficient, whilst having a challenging workload
- There is warmth to the regional groups
- Staff enthusiastically affirmed for their passion and commitment; a high performing team
- Presbytery has a strong strategic horizon and is performing well against that
- Report affirms the good work being done and encourages ongoing innovation

The Review Report contained 17 recommendations to improve (nothing substantial), which were voted on at the June full Presbytery meeting. The Implementation of what was agreed is now being progressed by the Presbytery Council.

iii) **What's changed / improved?**

- **Number of Churches:**
As at June 2022 there were 80 churches in Northern Presbytery, the same number as last year.
- **Church membership:** For 2022/23 this was 8382, compared to 9197 last year, so a reduction of 815 (9%). 33 churches had an increase in membership.
- **Church attendances:** For 2022/23 this was 5817, compared to 6153 last year, so a reduction of 336 (5%). 37 churches had an increase in attendance.
- **Introduction of Presbytery collaborating with a church to assist a new initiative.**

The introduction of formalised collaboration between a church and Presbytery was significant in 2022/23. This is part of the Presbytery being more proactive to assist churches and other forms of ministry / mission. Three were established, which comprised:

- a) Assisting Drury Presbyterian Church undertake a feasibility study to explore the future church for the new Drury
- b) Assisting Crossroads Mangatangi establish and undertake a three year initiative aimed at establishing a new worshipping community at Pokeno
- c) Assisting Hibiscus Coast establish a 12 month feasibility study to explore opportunities regarding population increases in their area.

2. What Presbytery has done

The following are among the main ways Presbytery has communicated, supported Mission and leadership during the past year (July 2021 to June 2022):

2.1 **Communications:**

- Continued to regularly provide weekly updates and a monthly newsletter, as well as one-off communications when required.
- Continued to keep the website updated
- Communicated Presbytery Council's decisions through the Newsletter and available on website.

2.2 **Mission:**

The Presbytery, through its Mission Fund Committee, allocated \$207,450 in supporting 14 churches and a further \$10 000 incl St Martins Trust bringing the total funding for 15 churches to \$217 450. This covered 2 application rounds (November 2022 and May 2023). The following has been allocated in response to applications received:

From the NP Mission Fund:

- i) **Massey Riverhead:** \$3,800 to help meet the costs of establishing the Cornerstone Kids programme for mothers and children aged 3 – 6 years, aimed at extending services to children and their families in the area.
- ii) **Pohutukawa Coast:** \$2,500 to assist meeting the refurbishment costs to create a suitable room for counselling services, as part of outreach to the Community.
- iii) **Crossroads Mangatangi:** \$17,000 over two years, comprising \$8,500 per year for a Children’s Community Worker, including after school programmes, camps and children/family friendly events that connect with the local community.
- iv) **Glendowie:** \$17, 000 for three years (\$51K) to extend an innovative youth project working in the digital space and connecting with teenagers on their ‘turf’.
- v) **St Luke’s, Remuera:** \$5,000 to contribute 50% of the costs of employing an Online Community Project Manager aimed at engaging both church members and the community.
- vi) **Forrest Hill:** \$13,000 per annum for up to three years (total \$39,000) for funding a suitably qualified person to run a Chinese language programme at Forrest Hill.
- vii) **Glenfield Community Church:** 2nd instalment of \$30,000 for a Community Development Pastor
- viii) **Onewa Christian Community:** 2nd instalment of \$30 000 for a Director of Community Engagement
- ix) **Kaurihohore/Kamo:** \$4,650 for two community facing events
- x) **Mairangi:** \$6,000 to help fund a Hindi Mission initiative
- xi) **Owairaka:** \$2,000 for a church goodwill and unity event.
- xii) **St Andrews Symonds St:** \$22,500 per annum for three years for a Community Worker initiative to the inner city. A further \$10, 000 was granted as set up costs for ‘Andy’s Café’ reaching students, inner city workers, new immigrants and those without a home.
- xiii) **St Johns Buckland Beach:** \$20,000 for the first, of a three year commitment to a Community Connection Pastor.
- xiv) **Waiau Pa/Papakura 1st Church:** \$24, 000 for three years (\$92k) to part fund a Community Relationship Coordinator

From the St Martin’s Trust:

- St Austell’s: \$10, 000 for a wholistic Youth Wellbeing Project

| Mission Funding Year | Amount Funded | Churches Supported |
|-----------------------------|---------------|--------------------|
| 2022 Nov 2021 & May 2022 | \$160 400 | 13 |
| 2023 Nov 2022 & May 2023 | \$217 450 | 15 |

2.3 Leadership:

- A well-attended Minister’s Retreat was held at Vaughan Park, with very positive feedback
- The February 2023 Leadership Conference was cancelled due to the cyclone and associated weather; about 90 people attended the one-day full presbytery business meeting in June.

2.3 Property and Finance:

2.4.1 Assisting church property development:

Much of the Property and Finance Committee’s (P&F) work entails assisting churches with property matters, preferably being involved at the outset of the development of a proposal seeking Church Properties Trustees approval (for expenditure over \$50k). P&F has been involved in the following churches during the year:

- Auckland Chinese Presbyterian Church (ACPC)

Enabling the completion of the Roofing and Earthquake strengthening and other renovation work required to their new building; plus providing a Grant-in-Aid of Interest to assist in the servicing of loans over five years.

- Avondale Union Parish

In collaboration with the Methodist Partner church, assisting AUP to develop and begin to implement an ambitious redevelopment of their two storied hall into a community Centre, plus refurbish their church building. The initial scoping work has been completed and approval has been gained from both the PCPT and the Methodist CPC to call for tenders.

- Clevedon and Massey Church

In Clevedon a block of land owned by Acorn Holdings, in which the Clevedon parish held an investment, was sold for a housing development. Clevedon received money from the said sale along with repayment of a loan made to Acorn. The parish's Early Childhood building was situated on the Acorn Block and the building needed to be moved.

Clevedon asked if the Presbytery knew of a parish that could be interested in using the building. Massey was approached and it was agreed that Clevedon would sell the building at a discounted price to Massey to be used at their church complex in Don Buck Road Massey with Massey paying for the moving of the building and its re-erection on the new site.

The P&F has approved a Grant of \$50,000 towards costs.

- Drury area development

In the Drury area new housing developments are planned and it is anticipated that the population in the Drury area will increase to 50,000. The present church is old, poorly positioned and the congregation small and ageing. Presbytery has discussions with the Drury Church Council, who were supportive of a collaboration with Presbytery to establish a church for the new developments. These discussions were assisted by a special report provided by Tim Griffith, who is a member of the Property and Finance Committee.

The Council Meeting of 11 February resolved to:

- Undertake a feasibility study
- Establish a Governance Group
- Employ a Project Leader part time for a term of six months

- Iona, Blockhouse Bay

Iona Church and Hall have low Seismic Ratings. P&F has approved a Grant of \$50,000 to assist in the Seismic and buildings remediation investigation.

