

Taking the Pulse: A Presbytery initiative.

This review has 3 parts:

- A. A factual summary of your congregation's Position**
- B. An appreciative overview of your congregation's Mission**
- C. An plan for your congregation's next 12 months Action**

Taking the Pulse:

Section One: Factual Summary.

We would encourage you to keep records that would allow you to record these statistics every year.

A1. Membership, how many members and associate members have you had over the last 3 years?

	2012	2013	2014
Members	170	161	162
Associates	103	97	86

A2. Attendance, what has been the pattern of your attendance at Sunday Worship over the last year? We suggest average weekly total. Eg 70.

Note: We do not count the number of parishioners attending church each week.

June 2012: 120 June 2013: 130 June 2014: 113

A3. New commitments or re-commitments to faith, how many people incl. youth have committed their lives to Christ in the last 3 years? You might think of confirmation or adult baptism or a similar equivalent.

2012	2013	2014
2	0	0

A4. Offerings, what has been the weekly total of your offerings over the last 12 months? Eg. \$1000 weekly in Feb, \$800 in July.

Jan – June = 2015					July –December = 2014						
Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
3400	3000	4600	3800	5200	3600	3800	4500	4000	4000	4700	4000

Figures do not include \$25,000 bequest, \$2200 from Support Shop, \$6100 Heater Appeal.
Figures include Korean subsidy of \$625/week until October 2014 and \$375/week now

A5. Employment. If you have lay staff, does every staff member have an up to date contract?
The two lay staff have up-to-date contracts.

A6. Does your building have a current building WOF? **Yes**

A7. Were your parish accounts reviewed or audited last year?

As it is no longer required by law, formal auditing was not conducted. Annual accounts were presented at 2014 AGM and also reviewed by Resource Committee.

A8. Does the Parish have:

A Session Clerk or chair of Parish Council? **Yes.**

A Treasurer? **Yes.**

A Chairperson for the Board of Managers?* **Yes – Resource Management Committee convenor – a subgroup of Parish Council.**

A parish secretary?* **Yes (30 hours) and The Link Manager (40 hours).**

A Session and BOM or a Parish Council? **Yes, Parish Council.**

A9. Are all accounts up to date? **Yes.**

A10. If you pay a stipend, can you please detail the stipend package? **St Andrew's presently has a vacancy for the Kiwi Minister. We have a full-time stated supply Minister primarily for the Korean members. We have a half-time stated supply kiwi Minister during the vacancy. Standard terms.**

Stipend

Seniority

Housing

Allowances

A11. What supply fee do you pay for supply preachers? **Some supply preachers do not want to be paid. When we do pay the gross fee paid is \$237.54. From 1 July it will be \$241.57.**

* These are not required positions.

Section Two: Appreciative Overview

In this section we want to work with you to consider the health of your congregation in 8 areas under 2 headings identified by the General Assembly as important for your congregation's vitality.

The Eight areas are:


Mission Vision	Mission Capacity
Outward Focus	Worship
Sense of Direction	Sense of Community
Involving Leadership	Lively Faith
Wider church Relationships	New Believers

We would ask someone from the Pulse Team to observe the Congregation for at least a Sunday and then guide the Leadership through a self-review using the Parish Review Tool at a Session/PC Meeting. The Pulse team might question the Session's self-rating in this process, but the overview needs to be owned by the Session/PC and Minister/s.

B1 Outward Focus

Leaders and attenders demonstrate concern for evangelism and wider community care;
Generally there is a readiness to discuss faith with others, to act as Christ leads and to invite people to church; (or alpha etc)

Congregation exercises good stewardship displayed towards community and creation;
Works with others towards justice and peace, are with those with whom Jesus identifies

Aspiration - We'd like to be doing this	Emerging – We are starting to do this	Progressing- We are on the way with this	Developed – We are doing this well.
			

From May – December 2014 we were not really in a position to be outwardly focused as usual, given issues of disharmony between the kiwi Minister, The Link Manager, and the leadership and Congregation. These issues are now settled.

Leaders and attenders demonstrate concern for evangelism and wider community care;
Generally there is a readiness to discuss faith with others, to act as Christ leads and to invite people to church and events. This includes Church-organised activities in The Link Community Centre. All demonstrate community care and faith through their daily activities in the community.

Congregation exercises good stewardship displayed towards community and creation; At present we support Christians Against Poverty (CAP), Christian World Service, and Presbyterian Support. In future Café Church will display this.


Works with others towards justice and peace, are with those with whom Jesus identifies.
Social and Ecumenical Action committee speaks out on matters of concern.

B2 Sense of Direction and Clarity of Mission

Attenders and leaders share a strong sense of where the congregation is headed;

Attenders and leaders are clear about the mission of the congregation, and can describe that Mission.

