

St Andrew's Strategic Plan - December 2024

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Section 1: Vision, Mission Statement and purpose of this document

Vision:

St Andrew's Church is a spiritual home for Christian worship and a focal point for activities where both the church and local community feel welcomed and valued.

Mission Statement:

We provide suitable places for the spiritual and social life of the parish members and the wider community.

The purpose of this document:

To provide for the vestry a written pathway for supporting and fulfilling the vision for St Andrew's by:

- guiding the decision-making process
- working towards a clear set of goals
- helping the vestry evaluate progress

Evaluation of the year to be carried out in October/November 2025, in order that both goals and budget for the following year can be planned for before the new year starts.

Section 2: Organisational Structure of St Andrew's

The Vestry (Overall governance group)

Purpose:

- To fulfil the overall responsibilities of every Ministry Unit, see page 4
- To fulfil the St Andrew's Vision through the Mission Statement, see page 2

Members:

Chairperson	The Vicar
Churchwardens	Lesley Anderson and Stephen Best
Synod representatives	Kay Hawk and Tony Randerson
Members	Martin Bonham, Tina Chen, Bridget Graham.

Meetings are held on the second Tuesday of the month starting at 7.30 pm usually in the Brandon Room in the hall complex.

There is also a very informal meeting with parishioners several times a year. These are held on those Sundays that are the fifth in the month after the 9.30 am Sunday service. On those days an 8 am service is not held. The meetings are generally taken by one of the Churchwardens, and is an opportunity for parishioners to raise any questions they may like to ask about the running of the organisation.

The Cemetery Board (Governance group)

Purpose:

- The careful supervision of the cemetery according to Diocesan Statute 5, the Diocesan Burial Ground Statute 1999.

Members:

All vestry members as above.

Meetings are held on the second Tuesday of the month immediately following the close of the Vestry meeting.

The St Andrew's Church Foundation Trust (an associated trust entity)

Purpose:

- To care for the historic St Andrew's church and to keep it well maintained into the future. (through the Preservation Fund)
- To provide financial support for the ministry offered by the community of St. Andrew's to the wider Epsom community. (Through the General Purpose Fund)

Trustees:

Chris Allan, Christine Anderson, Mark Wells and Mark Woolford.

Meetings are held quarterly, at Wells and Co, 419 Remuera Road at 5.15. The Vestry are sent the minutes after each meeting.

Responsibilities within the organisational structure

The Parish Statute 2024 Clause 9 states the overall responsibilities of every Diocesan Ministry Unit:

- To promote the worship of God, the Holy Trinity;
- To proclaim the good news of the Kingdom of God;
- To teach, baptise and nurture believers;
- To respond to human need by loving service;
- To transform unjust structures of society;
- To challenge violence of every kind, and pursue peace and reconciliation;
- To strive to safeguard the integrity of creation, and to sustain and renew the life of the earth;
- In accordance with the Constitution/Te Pouhere, to function on the basis of partnership with Te Pihopatanga o Aotearoa and the Diocese of Polynesia and their constituent parts.

Please note that in the following tables the responsibilities that are required by the Parish Statute have been bolded. Further responsibilities that support St Andrew's have been included in plain text.

The Vestry

<p>Chairperson</p> <p>Parish Statute Clause 118</p>	<p>The Vicar</p> <p>Or</p> <p>One of the Churchwardens</p>	<p>Take the lead in all strategic planning</p> <p>Manage all governance processes</p> <p>Set all agendas for Vestry meetings with the Parish Administrator and the wardens.</p> <p>Encourage all Vestry members to contribute to the workload of the Vestry and the decision making process</p> <p>Set meeting timetables</p> <p>Ensure accurate recording of decisions.</p>
<p>Churchwardens (Joint Responsibilities)</p> <p>Parish Statute Clause 44 and Clause 45</p>	<p>Lesley Anderson</p> <p>Stephen Best</p>	<p>To be the key lay leaders of their Parish;</p> <p>To be the spokespersons for the Vestry to the members of the Parish;</p> <p>To be the spokespersons for the members of the Parish to the Vestry;</p> <p>To provide leadership in helping the Vestry meet its responsibilities;</p> <p>To support the work of clergy licensed to the Parish.</p>