- Mahurangi (Warkworth) St Columba

Assisting in the obtaining of additional short-term funding from the PIF for the development of the new church and community complex. It is intended that this funding will be repaid once the former church property in Pulham Road, Warkworth is sold.

- Mt Roskill, St Johns

St Johns has a vision to renovate involving significant rebuilding of the complex. This will be funded in part from the 50% of the Proceeds of Sale of the former Balmoral Presbyterian church. Approval has been sought and gained from both Presbytery and the PCPT for investigative, planning consent and associated work and consultancy. This work is now proceeding.

- Papakura PIC

Gaining approval from the CPT for repair of the Hall Roof and providing a Presbytery Grant of \$50,000 to assist funding of the repairs. This work has been completed.

- **Papatoetoe, St Johns**

The St John Church was found to have a low Seismic Rating. The parish has resolved to have this rectified and with Presbytery's assistance has gained approval from the PCPT to carry out the strengthening. This will be funded from the parish's own resources, plus, if necessary, loan money.

- **Pohutukawa Coast**

The PCPT gave approval for the sealing of the Church Carpark and erection of external lighting – cost \$100,000. The Presbytery, in response to the parish's request elected to advance \$65,000 by way of a seven year term loan to assist in the funding of the project.

- **Roskill South (formerly St Giles) venture with Presbytery Support Northern (PSN)**

Property redevelopment includes the refurbishment of the manse which is almost completed with the exterior painting to be carried out if and when the weather improves. The Victoria Hall previously located on the Avondale Union Parish in lower Rosebank Road was moved to 1207 Dominion Road, Mt Roskill to be used for the Foodbank and associated community services to the local community for Presbytery Support Northern. It took an inordinate amount of time to gain resource and building consent from the Auckland (City) Council. This was finally granted in May 2023 and the building, which was placed "temporarily" timber platforms has been lowered onto new foundation piles in June. Work on refurbishing the building and connection to services is under way with a completion expected in October 2023.

- **St James Trust**

St James Church has been dissolved after many years of valued service to the city and people of Auckland. The Trust has been established and trustees appointed. The funds have been placed in a St James Trust and are now held in the PIF and will be used to support ministry in the Auckland CBD, with the initial use being to support a new ministry in the Upper City. The Trust is under the purview of the Mission Committee.

2.4.3 Strategic Presbytery Property Data Base, Strategic Overlay, and Auckland Council Unitary Plan area developments and population projections arising therefrom.

The P&F has worked in collaboration with the Executive Officer and Presbytery Council in the development of the Presbytery Property Strategy. Tim Griffith undertook Strategic Overlay Work using the Auckland Unitary Plan that extend the church property assessments he had completed in regard to the Presbytery Data Base. This has been provided to churches. Tim presented his findings to Regional Presbytery meetings and the Full Presbytery.

- **Waimauku**

The Presbytery agreed to support the Massey Riverhead Church to undertake a ministry outreach to Waimauku, with the aim of establishing a worshipping congregation into this area of significant new housing development. As a first step the historic church and an outer building have / are being repaired. The P&F has granted \$49,000 for this work. A congregation located in the area is currently using the buildings for it worship.

2.4.4 Presbytery Property Database

Tim Griffith, an elder of the Otahuhu Presbyterian Church and member of the P&F, has completed assessments of all Presbyterian church buildings in the Northern Presbytery. We have yet to undertake assessment of buildings for Co-operating Ventures

2.4.5 Loans made

During the year the Presbytery has made loans, by way of its 2nd tier Lending Scheme as follows;

- In 2021-22 year loan of \$120,000 was made to St Pauls Manurewa \$120,000 to refurbish the Manse. \$60,000 has been repaid leaving an outstanding balance of \$60,000 at 30 June 2023
- In 2021-22 a short-term loan of \$98,000 was made to Clevedon. This has been repaid in full.
- In 2022-23 a Loan of \$65,000 was made to Pohutukawa Coast for a term of 15 years.

2.4.6 Grants-in-Aid of Interest on Loans sourced to finance new buildings paid in Year Ended 30 June 2023

- Hunua Camp \$ 10,700
- ACPC \$ 50,000
- Mahurangi \$ 131,000
- St Andrews Otahuhu \$ 29,200

2.4.7 Grants for building maintenance

- Papakura PIC \$ 50,000 committed in 2021-22 year
- Iona, Blockhouse Bay \$ 50,000 toward Seismic Upgrade Repairs

2.4.8 Grants made to assist property development

- \$79,258 to St John's Mt Roskill (part of the committed \$1.8m from dissolution of Balmoral)
- \$49,077 to Waimauku Church being a ministry outreach undertaken by Massey-Riverhead church for repair of buildings (both the church and another building).
- \$ 60,562 to Massey for cost to relocate from Clevedon a former Pre-school owned and operated by the Clevedon church (the land on which the building was positioned has been sold).

2.4.9 Information Meetings for Treasurers

In July 2022 P&F held four meetings across the Presbytery for Treasurers

The topics to covered were;

- Levels of responsibilities for handling of Property – CPT, Presbytery, Parish, etc; Maintaining Property and Reporting requirements,
- Making Changes to Property and CPT Forms; Transitional Arrangements and CPT's Role;
- Earthquake Prone buildings and Earthquake Policy of the PCANZ.
- PCANZ Consolidation reporting and what is required of the Parishes. – Audits, Reviews and the increased requirement (which will hopefully be reviewed) for information from parishes to meet the Tier 2 reporting requirement of the PCANZ group even though parishes may be low level 3 or 4.

The meetings were reasonably well attended and particularly for Northland in Whangarei, with people travelling long distances from Dargaville, Kaitaia, Ruawai and Waipu along with Whangarei city parishes.

2.4 Presbytery teams:

- Full Presbytery: held Leaders conference and business meeting in June 2023, as February's Leadership Conference was cancelled due to the Cyclone The business meeting was held via zoom.
- Presbytery Council: met each quarter (July, February, April), plus 2 additional meetings via zoom. Rev Keleva Faleatua replaced Rev Mose Taumaoe (South Region); Rev Mark Maney replaced Rev Rob Peterson (West Region).
- Regions in Auckland: (Coastal, West, East Central, South) met 5 times through year, with Northland organising regular meetings within the context of CTN.
- Candidate Convenors: met as required.
- Property and Finance Workgroup: met each month, except January.
- Leadership Development Workgroup: met 2 times.
- Mission Fund Committee: met 3 times.

- Conflict Advisory Workgroup: met as required, which constituted 2 times.

2.5 Other:

- Continuing to liaise with Church Property Trustees (CPT).
- Appointed one Commission under BOO 10.27.

