



Annual Report

Presbytery Central

For the year ended 30 June 2021

Presented to the Presbytery 14 August 2021

Agenda – Annual Meeting of Presbytery Central

Welcome

Roll/Apologies

That the roll be accepted and apologies received.

Minutes

Page 3

That the minutes of the annual meeting of Presbytery Central, held on 7 November 2020 at St Alban's Presbyterian Church, Palmerston North, be approved.

Annual Report

That the reports presented to Presbytery Central in the Annual Report be approved.

Executive Report

Page 7

That the Memorial Minutes for Rev Keith Carley, Rev Nio Daniela, Rev Ted Body, Rev Don Ransom, and Rev Maurice Brown be entered into the record of Presbytery Central and conveyed to the General Assembly.

Mission Work Group

Page 12

Children and Families Ministry WG

Page 14

Youth Work Group

Page 16

Leadership Work Group

Page 17

Uniting Parishes Oversight Group

Page 19

Property Work Group

Page 20

Mission Resourcing Work Group

Page 22

Budget 2021-2022

Page 23

That the email approval of the Budget 2021-2022 be ratified.

Strategic Commitments 2020-2024

Page 24

Financial Principles of Presbytery Central

Page 27

Welcome to the 2021 AGM. You ARE the Presbytery!

Presbytery Central Council Report to the AGM 2021

The PCANZ recognises Five Faces of the Mission of God and that we are called by God to work with others in making Jesus Christ known. Through:

1. Teaching and nurturing people in Christian faith
2. Loving service responding to human need
3. Proclaiming the gospel
4. Seeking to transform society
5. Caring for God's creation

To be Presbyterian means we belong to one another in the Body of Christ and are responsible and accountable collectively. Our congregations belong to the whole PCANZ. Our seven Presbyteries oversee the worship, life and mission of the churches within them and take responsibility for resourcing them in the Mission of God and cultivating a sense of community. The Mission of God takes many forms and greatly depends on context.

In 2020, the Presbytery AGM confirmed the Strategic Commitments 2020-2024. [pp 24-26 of this report] This year each Council workgroup is reporting in light of these commitments. Annual monitoring of our strategic commitments is part of Council's governing responsibilities.

An up to date commentary on Presbytery's key financial principles approved in 2020 can be found on pp 27-28.

We hope you continue to find this report helpful in communicating about Presbytery to your congregations.



Diane Gilliam-Weeks
Moderator and Convener of Presbytery Council

Minutes of 2020 AGM.

7 November 2020

Minutes of the Annual General Meeting of Presbytery Central, Held at St Alban's Presbyterian Church, Palmerston North

The Moderator welcomed Presbytery to the Gathering. She acknowledged those in attendance for the first time and opened the meeting in prayer.

Apologies: Chris Milham, Chris Rosanowski, Dan Yeazel, Rob Yule, Vivienne Stevenson, Lois Robertson, Mailigi Hetutu, Marcel Mey.

Peter MacKenzie, Executive Secretary, put the motion *That the Roll and apologies be accepted*. Peter MacKenzie/Paul Prestidge. Agreed

That the minutes of the previous Annual General Meeting be accepted. Peter MacKenzie/Jim Welham

Allister Lane suggested that point 6 should read "That the budget and the Levies be approved on a provisional basis". It must be noted that the formula is under active discussion. The moderator agreed that the existence of ongoing discussion will be noted.

That the reports presented to the presbytery central Annual General Meeting be accepted. Peter MacKenzie/Jim Veitch.

Executive Secretary

The Executive Secretary spoke of the interesting experience of hearing insights from Scotland, as happened in the morning workshop, and compared this with comments on merging presbyteries he had personally made in a Zoom conversation with the Presbyterian Church of Scotland. We need to understand that a merger is the creation of new wineskins. Lockdown is new way of being church. The Executive Secretary commended the accomplishments of parishes through lockdown.

The Executive Secretary acknowledged changes in the presbytery; welcomes and farewells.

That the Memorial Minutes for Rev Perema Leasi, Rev Ron Bichan, Mrs Shirley Murray, Rev Glenn Duncan, Rev Bob Foster and Sister N Higginbotham be accepted. Peter MacKenzie/Richard McLean.

Presbytery acknowledged Rev Keith Carley and Rev Nio Daniela, who have died during the current presbytery year.

The Executive Secretary acknowledged the completion of ministry for Paul Prestidge at Miramar Uniting Parish, the retirement of Kay and Maurice Craig of Napier North Presbyterian, Suresh Chandra at Upper Hutt Uniting Parish, James Welham on presbytery Council and of Diane Yule and Paul Prestidge as Regional Moderators.

Mission Work Group

The Convenor of the Work Group expressed thanks and gratitude to the work group members, and to other convenors worked with. This is a "sleeves rolled up" presbytery, which is much appreciated. Thanks were given to all servants of presbytery.

Children and Families Ministry Work Group

Ryhan spoke to the report. One of our goals in Greening the Church is to focus on Children and Young people. We have a committee ready to go, but we are lacking a convenor. Ryhan gave a plea for a convenor with a passion to see the goal fruit – not necessarily to do the work with children, but to convene a group empowering hearts dedicated to this work throughout the presbytery. We need someone to heed God’s call and step up, the survival of the workgroup depends on this.

Diane pointed out that a work group is an interface between policy and staff. A place where the dreams of a presbytery gain direction to be focussed through employees and those they empower.

Youth Work Group

Diane acknowledged the presbytery’s active, agile and wonderful youth workers.

Peter acknowledged the hours of work put in for Easter camp, an event which could not happen in the originally intended form because of adverse Covid19 alert levels. The team met the challenge with great aplomb and crafted opportunities befitting the trying times.