		To ensure that the Vestry and the Vicar are properly informed about matters for which they are each responsible.
Synod Representatives	Kay Hawk Tony Randerson	As Vestry members the key tasks will be as below for Vestry members but will include the following: - Representing the vestry in the decision making processes of the Diocese. Attending the synod when required. To take to the synod any matter requested of them by the vestry. Report back to the vestry any relevant synod discussions and their outcomes.
Vestry Members Parish Statute Clause 36	Martin Bonham Tina Chen Bridget Graham	In addition to the specific responsibilities provided for in this Statute, the responsibilities of the Vestry are to facilitate the Parish to achieve the requirements of clause 9 and specifically: - To promote the worship of God, and to provide all things that are necessary for the ordering of public worship; to enable ministry to be provided to and by members of the Parish; To take counsel together for the fostering of spiritual growth of and well-being of the members of the parish and of all persons within the area of the Parish; To promote and, subject to Church Law and the rights of the Bishop, to have responsibility for all matters affecting the governance, finance, administration and property of the Parish. Set the strategic direction of the parish through a long term strategic plan. Monitor the Vision and the Mission Statement for the Vestry Develop appropriate policies that reflect the Vision and Mission Statement. Co-operatively produce and endorse the St Andrew's Annual Plan which will:

		<ul style="list-style-type: none"> • Monitor the progress of the aims set in the plan • Set standards for and monitor vestry's own performance • Specify key outcomes for the plan and ensure that both person and finance resources are available to resource these. <p>Preserve the institutional memory of St Andrew's Church.</p> <p>Take responsibility, with the Health and Safety Officer, for providing an environment at St Andrew's that meets all the requirements of current legislation.</p>
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Assisting Vestry

<p>Treasurer</p> <p>Parish Statute</p> <p>Clauses 51 - 54</p>	Stephen Hamilton	<p>Be the contact person for the Diocesan Council in relation to the Parish's finances and carry out such work in relation to those finances as the Diocesan Council may require as part of the Consolidated Accounting Procedures.</p> <p>Provide the Vestry with advice on financial matters as and when required.</p> <p>Assist the Vestry in carrying out any of its financial obligations under Church Law.</p> <p>Carry out such other financial duties and responsibilities as the Vestry may direct.</p>
<p>Minute Secretary</p> <p>Parish Statute</p> <p>Clauses 52 - 53</p>	Kevin Airey	<p>Keep written records and minutes of all meetings of the Vestry and all General Meetings, the most recent of which shall be read and confirmed at the next such meeting.</p> <p>Act as Secretary to the Ministry Unit and Governing Body and at all General Meetings.</p>
<p>Parish Secretary/Administrator</p> <p>Parish Statute</p> <p>Clause 53</p>	Karen Ross	<p>Carry out any administrative duties and responsibilities as the Chairperson and Vestry may direct.</p> <p>Notify the Diocesan Secretary in writing of the full names and postal addresses of the Officers no later than 30 April in each year, and as soon as possible after a change in any of those details.</p>

		<p>Prepare agendas in consultation with the chairperson and wardens.</p> <p>Ensure back up information is available at meetings if needed.</p> <p>Work closely with the Treasurer and carry out all tasks designated by the Treasurer.</p> <p>Fulfil the role of Privacy Office for the Parish.</p>
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Staff

Parish Secretary/Administrator	Karen Ross	
Director of Music	Neil Shroff	
Sexton	Malcolm Wilson	

For other Parish Groups see Appendix 2

Section 3: Highlights of the previous year, identified strengths, areas for improvement

A. This section was taken from the written results of the series of meetings held with parishioners during September 2023:

Sunday 3 September - groups connected with Knowing God

Sunday 10 September - groups connected with Shaping Community

Sunday 17 September - groups connected with Growing in Christ and the children's group

Sunday 24 September - groups connected with Living Beyond Ourselves.