3. How well have we been operating?

3.1 Summary from congregation reviews undertaken

The reported survey data was collected from the Northern Presbytery congregational reviews undertaken between 30 June 2022 to 30 June 2023. In previous years, a far greater number of church reviews were undertaken as we caught up with the backlog. We endeavour to review churches every three years and the first cycle is complete. During 2022 – 2023 the number of churches reviewed has slowed. We have endeavoured to complete the last remaining churches who for various reasons had not been reviewed and most of these have been deferred to 2024. It is looking likely that the cycle will now be spread out over 4 years. This will help us spread the yearly load out a bit and make the process more sustainable.

2020-2021: 40 churches were reviewed and 1210 surveys were completed. This was an exceptionally busy year catching up. On average, 30 members from each church were surveyed.

2021-2022: 21 churches were reviewed and 624 surveys were completed. On average, 30 members from each church were surveyed.

2022-2023: 7 churches were reviewed and 325 surveys were completed. On average, 46 members from each church were surveyed. This is a growing response rate which indicates more buy-in and gives us a better snap shot of each individual church giving us a clearer picture.

We anticipate reviewing approximately 10-15 churches per year going forward. We have now started the 2nd cycle of 3 yearly reviews (which is likely to take us 4 years to 2026)

Cooperating Ventures in the Northern Presbytery have now agreed to be involved in this process. This will mean another 12 churches across our region. This data will be available to us from 2024.

The following gives you an idea of the spread of churches reviewed across our presbytery by region:

| Region | 2020/21 | 2021/22 | 2022/23 |
|-----------------------------|-----------|-----------|----------|
| Northland | 4 | 0 | 0 |
| Coastal | 7 | 6 | 3 |
| West | 8 | 2 | 1 |
| East Central | 10 | 6 | 3 |
| South | 11 | 7 | 0 |
| CV's | 0 | 0 | 0 |
| Individual surveys | 1210 | 624 | 325 |
| Average response per church | 30 | 30 | 46 |
| Total | 40 | 21 | 7 |

What follows is an analysis of those churches reviewed from June 2022 – June 2023 based on the collated data and the key questions for this performance report. The data has been interpreted on the basis that:

- Anything over 90% (combination of agree and strongly agree) is very positive and can be seen as a strength and should be celebrated.
- Anything more than 20% (combination disagree and strongly disagree) might indicate an area of difficulty.

- (iii) Anything over 40% (combination disagree and strongly disagree) would be a cause for real concern.

Each review is followed by a facilitated discussion/conversation which digs deeper and includes understanding the meaning of this analysis and data. Sometimes a combination of questions can be a significant marker and therefore something we should be aware of and potentially trying to address.

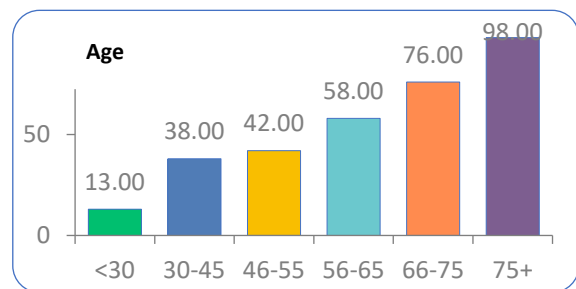
We have added in a significant section in terms of children, youth and young adults – Next Generation. This will help us track over time the level of participation and value placed on the next generation across the Northern Presbytery.

- Leadership
- Worship
- Culture
- Mission
- Next Generation / Youth & Children
- Trends

We have translated the survey into Samoan and Korean and we are looking at the possibility of other languages as well.

From the 325 surveys completed this year the following information is revealing: (Questions 3-15)

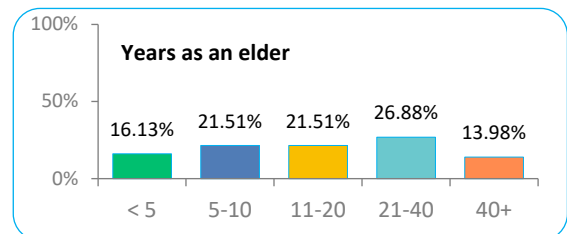
- In terms of age range, the vast majority are over 55 with a significant number (30%) of those in the 75+ age range. This is increasing every year. The numbers under 55 are also decreasing.



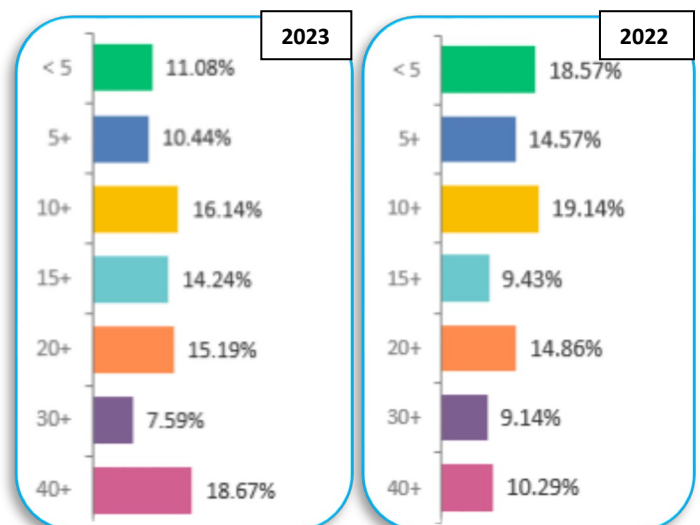
- 68% of those that did the survey were female. This is an increase of 5% from the previous year.

- In terms of ethnicity 71% were NZ/European an increase of 8% from the previous year. The other significant groups were Pacifica at 10% (decrease of 7%) and Asian at 9% (decrease of 2%). It seems we are less ethnically diverse despite our communities and contexts becoming more multicultural. The almost complete absence of Maori is of note.

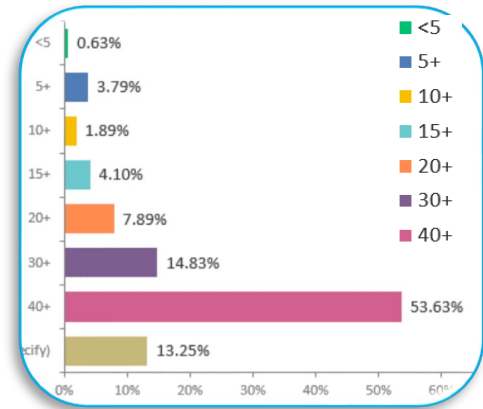
- As elders were are serving longer terms. Some 62% serving between 11 and 40+ years. The need for younger elders and an intentional recruitment plan is growing, as is the need for equipping and training of our elders.