Nga Rolston – Team Leader of the Youth Work Group introduced the team’s important focus of reflection. “What is youth ministry beyond Youth Group?” A booklet on this topic has been started and the current version is available at the gathering. This is not, however, going to be a static document, more stories are coming. Nga encouraged presbytery to reflect on the small things each person can do, which grow big change!

Leadership Work Group

The convenor acknowledged the work undertaken by Candidate Convenor Nathan Parry – fielding enquiries and offering support through the National Assessment Workgroup process.

UPOG

No Comment was given from the workgroup itself. The Moderator emphasised the importance of the work this group does.

Property

The convenor offered his thanks to members and informed the assemblage that the workgroup is on a member hunt. He reiterated an ongoing plea, if your parish is contemplating a large project, please talk to the workgroup early; fully formed projects are difficult to change.

Finance Workgroup

John Melville, convenor, spoke to the report.

There were two primary matters of interest.

The Annual Performance Report was provided to the meeting onscreen.

It is to be noted that, in the current economic climate, investment income is dropping.

The largest expenses of presbytery relate to people. Grants and Donations, Staff Costs. We are running a deficit of approximately \$288,000. However, as a Christian organisation, we invest money in mission, not merely in things which reap a fiscal reward.

Our assets are \$5.6m invested and \$2.2m held in the property and buildings of the former St Giles parish. The situation with these buildings is being worked on.

The presbytery has very few liabilities. We have a dedicated staff, who have many holidays to be redeemed. Our assets are steadily decreasing.

That the Annual Financial Performance report 2019-2020 be approved. John Melville/Steve Jourdain. Carried.

Delays to the presentation of this report have been caused by difficulties in coordinating with the presbytery's accountancy firm, to a degree caused by Covid-19.

That David Hurley be appointed as auditor for the 2020-2021 Financial Year. John Melville/Paul Loveday. Agreed.

Peter MacKenzie noted that the Book of Order of the Presbyterian Church of Aotearoa New Zealand requires that the presbytery approve the budget at a physical meeting.

That the email approval of the 2020-21 Presbytery Central budget be ratified. Peter MacKenzie/Allister Lane. Agreed.

Mission Stories!!

Mission Enabler Stuart Simpson had a few stories to tell. It has been a privilege for him to visit a number of parishes around presbytery. We have 82. They are diverse and following God's call in context.

Stuart, Allister Lane and Nga visited First Church Martinborough. *What does it mean to be salt and light in that community?* How do we have safe conversations. They have a café service on Sunday Mornings. In a space of respect and honesty, dialogue flows. Equipped to share the good news of Jesus in new ways.

Motu – 1hr north of Gisborne. The Sparks are there, heavily involved in their community. They want to create a retreat space for reflection and learning in care of nature. To refresh and learn to be Christian in the care of creation. The genesis of a great project.

When Stuart was employed as a minister at St John's in the City, they did mission to Marton. 40 went to support a holiday programme. Stu got to know the congregation, their youth and their now youth worker, Mari. Mari is a missionary from Brazil – who is changing life in Marton by going into the community connecting with kids and connecting faith with kids.

When you feel down, look to the wonders being done by God in our communities!

The moderator emphasised that these stories remind us to never lose heart.

The moderator presented the assembled presbytery with our Strategic Commitments 2020-24. This is fundamental to understanding presbytery, Council and relationships with congregations.

Commitments 1, 2 and 3 would see us green the church, Welcome children and families into community and love into community with Christ.

That presbytery approve and affirm the Strategic Commitments 2020-24. Ryhan Prasad/Sally Carter. Agreed.

Diane highlighted the new point 9, New ways of being church. She told the story of at least one outreach of love to the community with no strings attached. Diane spoke of the outworking of these commitments through Work Groups and Staff, on Facebook, the Youth Ministry in New Zealand podcast and much, much more

Ola Leasi raised the question of churches with no ministers, whether they are tapped into mission plans etc.

The desire of this presentation was that presbytery understand why and what we're doing and affirm those financial principles.

That the following key principles be affirmed for Presbytery

- 1. to aim toward meeting the administrative cost of running Presbytery by levies alone rather than the current dependence on interest on cash reserves and levies.*
- 2. to set levies to Presbyterian congregations and to Cooperative Ventures on the same basis.*
- 3. to hold the mission enabling staff budget to within \$250,000 per year as allowed by Presbytery reserves.*
- 4. To aim to hold financial support grants for mission projects, hospital chaplaincies and part funding of ministry interns to no more than \$500,000 per year until the end of the financial year 2022.*
- 5. Presbytery recognises capital from reserves for enablers and mission will likely be replenished from the sale of property within the next decade.*

Jim Welham/Simon Shaw. Carried

Sandra Williams, coming from an Anglican background, recommended a change of language from "levies" to "budget share".

Allister Lane expressed some questions about how we've got to this point 2, which he holds serious reservations about. When presbytery needs to take ownership and understand what we're doing, he hasn't understood the rationale behind point 2. Understands the need to locate more revenue, understands equity and consistency with partner churches. But how does the change of resourcing affect our mission. Will this burden deprive congregations of vital mission resources?

Finance Workgroup convenor: PCANZ has found a fair and equitable levy basis for CVs. Equity principles required the same levy calculation for presbyterian parishes as for CV's. We are spending or planning to spend over \$800,0000 of our capital on mission work each year.

Diane asked for affirmation on principal that such things can be readdressed.

The Meeting Closed at 3:24pm with a rousing viewing of The Blessing Aotearoa.

Executive Report

The 2020-2021 year was lived under the shadow of Coronavirus and the constant threat of an outbreak or shut-down. It has been challenging and, for many people, exhausting.