Highlights of the previous year:

- Introduction of morning tea for the Wednesday service
- The new organ installed and working.
- The new toilet facility in the garden
- The special services for the Ukraine
- The service where members of the staff at St Andrew's Tonga attended
- The return of the Strawberry Fair after Covid
- The Victorian High Tea, great to be able to invite non parishioners
- Sundays at Three
- Bishop Jim White Lectures
- Serious maintenance of church buildings.
- Patronal festival Parish lunch
- All Souls' service
- The new AV technology being used

Identified strengths and areas of comfort:

- The peace of the Wednesday morning service
- The 1662 service is offered once a month on the 1st Sunday in the month at the 8am service, followed by morning tea. No hymns.
- The regular contribution of the choir to both regular and special services adding so much to the services
- The growth of the Junior Choir
- The welcomers at the services
- The wonderful office management
- The zooming of the services for parishioners who are unable to attend or possibly away.
- Our community garden growing for the City Mission
- The beauty of the heritage church and its surroundings
- Very good stewardship of the grounds surrounding the church
- Excellent pastoral care group if needed, including home visits
- The morning teas after the 9.30 service excellent for fellowship
- We are a niche church offering special things.

Areas for improvement and concerns:

- Reduction of numbers in regular attendance at services
- Shrinking numbers of volunteers on various rosters and offering to serve on vestry, putting an overload on some people.
- Unavailability of the church during the week
- Would be good to have more men on the Pastoral Care group so men could visit men.
- Communication within the parish, should consider the possibility of a parish directory.
- The financial situation; is our income suitable for our needs.
- More connection with the Epsom community
- Better communication with Archdeacons, Bishop and the Diocese
- Promoting ourselves to the local community in a better way.
- No attraction for young people to form a youth group
- We need to be more active in sustainability
- More squabs are needed in the pews
- We need relevance to the world as it is today
- The frailty of many of our parishioners.
- No group available for youth, teenagers and young adults
- We need to leave each service feeling renewed, refreshed and inspired for the next week.

The Children's Views Sunday 17 September 2023

They like:

- Sunday School
- interactiveness with others
- the food
- meeting new people
- craft
- making new friends
- caring for things
- singing
- art
- learning
- choir practice

They dislike:

- the sweets are not current
- healthy food
- the talk is boring
- donuts
- can't see over tall people
- anyone should be able to join the choir

They want:

- more Te Reo
- more singing
- more activities
- more choir practice

B. Vestry Strategic Planning Session 23 March 24 (these are taken from the notes that were given to the Vestry by the facilitator, see Appendix 3)

Identified highlights:

- Well attended services
- Wonderful choir and music
- Well maintained church buildings
- Mixture of service styles
- Church used for extra functions – music recitals
- Vibrant fulfilling church life
- Community focused
- Not inward looking – self sustaining
- Not requiring all energy into Church property
- Books, Bagels and Banter was a huge success
- St Andrew's Garden
- Junior Choir

Concerns:

- We need more young people and families
- We need to address environmental and social justice issues.
- Long term property plan needed

Section 4: Vestry goals for the following eighteen months

When considering these goals, the Vestry took into consideration the summaries of:

A. The series of meetings held with parishioners during September 2023 (see Section 3):

- Complete Stage 2 of the church restoration
- Investigate Stage 3 of the restoration if this hasn't already been done
- Look at further investigation of the campus development
- Develop our relationship with St Andrew's Tonga
- Strengthen our relationships with the local community
- Find a sustainability champion.
- Identify congregation strengths.
- Improve communication among parishioners
- Continue the Bishop Jim White Memorial Lectures

B. The Vestry Planning Day March 2024 facilitated by Pam Elgar see Appendix 3.

C. Agreed position:

- Support the Healthy Church model
- Active place, where community feels safe where people could come any day of the week and spiritual home - develop further into vision statement
- Develop the three themes of:
 - increase younger people/families in church
 - Active place where community feels safe where people could come any day of the week and spiritual home
 - Long term building plan that supports the above
- Identify who to support building out the specific themes
- Identify how to communicate to the whole community to engage buy in.