- Most people had been part of their church for a significant amount of time, although this was relatively evenly spread.
- Significantly the number of people who have been part of their church for less than 10 years has decreased from 33% in 2022 to 21% in 2023.
- 53% had been in the church for less than 15 years in 2022. This has decreased in 2023 to 37%. The number of people who have been part of the church for more than 40 years has also increased by 8% in 2023.



- In terms of length of time as a Christian the vast majority have been a Christian for more than 40 years – 54%. This has not changed much over the years, with 52% in 2022.
- 76% said they had been a Christian for more than 20 years compared to 83% the year before.
- From the above we can see we are aging, with most of our people being mature Christians, involved in their churches for a long time. The elders are serving for longer and are ageing.
- We are largely European and do not really reflect the ethnic diversity within our communities. In terms of gender, we are represented by more females than males. All these markers are increasing and becoming more significant, telling us that we are more monocultural, less diverse, older rather than younger, this is reflected in our leadership as well as across the congregations. This trend is not getting better.

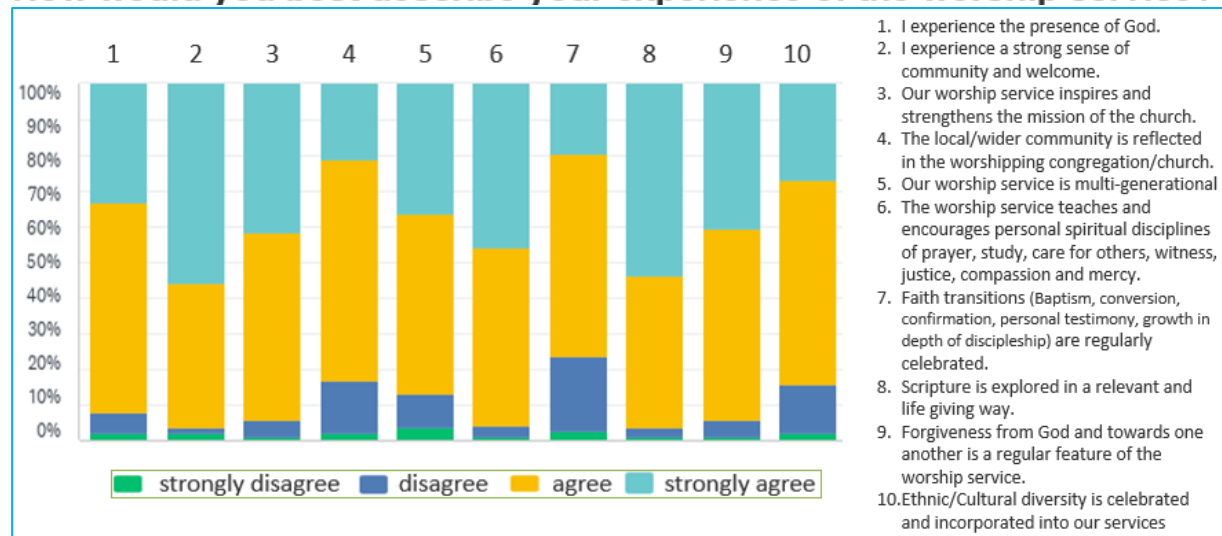


3.2 For Churches: do we reflect the gospel of Christ and are we relational and growing

a) *Experience of Worship:*

Our worship is expressed as a way of being in relationship with God, self and others; worship that is God focused, scripture inspired, people valued and mission directed.

How would you best describe your experience of the worship service?



The results are similar to previous years in terms of experience of worship. It seems that the vast majority experience the presence of God in our worship services at 92% to 2023 (91% in 2022, 92% in 2021). This is a good sign that relationship with God is being strengthened across our churches.

This is also reflected in the deep sense of community and welcome which is experienced by most, growing strong and healthy relationships with others. This has increased to 96% (from 93% in 2021 and 2022)

Scripture undergirds our relationships with God, self and others and this is also strongly endorsed and explored in our churches. 97% of our churches find this life giving and relevant, which is very encouraging. This has increased from 2022 at 92%, and 2021 at 93%.

Spiritual disciplines are also highly valued and encouraged; prayer, study, care for others, witness and justice, compassion and mercy deepen our relationships and this is evident in the fact that 96% of our churches are working hard in this area. This is compared to 90% in 2022 and 93% in 2021, again another strong marker that is encouraging.

94% of our churches also encourage forgiveness (from God and from one another) as a regular part of our worship, which highlights the value of reconciliation and peace amongst us. This compares to 75% in 2021 and 87% the previous year. This is a good increase and shows depth in our relationships where love and grace are demonstrated, a tangible expression of a lived faith.

Some 87% of us would say we are multigenerational and say children and youth are valued and participate in our worship service, comparing favourably with the last few years with an increase from 72% in 2021, 80% in 2022.

76% believe that faith transitions are celebrated which indicates that these are valued. Witnessing and being part of such moments encourages faith and inspires deeper relationships within the church and with God. This has increased from last year which was at 70% and 65% the year before. This is a significant increase and a good sign that things are improving.

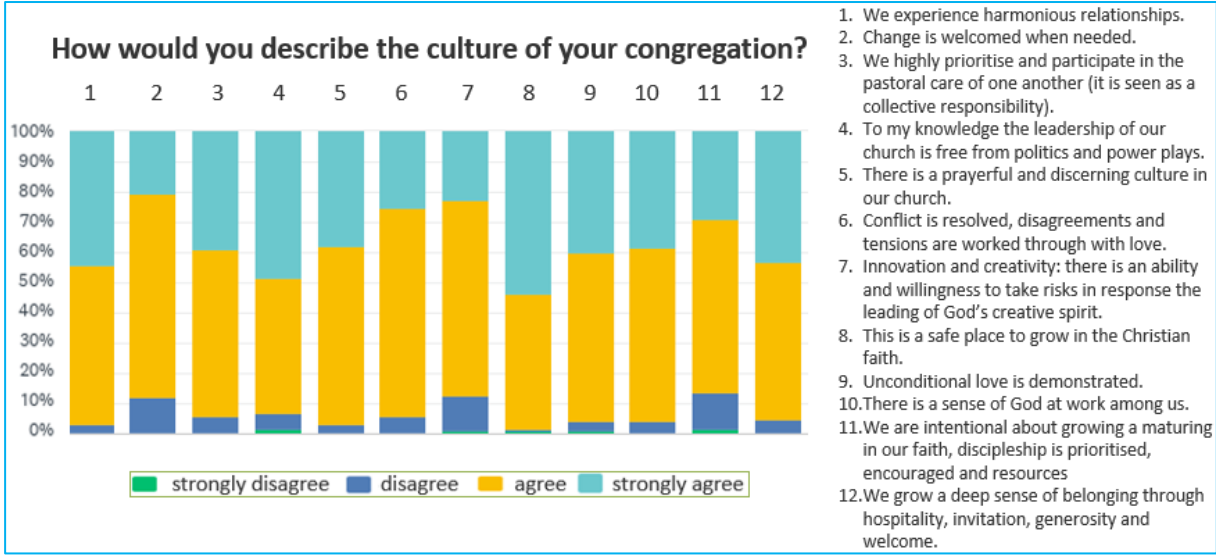
This is backed up by the fact that our relationship with the wider community is stronger this year with some 84% stating there is a growing connection. This compares to 76% in 2022 and 64% in 2021. This is a good indication that we are becoming more intentional about connecting with our community.