Attenders and leaders are able to participate in the process of change of direction at different levels of the faith community

Aspiration - We'd like to be doing this	Emerging – We are starting to do this	Progressing- We are on the way with this	Developed – We are doing this well.
			

Attenders and leaders share a strong sense of where the congregation is headed – St Andrew's has been through a particularly challenging year in 2014. Possibly the most challenging in the past 50 years. St Andrew's did (prior to May 2014) have a reasonably strong sense of where the congregation was heading but presently it is less than a strong sense.

Attendees and leaders are clear about the mission of the congregation, and can describe that Mission. Emerging. Leaders share a sense of where we want the congregation to head. Members know where they don't want to go.

Attendees and leaders are able to participate in the process of change of direction at different levels of the faith community. St Andrew's encourage participation. It is welcomed with open arms. This is partly achieved through a number of open committees which include parishioners and Elders.

St Andrew's Mission:

"To worship and work with God in the world."

Together we seek to know, and make known, the amazing opportunity for reconciliation to God through Christ. We strive to explore new ways, and to be


- ☐ inclusive and ecumenical in outlook
- ☐ supportive and encouraging to each other in action
- ☐ sensitive and responsive to the needs of those who live within this city.

We celebrate the diversity of language and culture in our nation and seek to work in partnership with people of faith and goodwill everywhere to bear witness to the realm of God in our world.

B3 Involving Leadership

Leaders seek to influence rather than direct attendees;

1. Leaders are inspiring and purposeful, keeping attendees enthusiastic and involved;
2. Leaders set priorities in consultation with attendees;
3. Leaders track progress and work with others to ensure targets are met.
4. Leaders are supported by attendees

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Yes, leaders do seek to influence rather than direct attendees. Leaders do their best to be inspiring and purposeful. Leaders encourage parishioners to join decision making groups, prayer groups and all social activities.


Excluding the unusual (for St Andrew's) situation we found ourselves in 2014, attendees are appreciative and supportive of leaders.

Leaders track progress and work with others to ensure targets are met. This is achieved largely through the various committees that review regularly their specific aims and goals, and report to Parish Council in writing and orally.

B4 Relationships with the Wider Church

The parish is able to participate in mission and other activities within the Church at local, national and international levels;

The parish has a good relationship with other denominations within its community

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St Andrew's has good relationships at local, national and international levels. Active in Presbytery and at General Assembly. St Andrew's also has good relationships with other denominations within Hamilton.


Locally: At a local level St Andrew's parishioners have supported Mainly Music and is presently known as 'Mini Movers'. Work of Social & Ecumenical Action Committee.

Nationally: We have been supportive of Presbyterian Churches in Christchurch – both financially and spiritually.

Internationally: Presbyterian Church of Korea.

B5 Worship

Worship is true to God, enhances life, promotes growth in faith and is relevant to the parish's context (Does your worship service/s help your people to worship God, are they accessible for people who are new to faith or have no faith yet?)


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During this time of vacancy a variety of leaders give different perspectives on God and the meaning of faith. As an inclusive congregation we agree with some preaching and disagree with others. We are Emerging to Progressing during the present vacancy.

We have a desire to make worship more "Kids Friendly".

B6 Strong Sense of Community

Demonstrates an active concern for people and their needs;
 establishes good interpersonal relationships by helping people feel valued and supported;
 manages relationships which transform community;
 embraces people from all walks of life – creates a sense of belonging.

Aspiration - We'd like to be doing this	Emerging – We are starting to do this	Progressing- We are on the way with this	Developed – We are doing this well.
			

Demonstrates an active concern for people and their needs. This is a particular strength of St Andrew's. We have a large group of parishioners, including Elders, who demonstrate in countless ways, a real concern for people. Weekly morning tea following the Sunday service, Bible studies, monthly Busy Man's Breakfast (for 'busy' men), Tuesday gatherings at The Link, regular parish activities that are organised by Church Life and other groups that all focus on building community.


While the May – December 2014 experience is not one we want to repeat – a particularly positive outcome has been the outpouring of love and support to parishioners indicating there is a strong sense of community at St Andrew's.

Embraces people from all walks of life – creates a sense of belonging. Yes, totally. Our Korean congregation (recently celebrated 20 years) is a testimony to this.

B7 Lively Faith

Congregation has a high level of attenders growing in their faith or experiencing moments of conversion or faith commitment.

Among attenders there are high levels of devotional activity such as prayer and Bible reading (and service?)

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Congregation has a high level of attenders growing in their faith or experiencing moments of conversion or faith commitment. This is our aspiration. During the current vacancy we have had several new people making a commitment to St Andrew's.