Based on the summaries above, the Vestry Goals are:

- 1. Explore and trial different forms of worship and engagement, and develop programmes that appeal to young people and young families utilising the resources and facilities available at St Andrew's**
- 2. Review and enhance strategies for community outreach and social justice within the wider community.**
- 3. Finalise a long-term property development plan for the land occupied by the parish centre, office, early childhood centre and cottage; that is financially viable and will meet the evolving needs of the parish**
- 4. Develop strategies to address environmental issues and promote sustainability.**

Section 5: How these goals can be achieved

GOAL 1. EXPLORE AND TRIAL DIFFERENT FORMS OF WORSHIP AND ENGAGEMENT AND DEVELOP PROGRAMMES THAT APPEAL TO YOUNG PEOPLE AND YOUNG FAMILIES UTILISING THE RESOURCES AND FACILITIES AVAILABLE AT ST ANDREWS

Tina Chen to be the Vestry member to look at how we achieve this goal.

Firstly, liaising with members of other groups with a view to finding other people who are interested in working to achieve this goal through considering:

Building a network of young families (with dependent children) by:

- Talking with the parents and children in the youth choir and find out their spiritual needs.
- Connecting with the parents and children who come to the Strawberry Fair and other social functions to learn their spiritual needs.
- Talking with the parents and children who usually attend the Christmas services and learn their spiritual needs.
- Having a family picnic in February 2025

Investigating:

- The possible use of paid youth co-ordinator who could look at working with other Anglican parishes in our vicinity, and/or ecumenical opportunities for young people in our area.
- Better methods of sending information to the community about special services such as the Pet Service.

Encouraging:

- The use of different types of church services such as the Creation services run in September 2024 by Suzy Carryer and Natalie Duchesne.
- The Study Group organised by Tina Chen.
- The increased use of data projector for some services.
- Saving services on Zoom so parishioners can watch at a later date.
- The Cavell Girl Guides to organise a service perhaps every two years.
- The Junior Choir led by Neil Shroff.

WAY FORWARD:

Meet with all members of the group who organises Children's Church, asking for assistance with connecting with parents and children who come to the various activities at St Andrew's, such as the Strawberry Fair, the Christmas services, the Space group, and the Early Childhood Centre. A meeting with the Musical Director regarding meeting with the junior choir members and their families is recommended.

Ask the same group to help organise the February Family Picnic.

Meet with the Cavell Guide leader to discuss the idea of a Cavell run service

Discuss with the Children's Church group the idea of a youth co-ordinator shared with other local parishes.

If this is positive, discuss the idea with other local churches, and possibly organise a meeting regarding this and how it could work to be held at St. Andrew's with those other churches.

GOAL 2. REVIEW AND ENHANCE STRATEGIES FOR COMMUNITY OUTREACH AND SOCIAL JUSTICE WITHIN THE WIDER COMMUNITY

Appoint a suitable person, who would like to take on this role. And who would be willing to liaise with members of other groups with a view to finding other people who are interested in working together to achieve this goal through:

Continuing to support strongly:

- the existing internal events, Bishop Jim White Memorial Lectures, the Books, Bagels and Banter event, and the Strawberry Fair.
- The outside groups we are already concerned with, St Andrew's Tonga, Te Papapa School, The Anglican Trust for Women and Children, the City Mission and the Space Group.

Investigating:

- Possible celebration services for those groups that use the parish centre and the preschool.
- Restarting the sending of baptismal cards to those children baptised at St Andrew's possibly till the child starts school
- A service every two years for those children baptised at St Andrew's.
- Developing a relationship with our Local Board members.
- What Common Grace Aotearoa has to offer local parish churches.

WAY FORWARD:

The group could:

Work with appropriate members of the Diocese to find out exactly what they expect of a Mission Group, and if our Goal 3 is the appropriate goal for them to lead.

Work with the Auckland Council run Eden Epsom Community Network with a view to understanding any local issue that may be of importance to the local community, and reporting these to the vestry to see if St. Andrew's could develop strategies to assist in any way.

Find out who our Local Board members and Councillors are, keep them informed regularly of all happenings at St. Andrew's, and ensure that invitations are sent on important occasions.

Discuss with the Worship Committee the idea of a service held possibly every two years for families of children baptised at St. Andrew's.

Find a parishioner who would be willing to organise the Cradle Roll, which is the sending of baptismal or birthday cards to all children baptised at St. Andrew's probably till fifth birthday.

Find a parishioner who would be interested in following Common Grace Aotearoa and could discuss with the vestry any educational programmes that St Andrew's could take part in, or any social justice campaigns that either individual parishioners or St Andrew's as a whole could take part in.