Adding to this general improvement, some 95% of our churches feel that their worship services have a missional edge, which informs the overall mission of the church. This is up from the previous year at 88% and 75% in 2021. All good markers that in terms of worship we are doing very well and that mission is much more of a focus.

| How would you best describe your experience of the worship service? | 2023 | 2022 | 2021 |
|---|------|------|------|
| I/we experience the presence of God | 92% | 91% | 92% |
| There is a strong sense of community and welcome | 96% | 93% | 93% |
| Scripture undergirds everything and is strongly endorsed and explored | 97% | 92% | 93% |
| Spiritual disciplines and highly valued and encouraged | 96% | 90% | 93% |
| Forgiveness is encouraged and is a regular part of the service | 94% | 87% | 75% |
| Our worship service is multi-generational | 87% | 80% | 72% |
| Faith transitions are celebrated | 76% | 70% | 65% |
| There is a strong relationship with the wider community | 84% | 76% | 64% |
| Our worship services inform and motivate our mission as a church | 95% | 88% | 75% |

3.3 Congregational culture:

Our church culture is safe, harmonious, with high levels of participation, where there is innovation, creativity, with limited levels of politics or power plays.



97% of our churches experience harmonious and encouraging relationships that contribute to a sense of love, hopefulness and positivity, generating a culture that is warm, safe and gives a strong sense of belonging. There is up from previous years by 5%

This is backed up by 94% of people feeling that pastoral care and hospitality are both greatly valued and greatly appreciated. Again; this is a jump from 80% in 2021 – a 14% increase over 2 years shows that we are really good at caring for one another and making people welcome. Hospitality is a key factor in this.

A massive 97% say that their church is a safe place to grow, 96% say that unconditional love is demonstrated and 96% feel that God is genuinely at work amongst us. A general increase across the board indicate that our churches are great places to belong, with a strong culture that is loving and warm.

94% of our churches and people feel that politics and power plays don't play a big role amongst us, which backs up the sense of harmony, unity and togetherness that seems to exist across the board and is increasing year after year.

94% agree that conflict is resolved (not that conflict isn't present), indicating that any issues that might be difficult are worked through and resolved. Change can be difficult when everything is perceived as going really well. 87% believe that change is welcomed, this has increased by 10% on last year. Only 12% state that change is not welcomed or embraced (down from last year at 23% and 28% in 2021).

Innovation, creativity and risk taking are encouraged and welcomed by 87% of our churches in 2023, with only 13% disagreeing with this. In 2022; 20% of people believed that innovation, creativity and risk taking were not actioned or welcomed and in 2021 this was worse at 25%. This shows that we are more willing to try new things and that creativity is growing.

87% believe that discipleship is prioritised and that faith is intentionally developed. All of this leads to a deep sense of belonging and welcome and a positive culture that is prayerful and discerning. This has grown by more than 10% in the last year.

The culture of our churches is moving in a positive direction which should be celebrated.

| How would you best describe the culture of your congregation? | 2023 | 2022 | 2021 |
|---|------|------|------|
| I/we experience harmonious and encouraging relationships | 97% | 92% | 92% |
| Pastoral care and hospitality are highly valued and appreciated | 94% | 83% | 80% |
| The church is a safe place to grow in the Christian faith | 97% | 93% | 90% |
| Unconditional love is demonstrated | 96% | 88% | 87% |
| God is genuinely at work amongst us | 96% | 92% | 91% |
| We are free from politics and power plays | 94% | 86% | 83% |
| Conflict is resolved | 94% | 85% | 83% |
| Change is welcomed | 87% | 77% | 72% |
| Innovation, creativity and risk taking are all encouraged | 87% | 80% | 75% |
| Discipleship is prioritised and faith is developed | 87% | 85% | 85% |
| There is a positive, prayerful and discerning culture | 97% | 86% | 85% |

3.4 Community Engagement/Mission:

Our churches are extending their mission, increasingly using mission plans and engaged in our communities.

Across 80 churches and 5 regions Presbytery is working significantly alongside 14 churches to actively support and extend their mission in a significant way, with new initiatives and projects. This is 18% of our total churches (80), an increase of 7% from last year. In terms of time, expertise, and financial support, this is significant.

| | Churches | Projects | Percentage |
|-------------|----------|----------|------------|
| 2021 | 82 | 5 | 6% |
| 2022 | 82 | 9 | 11% |
| 2023 | 80 | 14 | 18% |

Massey/Waimaukau
 Mt Roskill South
 Upper City Initiative
 Avondale Union Parish
 Crossroads/Pokeno
 Glenfield Community Church
 Onewa Christian Community
 St Johns Bucklands Beach
 Drury Presbyterian
 Hibiscus Coast Presbyterian
 St Andrews First Church
 Mahurangi/Monastic House Project
 Forrest Hill
 Waiau Pa

Of the 80 Presbyterian churches, Presbytery currently has 55 mission plans submitted which is 69% of our churches. Of the 55 submitted 4 are outdated (2015). There are 25 mission plans not submitted which is 31% of our churches. Of the 25 not submitted, 8 are from CV's and 17 are PCANZ. 19 churches are currently revising their mission plans and 10 have not submitted anything.

| MISSION PLANS 2023 | |
|--------------------|---|
| 🚩 | 80 churches total (62 PCANZ +18cv's) |
| 🚩 | 55 mission plans have been submitted = 69% |
| 🚩 | Of the 55 submitted 4 are outdated |
| 🚩 | 2 mission projects N/A as yet (upper City, Roskill South) |
| 🚩 | 25 churches have not submitted a MP = 31% of total |
| 🚩 | Of the 25 not submitted 8 are CV's |
| 🚩 | 27% PCANZ churches have not submitted a MP |
| 🚩 | 55% of CV's churches have not submitted a MP |