Presbytery Council has met regularly over the last year, now becoming adept at having Zoom meetings. An executive summary of each meeting is printed in the RoundUp soon after. Rev Diane Gilliam-Weeks has provided leadership as Moderator and has been supported on council by Rev Ryhan Prasad, Rev Marcell Mey, Mrs Sally Russell, Rev Chris Milham, Rev Hana Popea-Dell, Rev Wayne Toleafoa, Mrs Heather Lange and Rev Seb Murrhiy.

The staff of Presbytery Central have been kept busy in all manner of ways. Jennie McCullough finished in her role with Children and Families at the end of 2020. Stuart Simpson is certainly finding his feet in the Mission Catalyst role. Leanne Bridge is the presbytery treasurer. Nga Rolston has been joined by Kyle Hastelow in the Youth team and Andrew Gore and Peter MacKenzie continue in the presbytery office.

In the last twelve months we acknowledge the deaths of Rev Keith Carley 22 October 2020, Rev Nio Daniela 22 October 2020, Rev Ted Body 24 November 2020, Rev Don Ransom 17 December 2020, and Rev Maurice Brown 2 May 2021.

There were a few changes in ministry; Suresh Chandra (Upper Hutt to Methodist), Dan Yeazel (Masterton Supply to New Plymouth Methodist), Les Solomona (to Hutt City Uniting Congregations), Susan Blaikie (New Church, Palmerston North to Other Recognised Minister), Geraldine Coats (St Anselm's Karori to retirement). David Dell was appointed to a supply ministry at Upper Hutt Uniting. More recently Chris Rosanowski (Silverstream to retirement) and Susan Blaikie (Resigned from PCANZ).

St Mark's Presbyterian Church, Hastings, was dissolved as a congregation on Sunday 13 June 2021.

In 2021 we celebrate the following anniversaries of ordination:

Stephan van Os	1981	Pakuranga
Wayne Matheson	1991	Balclutha
Brett Walker	1991	Dunedin

Memorial Minutes

CARLEY, Rev Dr Keith William

B.Com, B.D., Ph.D.

Keith Carley was born 3 October 1940 in the midst of a world at war. He was educated at Wellington College and Victoria University before heading south to Dunedin and three years at the Theological Hall. In Dunedin he met his wife to be, Erice Walker, who was at deaconess college. They were married after his studies were completed in 1965. From Dunedin the couple travelled to the University of London where Keith gained his Ph.D. with the thesis looking at Ezekiel. This study led to the publishing of two books.

Keith was ordained at Balmoral Presbyterian Church in Balclutha in 1969 and a few years later responded to a call to serve overseas. He, Erice and three children moved to Papua New Guinea in 1972 where Keith taught at the Rarongo Theological College. The Melanesian experience influenced Keith understanding of culture and context, language and worldview.

The Carley family moved back to New Zealand in 1977, only to move on to Australia where Keith taught Old Testament studies at the United Theological College in Sydney. In 1982 Keith accepted an appointment at St John's College in Auckland, working with Anglicans and Methodist ministry trainees but always maintaining his links to the Presbyterian Church. He taught at St Johns until his retirement in 2007 to Raumatī, where he entered a new phase of life that involved ongoing learning opportunities with U3A and the Ephesus Group.

Keith was a scholar and a teacher – yet his academic approach was accompanied by a practical application in social justice, ecumenical exploration or environmental concern.

Keith passed away peacefully on Thursday, 22 October 2020 after a long illness. Dearly loved husband of Erice and loved father and Grandad. We give thanks for the many lives he has touched and the students he has mentored.

Rev Niomakuru O Ngamateroa (Nio Mata) Daniela

LTh., Dip ThSt., BCNZ Dip, MMin

Nio Daniela was born in Aitu, Cook Islands, 7 November 1944 and endured the challenges of life at that time and family hardships. He spent time in Rarotonga before coming to New Zealand in his teens and trying to catch up on an education he missed as a child. He married young and, by his own admission, fell off the rails – losing his family, freedom and nearly his life. A life-changing conversion experience opened Nio's eyes to Christ and a life worth living.

Nio felt called to Christian service and, against all odds, studied at Bible College in Auckland before moving to Dunedin and training at the Theological Hall. While in Dunedin he met and married Margaret and began a family grounded in love.

The first call was to Oreti, Southland, somewhat of a shock to a student who had sought a return to the North Island. That was followed by time at Waiareka-Weston, near Oamaru, where connections were built across the community. Nio was then called to Waipawa Cooperating and in the Hawkes Bay he began to be involved in church services on access radio in Cook Islands reo.

Nio was then called to Upper Hutt Uniting where he continued to explore his connections to the wider Cook Island community and ministry to the community. After some health issues he retired in 2011, although he willingly took a supply role with the Cook Island Presbyterian Church in Wellington.

Nio died peacefully at Hutt Hospital on 22 October 2020, mourned by his wife Margaret and his family. Nio had a passion to share the Gospel and proclaim freedom to the captives – for he was released by the Grace of Christ and wished to share that with others.

BODY, Rev Edward (Ted) William

B.Com., A.C.A.

Rev Ted Body was received by the Presbyterian Church of New Zealand in 1967, having been ordained by the Church of Christ in 1958. He served at Lookout Point - Saddle Hill in Dunedin, Tirau, Hauraki Plains, and Kamo (Whangarei). His ministry was noted for his pastoral care, wisdom in council, creativity and joy. He was by nature inclusive and sought to accept people as they were.

As a worship leader Ted provided a well thought out service, giving as much attention to liturgy as to the sermon. He encouraged many into lay preaching and sharing their own gifts and talents. He encouraged and participated in parish activities, sharing a wide range of skills in musical shows, garage sales or church dinners.

Ted had an enquiring mind and was an excellent educator with an interest in history. He was a committed ecumenist – including all church partners in his ministry, being instrumental in setting up Church Together in Northland and serving on the UCANZ Standing Committee.