GOAL 3. FINALISE A LONG-TERM PROPERTY DEVELOPMENT PLAN FOR THE LAND OCCUPIED BY THE PARISH CENTRE, OFFICE, EARLY CHILDHOOD CENTRE AND COTTAGE; THAT IS FINANCIALLY VIABLE AND WILL MEET THE EVOLVING NEEDS OF THE PARISH

Kay Hawk and Tony Randerson will be the vestry members to look at how we achieve this goal.

Firstly, liaising with members of other groups with a view to finding other people who are interested in working to achieve this goal through considering:

- Liaising with the Diocese to find out what their needs or requirements may be in moving forward.
- Taking advice from the planning department of Auckland Council about what can or can't be done on the site.
- Looking at data from the last Census

WAY FORWARD:

Find out who the appropriate people are at the Diocese to talk to regarding the site, and what could be appropriate in their eyes for site development.

Ask them to come and meet the vestry members so a discussion could be held that would be informative for both parties.

Find out who the appropriate people are in the Council Planning department who would be the best to advise on such questions as site coverage, building height, etc that fit with Unitary Plan requirements, while at the same time confirming the exact boundaries of the site.

Read data from the last census pertaining to our community, and report the relevant information to the vestry.

GOAL 4. TO DEVELOP STRATEGIES TO ADDRESS ENVIRONMENTAL AND SOCIAL JUSTICE ISSUES IN THE WIDER COMMUNITY

Appoint a Sustainability Champion, and a possible support group who would be interested in addressing these issues.

Encourage: The existing group of people who manage the St Andrew's Community Garden

WAY FORWARD:

Liaise with the appropriate arm of the Diocese to find out exactly what they expect of a Sustainability Champion.

Get in touch with the Auckland Council Eco Neighbourhood group, with a view to strengthening this relationship, and joining in any local Eco event that may be taking place, as well as promoting our own garden.

Also strengthen the relationship with the local Compost Collective.

Explore The Eco Action Planner from the A Rocha Eco Church to ascertain what can be done by St. Andrew's in the short term.

Also look deeper into The Eco Action Planner with a view to serious Eco input if the site may be developed in the future.

Appendix 1: Healthy Church Model at St Andrew's

Space
 Strawberry Fair
 Mission Group
 Bishop Jim White Memorial Lectures
 St Andrew's Arts
 St Andrew's Tonga
 St Andrew's Community Garden
 Te Papapa School
 Funeral Ministry
 Garden Group









The Worship Group
 The Sacristy Guild
 The Flower Guild
 Church Music


















Study Groups
 Sunday School or Childrens' Church
 Ginger 'n Bread
 Retreats/Pilgrimages
 Tuesday Coffee Mornings
 Bishop Jim White Memorial Lectures





Pastoral Care
 Property Maintenance
 Hospitality
 Campus Vision
 Information Technology
 Church Cleaners
 Funeral Ministry
 Strawberry Fair
 Health and Safety
 St Andrew's Community Garden

Appendix 2: Supporting groups at St Andrew's

Name	Leader	Members	What they do
Bishop Jim White Memorial Lectures  	John Langley	The Vicar Lesley Anderson Clare Barry (vicar St. Luke's) Richard Lamb Representatives from: - The Auckland Diocese All Saints Ponsonby	Organise these lectures on an annual basis.
Children's Church 	Susy Carryer	Robyn Hamilton Lesley Anderson Liz Jones Carolyn Perrone	Plan children's activities suitable for the service for that day and the age of the children attending. Maintain the Children's corner. Have input into any all age service that may occur.
Choir 	Neil Shroff (Musical Director) Stephen Hamilton (organist)	All choir members, both senior and junior	Provide music for services.
Church cleaners 	Denise Bray	List available from the office	Clean the church on a regular fortnightly basis.
Flower Guild 		Jill Ault Charline Baker Jane McNamara Alison Matthews Sylvia Millard Lynn Oram Margaret Johnson	Buy and arrange flowers for all services requiring these. Liaise with families and others regarding flowers for funerals and weddings.
Fundraising  	Jocelyn Bray Bridget Graham	Denise Bray Derek Ion Dianne Kenderdine Jane MacNamara	Organise and present the annual Strawberry Fair & Books, Bagels & Banter.