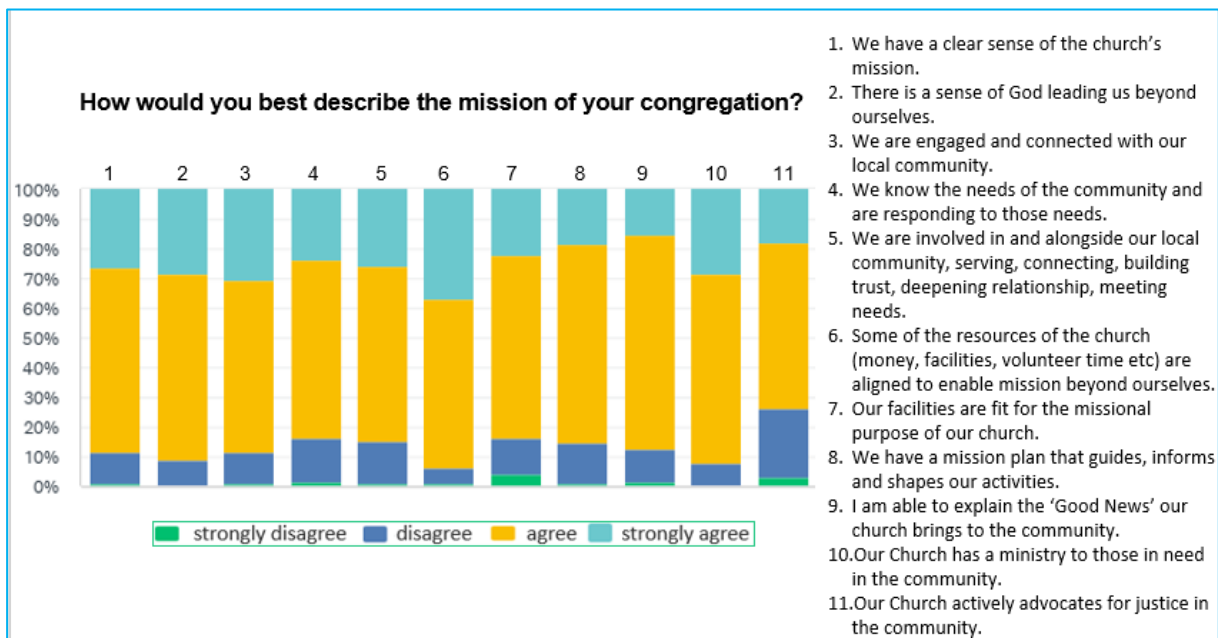
From the data on mission over the last few years it is evident that more and more churches are successfully applying and using their mission plans. The drive to increase churches updating mission plans as well as actively and intentionally using and applying them was severally stalled due to covid. There are signs of hope in this years' data, as churches look to the future.

| CHURCHES: 80 churches | | | |
|----------------------------------|-----------|-----------|-----------|
| 62 Presbyterian + 18 cv's | | | |
| Upper City and Roskill South N/A | | | |
| Region | PCANZ | CV's | Total |
| Northland | 4 | 10 | 14 |
| Coastal | 11 | 0 | 11 |
| East Central | 16 | 1 | 17 |
| South | 18 | 3 | 21 |
| West | 13 | 4 | 17 |
| Total | 62 | 18 | 80 |

In terms of mission funding this is increasing. Each year there are 2 rounds of applications to the mission fund (May and November). It is good to see churches being innovative and adapting to their context as well as moving forward. In 2022 the Presbytery, through its Mission Fund Committee, allocated \$155,400 in supporting 12 churches advance mission activities during the year. (\$160,400 incl St Martins Trust a total of 13 churches).

During 2022/23, through its Mission Fund Committee, Presbytery allocated \$217,450 in supporting 15 churches advance mission activities during the year. This is an increase from \$160,400 last year that supported 13 churches.

| Mission Funding Year | Amount Funded | Churches Supported |
|------------------------------------|---------------|--------------------|
| 2022 Nov 2021 & May 2022 | \$160 400 | 13 |
| 2023 Nov 2022 & May 2023 | \$217 450 | 15 |



In terms of missional engagement with our communities, we are improving but generally it's a real challenge. Whilst most churches believe they do have a sense of mission and that God is leading them beyond themselves (91%), 88% say there is good engagement with the community and that they do know the needs of the community. This has improved over 3 years; up 20% since 2021

In 2021, 33% knew little of their community or their needs, in 2022, 25% knew little of their community and their needs and in 2023 this has come down even further with only 12% feeling this disconnect with the community. This is a significant improvement as people begin to engage more, especially after covid. This is encouraging.

94% of those surveyed in 2023 believed their resources were aligned to their mission, this is a big jump on previous years. In terms of their facilities being fit for purpose, this remains fairly stable at 84%.

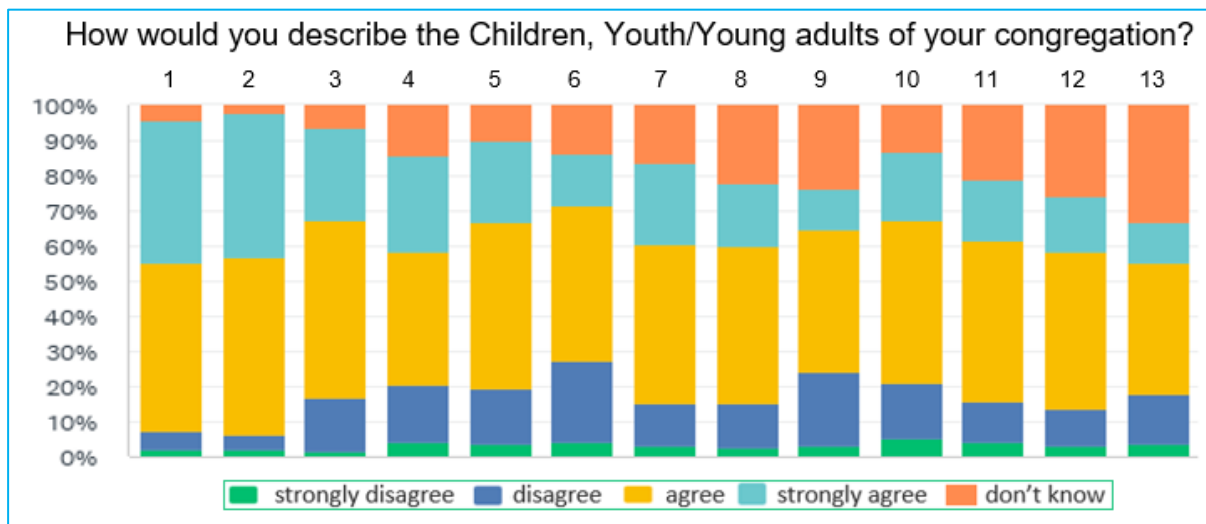
There is a sense of disconnection, however. 15% say their mission plans do not inform missional work in any way, which is less than previous years but could still be improved. In 2023, 15% of those surveyed say they are not really engaged with or listening to the community at all, in 2022 this was 26% and in 2021 it was as high as 34% indicating some improvement. It seems that most can explain and articulate the good news (88%), up 5% from the previous year.