Ted became minister emeritus in 1999 after 41 years in ministry, but retirement was an opportunity for more service (particularly at Tamatea) and study rather than a time of doing little. He continued to support and encourage the churches of Hawkes Bay and the ecumenical journey for many years.

Ted died in Napier on the 24th of November 2020. Presbytery Central acknowledges the fruitful ministry of Ted Body and holds his wife, Yvonne, children and grandchildren in our prayers.

RANSOM, Rev Donald (Don) George

L.Th.

Don Ransom was born 24 March 1937. Before he entered ministry Don owned a milk run in Levin, moving to Dunedin in 1979 with Kath (nee Knox) to train at the Theological Hall. Don was ordained at Taihape in 1982 where he served for 10 years before moving to the Ahuriri-Putorino Parish in north Napier where he ministered until his retirement in 2002.

Don's ministry was noted for his practical and pastoral support in church and community. He enjoyed doing things for other people and sharing his garden or woodworking to delight. His ministry reached beyond the church into the community, including in Napier where he facilitated the first Art Deco fetes. In a Napier anniversary booklet Don wrote

“Wishing to show Napier City that church folk are part of the Art Deco Week Celebrations we set about with a will to offer a day of both entertainment, refreshments, and an opportunity to purchase a bargain. That we succeeded is evident with our third Art Deco fete having just been completed, with sufficient funds coming in to further our outreach and place within society.

However, the monies received are, yes, a gift given by the generosity of God, but by far the greater blessings are the fun we've had. The opportunity to dress up in clothing from perhaps a more gentle era, 1920s-30s and gather with friends old and new, laughing, playing, dancing, bargaining and just enjoying each other's company" ("The Hay- English Years, 1958 – 2008).

In retirement Don enjoyed his garden and workshop, continued to support the wider church and give practical help where he could. He enjoyed restoring old toys just as much as restoring broken people. Don was also a singer and a preacher of the gospel that impacts people's lives. He mourned the loss of his wife, Kath, in 2018.

Don died 17 December 2020 in Napier and was farewelled by family and friends in a service full of story and song. He was a much loved father, grandfather and great-grandfather.

BROWN, Rev Maurice Anderson

B.A.

Maurice Brown was born 5 November 1935 in India but raised in Scotland. He studied at Dunfermline High School but didn't matriculate, going on to training as a horticulturalist. He felt a call to ministry in Scotland but was not admitted to training as he was unable to obtain Provisional Matriculation until he was 25. He came to New Zealand with a view to study for ministry which led to studies at Otago University and the Theological Hall, 1964-1966. At that time he met and married Mary Hayward.

Maurice was ordained as Assistant Minister at St Andrew's, New Plymouth in 1966 and thereafter served at St Clair, Dunedin (1969), St Ninian's, Riccarton (1978) and St John's, Wellington (1986). As his ministry experience grew so did the family and Katie, Graeme and Jennie were welcome members of the churches.

Maurice was never afraid of change and moved people through change with well-reasoned arguments and compassionate understanding. His awareness that the church needed to be seen in the community (especially in downtown Wellington) led him to establish an office in Spink's Cottage at St John's so that the church was seen to be active during the week. This was also reflected in the change of name to St John's in the City and in the developments of the property to make it more accessible to the people of the city.

There was a strong artistic streak within Maurice which emerged in creative sermons, visions of landscaping and small, symbolic artworks. A couple of his art works in the church today bear testament to his talent – an enamel burning bush to replace where a clock was in the church and an enamel cross in the MacKay Chapel.

Maurice's passion for art and support of young artists inspired him to initiate 'Art Fest.' The very best of Secondary School art was put on display in the Hall and adjoining rooms. 'Art Fest' attracted appreciative crowds, who hitherto had limited opportunities to view what talented young artists were creating. Prizes to individual artists and grants to Art Departments were additional bonuses. Goodwill was a further outcome.

Maurice was an excellent pastoral minister. A family devastated by the news that a younger sibling had been killed overseas in an air crash didn't know who to turn to. Then they remembered attending a christening at St. John's and the warmth exuded by the officiating minister. They headed to Maurice's

office. Like so many people with pastoral concerns before and since they found him attentive to their needs, considered in his advice and above all compassionate.

Retirement in 2000 gave opportunity for new artistic endeavours and a continued involvement in the local church at Johnsonville. He died 2 May 2021 in Wellington and will be sadly missed by family and friends. We acknowledge how Maurice nurtured a garden of faith within the people of God.

Mission Work Group

The purpose of the Mission Work Group is support mission by congregations in the Presbytery. We help all congregations work out what God is doing and to develop their own mission plan for to guide them forward.

Members: Allister Lane (Convenor), Ryhan Prasad, Diane Gilliam-Weeks, Sally Carter, and Andrew Larsen

MISSION WORKGROUP AND THE PRESBYTERY'S MAJOR ROADMAP GOALS

1. *To build trust, participation and prayerfulness*

The Mission Workgroup fosters good communication with congregations, other workgroups, and Council. This has shown to be extremely valuable in building trust.

Visits from the Mission Catalyst are also valuable for fostering this goal. Engaging with whole congregations is about the most valuable thing we can do to as a supportive Presbytery, and some congregations have been gathered together for a combined visitation by the Mission Catalyst and other Presbytery – providing wonderful synergies that hold mission in a cohesive view (children, families, youth, adults).