<p>Funeral Ministry</p> 	The vicar	<p>Neil Shroff The Flower Guild Brian Tracey</p>	<p>Liaise with families and funeral directors regarding all aspects of the required service including, music, flowers and IT if needed.</p>
<p>Ginger 'n Bread Circle</p> 	Lynn Oram	<p>Dianne Kenderdine Sylvia Millard Diana Burslem Margaret Johnson Alison Matthews</p>	<p>Arrange a monthly fellowship meeting.</p>
<p>Health And Safety</p> 	Gordon Attwood	<p>The Vicar Neil Shroff Karen Ross (Parish administrator) All vestry members</p>	<p>Hold regular meetings to ensure that all problems associated with Health and Safety are attended to immediately. Ensure that evacuation plans are clear and understood by all parish members. Hold regular fire drills. Write regular monthly reports to the vestry on Health and Safety. Ensure that the defibrillators are in good working order, and the signs for these are clearly displayed.</p>
<p>Hospitality</p> 	Dianne Kenderdine	<p>Long list available from the office</p>	<p>Serve morning tea at regular 9.30am parish services. Provide hospitality at other parish functions such as Sundays at Three.</p>
<p>Information Technology</p> 	Brian Tracey	<p>Martin Bonham Simon Smith</p>	<p>Operate Zoom for all services needing this. Advise and assist on any technical problems that may arise.</p>
<p>Mission Group</p> 	TBC	<p>Yet to be determined</p>	<p>Yet to be determined</p>
<p>Pastoral Care</p> 	Lucy Best	<p>Lesley Anderson Roberta Stuart Lynn Oram Ruth Hart</p>	<p>Identify people in the parish who may need extra support. Visit, telephone or provide other support to these people. Take communion to people when required.</p>

Property 	Tony Randerson and Stephen Best	Gordon Attwood Malcolm Wilson	Inspect buildings regularly for issues that may arise. Plan for the maintenance for all buildings on site. Meet with any contractor who happens to be working on site.
Retreats/Pilgrimages 	To be appointed	Will invite help from appropriate people for each occasion.	Arrange a suitable retreat or pilgrimage at suitable and appropriate times and at appropriate places.
Sanctuary Guild 	Susan Gaddis	Sylvia Davis Dianne Kenderdine Neil Shroff	Clean silver. Wash altar linen and purificators. Change candles. Change seasonal colours. Clean brass
St Andrew's Arts 	Neil Shroff	Lynn Oram Helen Lukman-Fox	Run monthly musical events in the church, known as Sundays at Three. Run other musical events at St Andrew's at appropriate times.
St Andrew's Garden Group 	Charline Baker Glenda Randerson		Supervise and maintain the main garden and the smaller beds outside the front door of the church.
St Andrew's Community Garden  	Nick Britton	Cynthia Landels Volunteers	Maintain the garden and keep well planted in order to provide fresh vegetables to the City Mission.
St Andrew's Tonga 	John Langley	The vicar Diana Burslem Derek Ion Dianne Kenderdine Richard Lamb Neil Shroff Lynn Oram	Maintain communications with staff at St Andrew's Tonga. Provide scholarships for pupils at St Andrew's Tonga Arrange educational visits to New Zealand for St Andrew's staff.
Space 	TBC	Lesley Anderson Carolyn Perrone Caroline Welm (Diocesan Space Organiser) Kay Hawk	Run thirty week parenting courses at St Andrew's for the parents of babies. Applications for funding are made to run this course.

Study groups 	The vicar	Members of the Worship Group	Arrange study groups and lectures for appropriate themes throughout the year.
Sustainability Champion	To be appointed		
Te Papapa School 	Diana Burslem Lynn Oram		Maintain a relationship with Te Papapa School Remind parishioners that contributions to the Breakfast Club are very welcome. Take these gifts to the school from time to time.
Tuesday Coffee 	No leader necessary	No helpers required	This is an informal fellowship group meeting at the Hollywood Café at 11am on Tuesdays throughout the year.
Worship Planning Group 	The Vicar	Lesley Anderson Cynthia Landels Neil Shroff	Evaluate services. Plan upcoming services. Discuss appropriate study groups that may be offered throughout the year.