This is all being translated into a faith that reaches out to those in need (93%) and advocating for justice in the community (74%). There has been a marked improvement over the last few years in this area. It seems churches are getting more and more involved in their communities as they endeavour to bring the good news in all its forms.

| How would you best describe the mission of your congregation? | 2023 | 2022 | 2021 |
|--|------|------|------|
| Strong sense of mission, God is leading them beyond themselves | 91% | 85% | 84% |
| We are engaged and connected with the community | 88% | 75% | 67% |
| We know the needs of the community | 88% | 75% | 67% |
| Resources are aligned with their mission | 94% | 77% | 75% |
| Facilities are fit for purpose | 84% | 84% | 81% |
| Our mission plan does inform our activities | 85% | 80% | 78% |
| We are listening and responding to our community | 85% | 74% | 66% |
| Able to articulate and explain the good news | 88% | 83% | 81% |
| Reaching out to those in need | 93% | 81% | 80% |
| Advocating for justice | 74% | 66% | 65% |

3.5 Next Generation: Children/Youth and Young Adults:

There was an added section in 2022 in terms of Children and Youth. Tracking the results across the NP in this area is important as many of our congregations are aging. We need to know how we are doing and therefore how we can potentially support and improve things as we seek to reach the Next Generation. We also introduced a “don’t know” option as an answer. We can compare data for 2022 and 2023. The data collected is revealing and will hopefully help us as we plan ahead for the Next Generation.



1. Encouraging and providing programs for our **children** is a priority.
2. Our **children** are an integral part of our church (they are seen and heard and included).
3. Across the generations there is a high level of engagement and connection with our **children**.
4. Encouraging and providing programs for our **youth** is a priority.
5. Our **youth** are an integral part of our church (they are seen and heard and included).
6. Across the generations there is a high level of engagement and connection with our **youth**.
7. Our **youth** have opportunities to grow spiritually.
8. **Young people** have a sense of belonging and involvement in our church.
9. Our **youth** are equipped, resourced and trained for service and ministry in the church and in the community.
10. Church members are well informed of **youth** activities and there is good communication about what is happening.
11. Our **young adults** are encouraged to be leaders and given opportunities to take on leadership responsibilities.
12. Our **young adults** have a sense of belonging and involvement in our church.
13. Our **young adults** are equipped, resourced and trained for service and ministry in the church and in the community.

In terms of the children (0-12yrs - Q1-3) there was a high level of engagement and integration. 90% or more felt they were seen as a priority, valued and their participation was intentionally encouraged. This was a jump of 10% from last year

In terms of the youth (13-18yrs - Q4-10) there was less involvement and engagement. 65% felt a positive sense of engagement but 35% felt that connection and belonging were less evident. In 2022 this was more evident with a 70%/30% split.

However, 75% felt that the youth were given opportunities for growth and spiritual development. In terms of being equipped and resourced for ministry in the church and community, 52% agreed this was the case (compared to 63% in 2022). However in both 2023 and 2022 respectively, 24%/16% did not know; and 24%/21% disagreed.

Church members are not particularly well informed or interested with 33% (23% in 2022) saying that communication was lacking, with another 13% (8% in 2022) who simply didn't know. While there are efforts made to provide for the youth, there is a growing disconnection.

In terms of Young Adults (19-30yrs - Q11-13) where only 63% of those surveyed felt they were encouraged, supported, given opportunities to lead. 16% felt this was not the case with another 21% who simply did not know.

This led to a disconnection and a lack of belonging and involvement with 14% thinking this is an issue, with an added 25% who didn't know which suggests a lack of interest or presence or priority in terms of young adults and their integration in the church. Although 61% felt this was not an issue, these numbers are a concern.

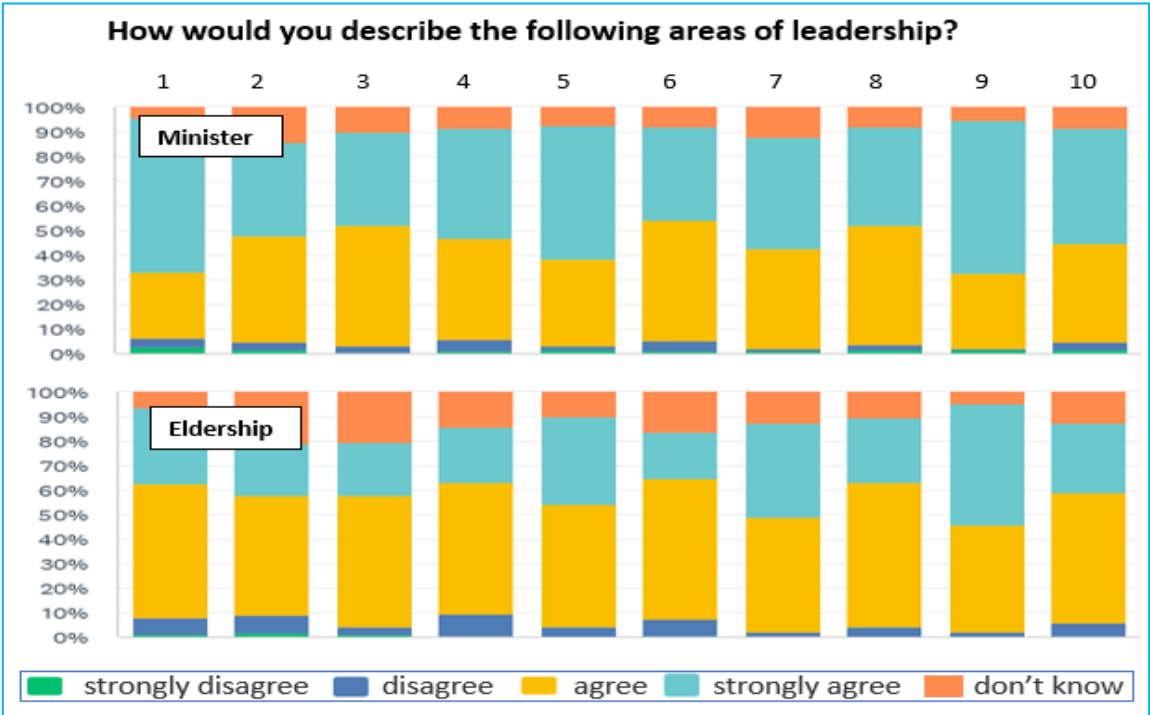
Clearly the older age groups are the harder to retain and this needs to be addressed. We need to look at engagement with this group as they are the future leaders. We need to listen carefully to them before the disconnect becomes any wider. The need is immediate and urgent.

| How would you describe the Chd/Youth/Young Adults in your congregation? | 2023 | 2022 |
|---|------|------|
| There is a high level of engagement and integration | 90% | 80% |
| Children are a priority and are valued | 90% | 80% |
| There is a positive sense of engagement with the Youth in our church | 88% | 70% |
| Youth are catered for with programs that connect and increase belonging | 65% | 70% |
| There are opportunities for growth and spiritual development | 68% | 75% |
| Our youth are equipped and resourced for ministry in the church and community | 52% | 63% |
| Young adults are encouraged, supported, and given opportunities to lead | 63% | 57% |
| Young adults are involved and feel they belong in our church | 61% | 51% |

3.6 For Leaders: Are our Ministers and elders supported and are they exercising discernment and growing in leadership ability

- a) Presbytery initiated, organised and heavily subsidized Caleb Leadership Programme
- b) Presbytery initiated, organised and funded a Minister's retreat at Vaughan Park
- c) Congregations rated ministers and elders' collective discernment and leadership very highly

Across the board our leaders are doing well. They are energetic, willing and able to learn, have capacity to cater for the future needs of the church and are consistently demonstrating that they lead through discernment as they listen to God and others. In most cases this is over 80% endorsing both ministers and elders and their leadership capacity.