2. *To be more mission-focused: locally, regionally and Presbytery-wide*

Understandably, most of the Mission Workgroup work has a direct mission focus. We provide evaluation of how mission is going and assessment of future plans with a mission focus. There are three main ways we offer proactive support:

- A. **The Presbytery Central Mission Catalyst** Rev Stuart Simpson has been in the role for a full year. One initiative he has introduced is facilitating mission planning with congregations in a geographical area that share interests and can generate greater capacity together. He has visited 39 parishes and conducted 27 Mission Workshops.
- B. **The Mission Church Survey Tool** is a brilliant way for your congregation to conduct a fresh assessment of the state of your mission and identify specific actions points to move forward with. Everything you need is available through the Presbytery Central website, and if you need guidance on how best to use it please contact our Mission Catalyst.
- C. **The Database of Congregations** has been developed to help make long-term mission decisions in our Presbytery. The information being gathered in this database will make our decisions smarter as we seek to be faithful stewards of God's gifts and identify the needs where we can make a difference in Christ's name.

What can each congregation do to further its mission?

- Working with other congregations in your region can lead to fruitful mission that matches the strengths of your people and the needs in your communities. It is not primarily the place of Presbytery to tell local congregations what to do, nor to solve all the problems. Rather the leaders in the regions can be encouraged to work in cluster groups as proactive approach to local discernment and action. Regional cluster groups can be set up by anyone, and supported by the Regional Moderators, Mission Catalyst and other Presbytery staff.
- The mapping exercise at the last Presbytery Central Gathering (March) is helping congregations think about mission regionally. This cooperation is an opportunity to form a shared mission strategy with the congregations near to you.
- *PressGo* resources and equips innovative mission across the Presbyterian Church. And it has been decided that this will be done by working more closely alongside Presbyteries. So now all funding applications must be submitted through the Presbytery. We look forward to the opportunities to consult on mission funding ideas from congregations.

3. To “green” the church

The Mission Workgroup encourages congregations to consider how God is guiding them in the mission to include and involve young people in the Kingdom. This is also assessed in applications needing Presbytery support to be sent on to the Church Property Trustees.

Rev Allister Lane
 Convenor, Mission Workgroup

CFM Workgroup Annual Report 2021

The CFM workgroup consists of: Donald Gordon (Convenor), Cathy Ogden, Hana Popea-Dell and Amber Parry Strong.

Jennie McCullough, CFM enabler, retired in February this year. In the last year, our workgroup has had three conveners. Donald Gordon was recruited to join and agreed to be current convenor. Our Council representative is Hana Popea-Dell.

The workgroup acknowledges the hard work of Jennie over the 3 years of her employment and passes on our thanks for her work, wisdom, prayer and enthusiasm. Jennie was a great networker who supported many people and churches in their ministries, organized camps, retreats and trainings, mentored, trained and encouraged many CFM workers in the region. Jennie will be greatly missed, but continues to work in Taranaki in CFM.

During the season in which we had a CFM enabler, we:

- Provided resources to help grandparents and parents pass on their faith to the young people in their lives.
- Ran a transformers camp in August 2020 with 25 attendees.
- Ran Safety WOF training in South Taranaki
- Continued coaching, mentoring and resourcing CFM leaders in the Presbytery Central region.

Our specific goals for 2020-2021 were strongly connected with the relationships Jennie had built up. Since she retired, the main work of the workgroup in 2021 has been re-working the CFM enabler position to advertise and recruit a new enabler. This has involved a scoping exercise and Presbytery review, whereupon council agreed to recruit a new enabler 25 hrs per week, and in a permanent position. This position is being advertised in July 2021, with interviews to take place early August. It is hopeful we will have recruited someone to this position by the end of August.

Once there is an enabler employed the next step will be to undertake a visioning process with the enabler to set the scope and vision for the coming year. The enabler will be supported by the wider presbytery staff and by the National CFM team.

COVID has once again affected CFM activities in NZ this year, with the Scripture Union training being cancelled for the second year and other activities not being run. We hope to see more stability in the coming year and training opportunities again emerge.

The need to resource & support CFM ministry within the presbytery is still present and vital to meet Presbytery's strategic goal to green the presbytery.

Our goals as a workgroup are to, via the CFM enabler role:

1. Encourage and energise CFM ministry within Presbytery Central churches
2. Develop, equip, and network CFM Leaders for ministry and mission
3. Resource well for safe, evidence based best practice
4. Inspire and help develop new missional initiatives that impact communities especially for the emerging generation and their families

Youth Work Group

Once again it is a pleasure to write to you on behalf of the Youth Work Group. We have had another exciting year.

In August, Nga Rolston returned as Team Leader from maternity leave. Jasmin Vanderwerff took up some work at PYM as well as secession planning for our work group as she was to finish with us at the end of December to move to Nelson. Alec Wallis accepted a fixed term contract to do some research for us to gauge how our Presbytery was doing in the light of a very different year and to gain feedback as to how we could best support them in the season they are in. Alec completed this project, which centred heavily on the experience of Covid 19 Lockdown and how some were doing very well and others were finding things a challenge. Jared Dixon accepted a new position in Taranaki and completed his time working for us as well.

Recognising the scale of the work to be done and with our third child on the way, I went on full maternity leave and handed over the work to the group members. This was on 14 September 2021. I am most grateful to Gordon Fitch and Marcell Mey who worked with Nga to do the full time hiring of Kyle Hastelow. Gordon and Marcell, with the help of member Ben Tennant and Nga Rolston wrote new job descriptions and changed our team into what it looks like now. Kyle is our Associate Youth Enabler and Nga Rolston now has the title of Youth Enabler.

Kyle commenced his employment in February 2021.

I also returned in February 2021. At the same time, we accepted, with gratitude Ben Tennant's resignation from the work group due to location changes.

Kyle and Nga ran a successful Easter Camp with 136 attendants at Forrest Lakes in Otaki. They joined the Gathering Workgroup and have helped organise successful forums in Taranaki and Hawkes Bay. They also ran Connect Central in July with 36 youth leaders and they are working closely with PYM.

