



# ***Anglicans in North Taranaki***

**Structure and Implementation Process  
July 2015- February 2017**

***Our guiding principles are:***

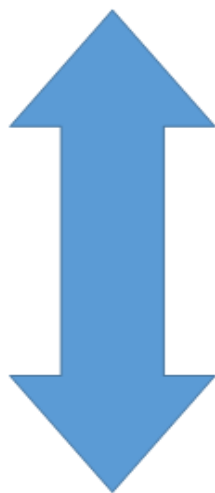
- ✓ ***Local communities are paramount***
- ✓ ***Gift based***
- ✓ ***Keep it simple!***

## *North Taranaki Region*

Under the oversight of the Archdeacon the Regional Council will fulfil the following roles and responsibilities:

- Develop medium & long term strategies, policies and procedures including leadership development, regional fellowship & celebrations and regional initiatives.
- Provide oversight for parishes long-term asset management and parish endowments and capital plans
- Ensure regional financial sustainability
- Provide management guidance & support for all parish endowments
- Provide overarching strategy for mission development
- Provide support and oversight of local teams
- Provide regional education and training for local teams in all areas of ministry
- Undertake regular needs analysis to ensure timely and proactive responsiveness to our communities
- Ensure regional financial sustainability

# *Governance*



# *Ministry*

## *Parishes*

In partnership with the Archdeacon Vestries and Ministry Teams will:

- Ensure the ministry of the Word and Sacrament is available to all
- Ensure pastoral care is available to all
- Create opportunities to nurture faith and discipleship across all ages and across all communities
- Ensure healthy fellowship and welcoming hospitality is available to all
- Develop local mission initiatives in partnership with wider communities
- Lead the development and support of all aspects of parish based mission and ministry
- Oversee day to day maintenance of buildings and provisions
- Establish local budgets and maintain expenditure within an agreed variance

## *Archdeacon*

- Be responsible for all provisions for stipended and paid staff

## **The Regional Council and Dean- *Implementation February 2017***

The Regional Council's priority is support to parishes, governance of the region & facilitating the setting of our vision ....

*Membership of the Council will be:*

- Regional Dean
- One elected representative from each Parish
- Co-opted people when specific expertise is required
- Consultants – e.g. Parish Synods Reps in preparation for Synod

All members will be recommended to the Bishop for appointment

*The Regional Dean will provide oversight and support of:*

- All ordained and licensed ministry
- Worship, education, pastoral care, stewardship or resources and mission within the region
- All aspects of parish life and work with the region
- Consistency of practise throughout the region

*The Regional Dean will be responsible for:*

- Working with the Regional Council to develop a vision for local development through Mission Action Plans and evaluate outcomes regularly
- Key partnerships with other church and community leaders and organisations
- The implementation of training, professional development and Christian education programmes for members of the region
- The spiritual tone and health of the local churches, ensuring that spiritual direction and supervision is available for all in licensed ministry

### *Regional Dean Nomination & Appointment*

#### Nomination Board

- 5 Local Church Nominators – 1 per local church
  - 5 Diocesan Nominators
  - 2 Bishops
- 12 Nominators

#### Appointment

1. +Philip bring suitable names to this nomination panel to make the decision
2. Nominee will be approached

## **The Parish Vestry/Council- *Implementation February 2016***

Vestry is a group of individuals who are:

- United in the Holy Spirit
- Supportive encouragers and co-workers with the clergy
- Responsible for the day to day operations of the Church – finances, buildings, equipment.
- The spiritual leaders of the Church
- Informed about the Parish and life of the wider church.

They are not a group of individuals who are:

- Each seeking to push their own views
- An extension of the personalities of the clergy
- Just another secular business management system.

**Vestry/Council responsibilities for ministry:**

- Ensure pastoral care is available to all
- Create opportunities to nurture faith and discipleship across all ages and across all communities
- Ensure healthy fellowship and welcoming hospitality is available to all
- Develop local mission initiatives in partnership with wider communities
- Lead the development and support of all aspects of parish based mission and ministry
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**Roles within Vestry/Council:**

A minimum of four people with the expertise to represent and support the four main areas of ministry:

1. Worship and prayer
2. Pastoral care
3. Mission / Evangelism
4. Stewardship
5. Other: depending on requirements of individual parishes

***The appointment process will be:***

- The Council Representative / People's Warden will be elected at each parish AGM.
- The Dean's Warden will be appointed by the Regional Dean and may be an elected member of the Parish Vestry/Council
- Synods Representatives will be elected and will have an obligation to attend Regional Council Meetings and Archdeaconry meetings as required or asked to do so.
- Vestry members:
  - Will 'apply' for the positions through the nomination process at an Annual General Meeting –
  - Including a statement on their proposed contribution to transformational change in the Parish and elected by democratic vote at the Parish AGM.
  - The 'People's' and 'Deans' Wardens may also fulfil one of the four roles above but as Warden will be a member of parish vestry/council as of right.