1. Demonstrates a high level of energy.
2. Sets and monitors achievement of goals.
3. Willingness to learn and ask for help.
4. Has capacity to cater for future needs of the church.
5. Demonstrates leadership through discernments (listening to God and others).
6. Develops potential leaders and empowers others to use their gifts.
7. Has a clear understanding of Health and Safety Compliance.
8. Leadership is in tune with where the congregation is at.
9. Demonstrates compassion and empathy for others.
10. The right people are in the right place doing the right tasks.

High levels of empathy and compassion are demonstrated with 93% of ministers and 94% of elders demonstrating this. This has increased over the years and shows the dedication of those in leadership.

Congregations believe that the right people are in the right places (87% in terms of ministers and 83% in terms of elders). The capacity for the future needs of the church rated strongly in our ministers at 85% (45% strongly agreed with this) and elders 75% (23% strongly agreed with this).

This needs to be teased out as the future of the church, particularly in the area of leadership is facing some considerable challenges. Leadership is demonstrated in discernment – listening to God and to others. This is highly evident amongst our ministers (90%) and elders (85%), a small increase from the years before.

This is encouraging in a time where strong leadership is desperately needed. A strong sense of appreciation is clearly felt for both ministers and elders. Their leadership is valued and respected.

In all the questions above the response was generally very positive indicating a growth within the leadership capacity of the NP; both ministers (87%) and elders (77%) are able to develop and empower potential leaders, both ministers (87%) and elders (75%) are willing to ask for help indicating a strong desire to share the load and work as a team.

Goals are set and monitored, 81% for ministers and 70% for elders and there are high levels of energy demonstrated as well.

There is evidence of increased capacity in terms of leadership reinforcing how much our elders and ministers are doing and achieving under particularly trying circumstances. Support and encouragement for our ministers and elders is essential. We need to continue to look after them so that they can continue to look after others.

| How would you describe the leadership in your church? For Ministers and for Elders | 2023 Minister | 2023 Elder | 2022 Minister | 2022 Elder | 2021 Minister | 2021 Elder |
|---|--------------------------|-----------------------|--------------------------|-----------------------|--------------------------|-----------------------|
| There are high levels of empathy and compassion | 93% | 94% | 88% | 88% | 90% | 85% |
| The right leaders are in the right places doing the right tasks | 87% | 83% | 81% | 80% | 82% | 80% |
| There is a strong capacity for the future needs of the church | 85% | 75% | 83% | 72% | 81% | 79% |
| Leadership is demonstrated in discernment, listening to God/others. | 90% | 85% | 87% | 83% | 82% | 82% |
| Develops and empowers potential leaders | 87% | 77% | 77% | 70% | 75% | 71% |
| There is a willingness to learn and ask for help | 87% | 75% | 80% | 74% | 81% | 70% |
| Able to set and monitor goals | 81% | 70% | 78% | 73% | 75% | 68% |
| Has a high level of energy | 89% | 85% | 84% | 81% | 81% | 78% |

4. Settled Ministry: as at 30 June 2023

There were 8 MSBs in place as at end of June 2023, these being:

- First Church Papakura
- Drury Presbyterian Church
- Massey Riverhead Presbyterian Church (for Riverhead congregation)
- St Andrew's Otahuhu
- Pacific Islanders Church, Papakura
- Albany Presbyterian Church
- St John's Papatoetoe
- Glenfield Community Church

St David's in the Field and Homestead community church will be setting up an MSB.

In the Northern Region, there were 7 churches without settled ministry (ordained PCANZ minister or shared ministry team) as at the end of June 2023. These were: Ruawai and Dargaville Presbyterian Churches; plus Otamatea Union Parish, Tutukaka Coast Community Church, Kaikohe Union parish, Hikurangi and Kaitaia, which are Cooperating Ventures.

5. What's changed / who is better off?

5.1 Number of churches:

As at 30 June 2023 the Northern Presbytery had 80 churches, including 17 Co-operating Ventures, which is the same number as the previous year.

5.2 Church Membership and Church Attendances:

For data collection 2021/22, twelve of our 80 churches did not provide membership and attendance statistics. We made an estimate based on previous reporting. This was reported as 9,197 for total membership and attendance 6,153 for 2021/22.

For data collection 2022/23, ten of our 80 churches did not provide membership and attendance statistics. As per last year we made an estimate based on the previous reporting. As a result, for 2022/23 we had a total membership of 8,382 and attendance 5,817.

- 33 churches had an increase in membership.
- 37 churches had an increase in attendance.

5.3 New Presbytery initiatives July 2022 to June 2023:

- Created a new Intercultural Initiative, comprising a half time role for three years and the appointment of an Intercultural Workgroup.
- Created a full time, permanent role of Church Enabler; employing Rev Dr Emma Keown to this position
- Created a fixed term, half time role of Ministry Enabler; contracting Rev Dr Tokerau Joseph to this position for three years
- Established collaborative agreements with three churches to assist them develop, these being with Crossroads Mangatangi, Hibiscus Coast and Drury Presbyterian Church
- Continued to support the two new ministry initiatives started the year before, these being: Upper City Ministry and Roskill Sth joint venture with PSN (now known as Communities Feeding Communities and The Storehouse)

6. Summary and Conclusions

The in-depth review of Presbytery affirmed that we are on a positive path of growth and development. Several seeds (Initiatives) have been planted and are being nurtured so that they grow. The number of significant issues related to conflict have reduced to what has been in the past. As the review report comments, there is evidence of increased working together.

A beginning has been made to fulfil our strategy of growth and development. The important consideration now is to have to resource and support increased momentum for this, as there remains a large number of churches that are struggling, are 'stuck' and are in need of rejuvenation. The exponential growth in population also gives opportunities for new 'church' plants, which will likely become an increasing focus for us in the years ahead.

Presbytery Office Team

30 August 2023