Kyle is settling in well and connecting easily with youth leaders around the Presbytery. I have noticed him working with vision, tenacity and grace. I am looking forward to seeing what those qualities add to our Presbytery Whānau.

The Youth Work Group takes the Strategic Commitments 2020-2024 of the Presbytery very seriously and works to engage with them throughout our work both in the group and as enablers. This includes modelling trust and trustful relationships as well as modelling prayer and participation. Youth Enablers work alongside the Missions Enabler and other staff in an endeavour to model effective communication and grow missionally throughout our regions as well as locally and nationally. These relationships have proven to be adventitious for all involved and heighten the value of the Strategic Commitments for the entire presbytery. In the "greening" of the church, we are focused on enabling and encouraging youth leaders with skills, resources, relationship and collegiality as well as celebrating our rangitahi.

The Youth Work Group would like to thank Jared Dixon, Jasmin Vanderwerff and Alec Wallis for their work as Youth Enablers. We would also like to thank Ben Tennant for his work on the work group over the past 3 years. All of these people have been invaluable to grow and strengthen our team into what it will look like in the future.

After a year of great changes, we are most excited to settle into what we now look like.

In Ministry,

Rev. Amy Finiki, M.Div

Convenor

Leadership Work Group

Leadership Work Group's work in the year related mostly to ministry candidates and ministerial vacancies. At the strategic level, there was some preparatory work done towards growing missional leadership.

Supporting ministry vacancies

The pool of ministers to draw from to provide Interim Moderators (IM) and Ministry Settlement Board (MSB) convenors (or members) has continued to shrink. This is a continuation of the trend from recent years. Parish ministers can only pick up so much wider church work, and most retired or inactive ministers are not willing or suited to take on these roles.

As at 30 June 2021

- Parishes seeking National Ordained Ministry: St Andrew's on the Terrace, Kapiti Uniting, Napier North
- Parishes with MSBs underway, but not yet approved to seek settled ministry: St David's Multicultural Petone, Christ the King PIC Porirua, Cook Islands parish, St Andrew's Marton
- Parishes vacant with MSB not yet in place: Upper Hutt Uniting, Presbyterian New Church Palmerston North
- Various other parishes, predominantly rural, are vacant and not seeking settled ministry.

There are several other ministry vacancies, through retirements, known to be occurring in late 2021 and early 2022. LWG, and others in Presbytery, will need to look for innovative approaches to recruit for IM and MSB positions and change processes to manage the gap in supply and demand.

Ordained Ministry Candidates

Rev Nathan Parry is the Candidate Convenor and the following are key points from activity in the year regarding active and prospective ministry students in Presbytery Central.

1) Local Ordained Ministry (LOM): Rev David Jackson completed his LOM training and was ordained as chaplain at Scots College on Feb 19th. Shirley Spooner is progressing her study requirements part time with great support from local colleagues. Liz Barrow is completing the final touches to her Final Integrative Exercise with a view to ordination into prison chaplaincy.

2) National Ordained Ministry (NOM) Interns: Eric and Adair Oosterbroek have moved to the Hawkes Bay to serve their internship, at St John's Hastings, and St Paul's Napier respectively. Brett Reid was supported at National Assessment, and began interning at Levin Uniting at the start of 2021. Sian Scannell's internship has been paused due to ill health.

3) Presbytery Assessment: We had no candidates present themselves for assessment in 2020, possibly due to Covid, but have met with some potential ministry candidates and their ministers since then. There are two NOM candidates presenting for assessment 2021, no LOMs. Assessment will be held in Wellington and we are seeking to train up new people in the assessment process.

4) Ministers still need to be encouraged to look out for those with leadership potential within their congregations. The eldership training proposed by the TELT review could be one way for potential leaders to stand out or to get a taste of theological study. The result of that vote at GA will be watched with great interest.

Study leave

Study leave was approved for five ministers. In June 2021 Rev Lorna Clarke was delegated the Study Leave coordination role, recently done by the LWG Convenor. Ministers are reminded that an application is submitted via an online form on the Presbytery website.

Missional leadership

This is where the LWG contributes to the Strategic Commitment: Grow mission-focus: locally, regionally and Presbytery-wide; and specifically to the sub-area *Congregational leadership understand their role in mission leadership and what it looks like*. Early in the year LWG and others from Presbytery had exploratory conversations with a view to develop a proposal for Presbytery, including a staff position, to support the development of missional leadership capability for existing parishes, and those led to pioneering-type missional work outside usual church forms.

A proposal did not eventuate. However a key step was taken having Rev Alan McWilliam, Church of Scotland, and Forge Scotland, address the November Gathering. Alan is an expert practitioner and leader in training and resourcing new missional expressions of church. On the back of this relationship with Alan, some recent and fast-moving planning commenced in mid-2021, including Presbytery Central, to create Forge Aotearoa, a pioneer ministry one year training programme, focussed on lay missional leaders. Alpine Presbytery, KCML, Press Go and Presbytery Central (Paul Prestidge (also KCML), Stuart Simpson and Fiona Prestidge) are involved.

Members and meetings held

LWG meetings were held online in July, August, and June, with an in-person meeting in March. Most regular business, e.g. approving MSBs and study leave requests, is conducted via email. The Leadership Work Group comprised the following members during the year: Fiona Prestidge (Convenor), Rev Susan Blaikie, Rev Lorna Clarke, Boyd Dunlop, Rev Steve Jourdain, Rev John Mattock, Rev Nathan Parry, Ailsa Stewart, Rev Reg Weeks.