Appendix 3: The results of the Vestry Planning Day March 2024

As presented by Pam Elgar the facilitator for the session.

Objectives for the session

1. 1-2 year focus

5-10 year focus

1. Vision statement written
2. Strategies – what we could do
3. Action items – next steps
4. Objectives that are practical and concrete with clear what, how, by when
5. Realistic vision and goals based on facts

Three clear themes emerged during discussion and were followed through based on initial identification of all the areas of interest outlined below. Three priorities highlighted in yellow and numbers of votes for interest at end of key items.

Well attended services 1

Wonderful choir and music
 Well maintained church buildings
 Mixture of service styles 1
 Church used for extra functions – music recitals
 Vibrant fulfilling church life 1
 Community focused 1
 Not inward looking – self sustaining 1
 Not requiring all energy into Church property
 Longterm property plan – maximise use of land for financial plan 5
 Increase the younger people, families 4
 Cater for more diverse citizens
 An active place where the community feels safe, where people could come every day of the week,
 spiritual home 5
 Survival/sustainability
 Parish that reflect the diversity of Aotearoa seeks first the kingdom of God through theology, hope
 and action, bicultural journey, environmental integrity 3
 Healthy relationships 2
 Conflict management
 Willing to give ourselves away for the good news
 Flexible 2

Increasing younger people and families – what does this mean?

Connect with community – Epsom
 Promotion/communication
 Change attitudes of congregations
 Actions
 Which children?
 Junior choir? This relies on Neil
 Leadership – personality focused
 Ecumenical? Other Anglicans?
 What do we have? New young adults coming
 Messy church? As option
 Youth groups
 Younger people defined as under 60yrs
 Younger families
 Separate group/service
 Bottom up
 Youth group 13-20 years old
 New Younger members under 60 years old
 Limitation of location/community and private schools
 Advertising in the right spaces online presence – Sunday school
 Maintaining liberal theology
 Destination church – refocus on the people
 Community engagement is obvious, but community service is not
 What is community today?
 Separate service group

Bottom up approach, junior choir, Christmas service, Easter participants, wider community
 Ecumenical with other churches
 Social justice and community service front and centre
 Current structure = limited finances
 More than the building
 Space Epsom: fragmented (how to address) social justice, affordability (or lack of)

Active Place church sponsored groups e.g. (space), build on this connected group, place of connection, aligns with the church, diversity of ages, choir (children), growth becomes organic from this, needs to be a difference, Jim White, Sunday@3, Social justice

Community feels safe diversity, emotional spiritual, physical (H&S) manaakitanga/hospitality

Come any day unlocked doors

Spiritual home – cemetery/garden – appreciate, celebrate and honour all our current whanau who contribute now

End game

Pastoral care church community/wider community

Young People thriving and engaged in Parish Tina

An active place, where both the church and wider community feels safe, healthy and spiritual home: Martin, Lesley

- Social justice issues

- Environmental issues

How could we engage with other church groups

3 Bs books bagels and banter

Longterm property plan: Kay, Bridget, Tony, Stephen Best

- ongoing maintenance

- vision for future

Property Plan

Early childhood – longterm

Building Church heritage Building and cemetery How can this be redeveloped (plan for the longterm)

Vicarage

Parish Centre

Early Childhood centre – 10 year lease

Cottage

St Andrew's Garden

Ideas – Parish centre – Onslow Road – 10 metres

Partnership project

Developers – Capital

\$Church – Land

Strong leadership = energy – change management

Attitudes relationships and health

Reactivate and refresh long-term Property Committee
Healthy Church Model
Living Beyond Ourselves Knowing God
Glorifying God
Growing in Christ Shaping Community

Agreed position:

1. Support the Healthy Church model
2. Active place, where community feels safe where people could come any day of the week and spiritual home - develop further into vision statement
3. Develop the three themes of
 1. increase younger people/families in church
 2. Active place where community feels safe where people could come any day of the week and spiritual home
 3. Long term building plan that supports the above
4. Identify who to support building out the specific themes
5. Identify how to communicate to the whole community to engage buy in.

Appendix 4: Plan of site

St Andrew's Site