***Specific Roles:***

*Worship Representative on Vestry:*

- Ensures the ministry of Word and Sacrament is available to all
- Is passionate, inspiring spirituality and loving relationships

*Stewardship Representative on Vestry:*

- Oversee the day to day maintenance of buildings, finances and provisions
- Establish local budgets and ensure expenditure is within agreed variances.

*Mission and Evangelism Representative on Vestry:*

- Will support the development of all aspects of parish based mission initiatives

*Pastoral Representative on Vestry:*

- Will ensure pastoral care and service that demonstrates empathy, warmth, genuineness, and personalised attention to individual need is available to all.

***Regional Dean's Warden:***

- Will know the congregation and in whom parishioners have confidence & admire

- Will work closely with the Regional Dean to support and assist him / her in all aspects of parish life
- Reflects the love of Jesus and a commitment to serving the Regional Dean and the parish.

*Peoples Warden and Council Representative:*

- Will create the link between regional governance and parish ministry responsibilities.
- Knows the congregation and in whom parishioners have confidence & admire
- Reflects the love of Jesus and a commitment to serving the Regional Dean and the parish.

*Both Warden's Responsibilities include:*

- To ensure collections
- Take care of church buildings and their contents
- Ensure resources are available for all services
- Report annually on the state of church property
- To furnish vestry with monthly financial reports
- To comply with Diocese financial reporting requirements
- To provide audited / reviewed annual financial accounts for the parish Annual General Meeting.
- Maintain an up to date parish role
- Appoint deputies to assist in meeting these obligations
- Together or on a rotational basis, attend the principal Sunday Act of Worship as follows:
  - In a welcoming 'Ministry at the Door' role.
  - In a support role along with the Sides-people at any services with large congregations.
  - Have a 'generally available' role so that parishioners and others may speak to them as required.

*Synod Representatives:*

- Will be conversant with Statutes, Standing Orders and "The Rules"

*Prior to Synod:*

- Create opportunity to discuss Notices of Motion and Annual Reports with vestry/council and parishioners, and lead prayerful discernment of the former
- Disseminate information in Parish Weekly Pew Sheet
- Contribute to pre-synod Archdeaconry Meetings and assist with their preparation.
- Report back to Parish after Synod

*Local Priests and Deacons: Implementation during 2017*

*The Local Priest will:*

- Be an ordained local community leader
- Provide local parish oversight for spiritual sustenance & growth
- Have gifts that meet priority community needs
- Demonstrate skills in building teams and relationships

*Local Priests and Deacons will be identified and appointed using the discernment process similar to that outlined in The Local Shared Ministry Manual of the Diocese of Waikato.*

Process for nomination & appointment

- The Regional Dean will work with the congregation to discern the attributes and gifts required of a local priest (see above)
- A discernment process will be undertaken by the Bishop with the congregation to identify possible local priests/deacons

- The Regional Dean & Bishop will review these names and make the decision regarding the right persons to hold these responsibilities
- Nominees will be approached
- The Examining Chaplain's process will then be followed

## Proposed 2015-2016 timetable

<b>July</b>	<p><i>Jacqui Paterson:</i> Regional Structural Framework in place along with timeline for full implementation for February 2017</p> <p><u>July:</u> Administration Review undertaken for implementation of administrative model Feb 2016</p> <p><u>August:</u> Vestry/ Council Roles process ready for implementation at AGM's 2016</p> <p><u>2016:</u> Process for full implementation of Regional Council, Regional Dean's role clarified and appointment;</p> <p><u>2017:</u> Calling process for local clergy organised</p>
<b>August</b>	<p><i>Jan Lockett-Kay:</i> Analysis of Local Churches undertaken (identification of resources, potential, existing initiatives and gaps); Document produced outlining analysis of each local church's short and long-term priorities</p>
<b>September</b>	<p><i>Jan Lockett-Kay:</i></p> <p>Initial 5-year planning documents produced for:</p> <ol style="list-style-type: none"> <li>1. Each parish</li> <li>2. Wider region</li> </ol> <p><i>Jacqui Paterson:</i></p> <p>Local Mission Exploration Seminar for Region undertaken</p> <p>Outcome: One local mission project to be undertaken during 2016</p>
<b>November</b>	<p><i>Jacqui Paterson:</i> Staffing, finances, budgets, local projects reviewed and set for 2016</p>