Fiona Prestidge

Convenor

Property Work Group

1. Our Task

The current terms of reference of the Property Work Group include:

- (a) applications submitted by congregations regarding the sale, purchase, lease, exchange, alteration, major repair (including earthquake strengthening) or demolition of existing buildings, or the construction of new buildings;
- (b) applications submitted by congregations, in conjunction with the above, regarding the borrowing of funds or making an application for Lotteries Commission funding;
- (c) applications submitted by congregations regarding any non-standard property insurance arrangements;
- (d) the maintenance of church buildings within the Presbytery;
- (e) the management (including disposal) of any church buildings coming under the beneficial ownership of Presbytery; and
- (f) any other functions as the Council may determine from time to time.

Quite a daunting list of duties to be carried out by a group of currently three, part time volunteers.

2. Our Work

Members of the PWG are:

- Robin Dunlop
- Murray Arnold
- Simon Shaw (Convenor)

Our Property representative on Presbytery Council is Heather Lange. The PWG works closely with the Mission and Finance Work Groups and the system agreed between the work groups for processing applications from congregations is generally working well.

The past year has seen more parishes initiating early pre-application discussion with PWG which has been helpful.

Over the past year ending 30 June 2021 PWG processed 17 applications from parishes seeking approval to either sell or upgrade property. The short form approval process for work under \$50,000 continues to work smoothly.

3. Our Goals

The PWG aims to respond to applications within two weeks for most straight forward cases where the application has included all of the relevant information.

More complex applications require a greater level of debate and consultation, seeking answers to queries and will take longer.

PWG aims to be seen as a helpful initial point of reference for congregations before they make a formal application. This early consultation can save time and smooth the later approval process. Some parishes are still communicating directly with CPT and we need to better communicate to all parishes that they should in general see PWG, and not CPT, as their first point of contact to discuss property matters.

4. Issues

- **CARG:** The Church Architecture Reference Group is working well and has a lot to contribute towards the goal of achieving good, sympathetic and efficient designs. Over the last year the applications by Westmere and PNC St Andrews have taken up a lot of CARG and PWG time. Both projects now have approval to proceed to the next phase. As noted previously much earlier CARG involvement would be beneficial for all and save significant time and effort.
- **PWG Membership:** We are looking for a replacement for Keith Rodel who resigned from PWG following his move from Taranaki.
- **Seismic Strengthening:** In April CPT issued for comment a draft of proposed changes to their earthquake policy. In most cases it is proposed to extend the deadline for strengthening to at least 67%NBS by two years. However most of Presbytery Central's buildings will not be affected and are still required to be strengthened by June 2023.

PWG considers that the proposed changes need to be far more comprehensive and take a more holistic attitude towards managing risk. Seismic strengthening and the associated costs of upgrading fire and egress requirements continues to place a huge financial burden on parishes. As noted previously the CPT policy does not acknowledge that some church buildings are only occupied for around one - two hours a week, resulting in a very low overall risk to users.

The CPT property database shows that several parishes have not yet completed seismic assessments of their buildings.

As structural engineers gain more information on building performance in recent earthquakes, seismic strengthening requirements are getting tougher, and more expensive. A good example of these moving goalposts is provided by the Initial Seismic Assessments (ISA) received by PIPC in Newtown for their church and hall. In March 2014 these were 75% and 80% NBS respectively. In September 2020 the buildings were reassessed at 40% and 30% NBS respectively. A subsequent DSA of February 2021 has assessed the buildings at <34% and 50% NBS respectively, quite a decrease in assessed seismic strength.

- **Property Database:** The upgraded CPT property database is proving to be more useful now that a process for adding and amending data has been agreed.
- **Insurance:** CPT are concerned that many church buildings are not insured for their full reinstatement value. Recent large increases in construction costs can lead to insured values becoming inadequate to cover full reinstatement. The current insurance round is likely to see another significant increase in insurance premiums, particularly for those buildings located in the highest seismic risk zone which applies to most of Presbytery Central's buildings. Insurance premiums are now a significant burden for many parishes. We anticipate that over the next year there will be more applications for buildings to be insured for demolition only cover.
- **Kilbirnie Presbyterian Church:** CPT approval to demolish the church and hall was not granted. KPC have now been given until June 2022 to prepare a development proposal for the site. KPC are preparing an interim report to Presbytery which is due in September. No further sale of salvaged fittings and furniture from the church are being made.
- **HCUC – Stokes Valley Manse upgrading:** The added complications of working with a uniting congregation were clearly demonstrated with this application which was not

supported by the Methodist Synod or PWG. HCUC continued to resubmit the application without addressing the concerns raised by Methodists and PWG. Eventually HCUC referred the application to the Union Parish Oversight Group who appointed a facilitator to hear from all parties. The facilitator's report subsequently recommended approval of the application with no conditions. CPT later approved the application with no conditions.

- **Shared Experience between Presbyteries:** There are opportunities to better share knowledge and experience amongst presbyteries. Publishing names and contact details of convenors in each presbytery would be helpful.

As convenor I am grateful for the contributions and support given by the PWG members.

Simon Shaw
Convenor

Uniting Parishes Oversight Group (UPOG)

There are 34 cooperative ventures in the Presbytery Central region and the majority of these have a Presbyterian partner.

UPOG has a membership of 9 including the Executive Secretary of Presbytery Central, the Superintendent of the Lower North Island Synod (Methodist), the Vicar-General of the Diocese of Waiapu, (Anglican) and the Executive Officer of the Uniting Congregations of Aotearoa New Zealand (UCANZ). It has met on six occasions, (including Zoom sessions) in the 2020/21 year to talk freely concerning those churches that the Presbyterian Church is a partner in.

There are regular conversations between the Presbytery and Methodist Synod on the many churches we share and UPOG has taken a role in facilitating meetings where necessary and ensuring that all requirements are met. There are a number of churches facing difficult decisions regarding ministry, properties and viability and we seek to walk that journey with them where we can.