Among attenders there are high levels of devotional activity such as prayer and Bible reading and service. Yes. We are between Progressing and Developed. There is a small Sunday morning prayer group. In most services the Intercessory Prayer and the Bible readings are led by attenders. A Worship group conducts occasional services. A small singing group contributes from time to time, and from July 2015 will contribute monthly.

B8 Newcomers and Numerical Growth

Congregation attracts and holds newcomers, retains or maintains links with young adults and growing numerically.

The mission of the congregation is seen as happening in the many places/contexts where its attenders live most of the week.

Mission activities meet their desired outcomes and are supported by the local congregation.

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Congregation attracts and holds newcomers: Yes and no. Prior to and since May – December 2014 St Andrew's has attracted newcomers but not all stay. There are a number of reasons for this. No one church is right for all worshippers. We embrace those who wish to worship at St Andrew's and if it is 'not right' – we hope they realise our door is always open. We would be interested in reading research on the ability to attract and retain newcomers during the period of a vacancy, particularly a vacancy preceding a year like St Andrew's has experienced.

Retains or maintains links with young adults and growing numerically. This has been a challenge for several decades. While St Andrew's has had a vibrant Sunday School, off and on, over the past quarter century, retaining young adults has been a challenge.

The mission of the congregation is seen as happening in the many places/contexts where its attenders live most of the week. Mission activities meet their desired outcomes and are supported by the local congregation. Yes.

Section Three: Action Plan.

Evaluating Existing Goals. Can you describe previous Mission Goals?

Previous Goals

Note to Kaimai: Our Mission Plan doesn't fit this Section Three straitjacket.

The Parish has an overarching Mission: "To worship and work with God in the world" and Vision: "A bridge to the city...where love and friendship meet". Then we have seven key mission spheres:

1. Worship;
2. Social & Ecumenical Action (social justice and service);
3. Kiwi-Korean Liaison;
4. Pastoral Care;
5. Christian Education;
6. Church Life (fellowship);
7. Resource Management (stewardship).

Each of these Parish-wide committees has a specific Mission, Goals, and frequently-changing Action Points. These are all described in our St Andrew's Mission Plan, approved 10 March 2015.

The following three are merely examples only.

1. Professional Café to be established for 3 primary purposes: used for informal Café Church services; refreshment for 500+ weekly users of The Link; and opportunity for additional outreach to the community, building familiarity.
2. Community outreach: e.g. St Andrew's Coffee Series, election meetings, submissions on public questions from a mainstream Christian perspective, establishing a teaching vegetable garden at Link House and native garden at Hamilton East School.
3. Promoting understanding and co-operation between Korean and all other members of St Andrew's congregation. Uniquely, we are one Parish.

What has been achieved?

1. Café designed to developed-design stage, Land Use resource consented, business operator identified, funding secured, and applications made to Kaimai/Church Property Trustees.
2. Submissions on local alcohol policy, cemeteries bylaw etc. Speakers in the public St Andrew's Coffee Series included Chief Coroner on suicide, Deputy Children's Commissioner on child poverty. Both gardens established. General Election public-meeting held for Ham East candidates 2014, with some set questions on social justice issues posed by the SEA Committee. Christian World service and Fairtrade projects.
3. Growing rapport. Wonderful celebration of Twenty Years KiwiKorean co-operation together in May 2015. Quarterly combined bilingual worship services and shared lunches. Combined budget, income, expenditure. Social and winter Bible study-group interactions.

What helps and/or hinders this to happen?

- 1 Prayer
- 2 Planning and leadership
- 3 Challenge: finding sufficient volunteers for the sectoral Committees.

What did you learn in achieving each goal?

1. Establishment of café taking longer than we hoped.
2. To prioritise.
3. This will always be a "work in progress", but with goodwill we can be Christians together.

New Mission Goals

Note: These are taken from 4 strategic Foci identified at Parish Council's strategic planning workshop, 25 Feb 2014. Ongoing.

1. Long-term plan to increase financial viability and work smarter with our resources.
2. Contemporary/Youth services and events.
3. Further community outreach projects.

How will you measure these Goals?

1. Financial Accounts (break-even); health of our faith community.
2. The worshipping needs of the congregation and community are ascertained and a greater variety explored (relevant, creative, meaningful). Youth activities grow for Firelites, LITs.
3. More outreach projects are undertaken. E.g. parenting course; Church Fair fundraising for Family Works Waikato.

What do you need to put in place to help achieve these goals

1. A full-time kiwi Minister. An action team, in close liaison with Resource Management Committee.
2. Professional café up and running from end of March 2016. Surveying. Feedback from Parish Forum and pastoral visiting.
3. Increase profile of activities.

Who will oversee the implementation of these goals?

1. Parish Council overall.
2. Each of the seven sectoral committees, for their Mission sphere.