Cooperative Ventures do witness that denominations can work together and serve their local communities as well as the partner churches.

Geoff Donovan
Secretary

Presbytery Central Budget

Year to 30 June 2022

	2020-21 Budget	2021-22 Budget
Income	\$	\$
Event Fees	1,500	1,500
Gathering Fees	7,000	7,000
Investment Income	82,000	89,600
Parish Levies	118,500	122,158
Total Income	207,500	220,258
Operating Expenses		
ACC Levy	1,000	1,000
Accounting Fees	400	500
Administration Costs		600
Audit Fees	3,000	3,000
Bank Fees	60	20
Beneficiary Fund Contributions	4,650	7,440
Catering/Accommodation	5,400	13,200
Chaplaincy	3,000	3,000
Computer Expenses	1,000	5,000
Contracts for Services	6,000	18,000
Entertainment and Hospitality	500	500
Event Expenses	30,950	18,100
Gifts	1,000	1,000
Grants for Mission	198,550	203,300
Insurance	10,000	13,700
Kiwisaver Employer Contributions	6,770	4,150
Postage	500	500
Printing and Photocopying	2,000	500
Property Sundry Expenses	2,000	6,500
Rates	1,500	600
Rent	22,100	17,900
Repairs and Maintenance	2,000	2,700
Salaries and Wages	318,657	333,600
Software	3,000	3,000
Staff Amenities and Entertainment	1,700	6,700
Staff Training	2,100	2,250
Stationery	1,800	2,200
Sundry Expenses	1,500	7,350
Supervision	4,888	5,480
Telecommunications	5,380	3,900
Travel	35,700	47,050
Total Operating Expenses	677,105	732,740

Strategic Commitments 2020-2024

This 2020-2024 version of Presbytery Central's strategic commitments outlines how Council understands our collective vision and how we know it's being achieved.

Presbytery's role

According to the Book of Order Chapter 8 Presbyteries are responsible for

1. facilitating and overseeing the worship, life, and mission of congregations within their bounds
2. resourcing congregations and
3. cultivating a sense of community among these congregations.
4. Presbyteries must appoint a Presbytery Council which in turn appoints an Executive Secretary

In addition, Council of Presbytery Central is required to act as Board of Trustees of Presbytery for:

5. fulfilling the **governance** responsibilities delegated by General Assembly
6. setting **policy** and **reviewing** strategic commitments
7. **appointing** people to deliver those commitments [Exec Sec, Workgroups, Staff, Commissions, Pastoral Resolutions Panels, Church School and Presbyterian Support Board members etc.]
8. **monitoring overall performance** of Workgroups and Staff

Understanding Presbytery governance vs management – in service to the Mission of God

Articulating, monitoring, and sustainably resourcing our vision is part of the governance responsibility of Council.

The Executive Officer, Workgroups and Staff are responsible for the day to day management of how the vision is achieved. In consultation with each other they design SMART¹ objectives to achieve the vision.

Strategic Commitments 2020-2024²

Presbytery Central's high-level strategic commitments are expressed and affirmed each year at our AGM. This year Council has agreed on key indicators under each commitment to enable us to monitor the degree to which they're being achieved.

Trust, prayer, and participation

BOO 'cultivating a sense of community among these congregations'

How do we know it's working? [rated 0 to 5]³

1. **Members of Presbytery will express trust that Central is working for our collective best interest**
Responsibility all members of Presbytery, Council, Workgroups and Staff
 - All Presbytery members are encouraged to take initiative to fulfill the goals of Presbytery
 - Presbytery Central resources are managed effectively and in line with our strategic commitments
 - Resources are allocated to ensures our commitments are achievable and realistic (rather than simply an inventory of wishful thinking).
 - minority voices feel heard and every effort made to overcome a 'them and us' mentality
 - leaders know how to access training, development, supervision, and pastoral care.
 - Presbytery services can be easily accessed to enable effectiveness in the mission of God

¹ SMART objectives are specific, measurable, achievable, realistic and timetabled.

² In this review we are building on both our Strategic Commitment's 2016 [attached] and the 'Roadmap' [attached] which grew out of them from 2017 to the present.

³ 0 to 5 gives six reference points from 'nothing being achieved' to 'achieved' with no middle number.

- Presbytery services are delivered in an efficient and timely manner.
 - Presbytery Central is a good Ecumenical partner working cooperatively with our partner churches in UCANZ, especially the Methodist Synod of the Lower North Island and the 3 Anglican Dioceses
2. **Members of Presbytery understand prayer is the foundation of all we do.**
Responsibility Members of Presbytery, Council, Workgroups and Staff
 3. **Members of Presbytery participate fully in Presbytery Gatherings and workshops.**
Responsibility Members of Presbytery, Council, Workgroups and Staff

Grow mission-focus: locally, regionally and Presbytery-wide

BOO 'resourcing congregations'

How do we know it's working?

4. **All congregations know how to access Central resources for discerning and participating in the Mission of God in their context.**

Responsibility – Workgroups and Staff

- effective communication strategies are developed
- Information is easily accessed on our website, Facebook, and the Roundup
- By AGM 2021 Presbytery Website is redesigned

5. **Congregational leadership understand their role in mission leadership and what it looks like**

Responsibility – Leadership and Mission Workgroups [working with other Presbyteries]

- develop list of attributes of missional leaders
- develop models for training in missional leaders, and
- encourage peer support of missional leaders
- congregational leaders know how to access training, development, supervision, and pastoral care.

6. **Presbytery Congregations regularly review and update their mission plans and can celebrate at least one outreach of love to their community with no strings attached.**

Responsibility – Mission Workgroup and Mission Catalyst

- advocates for mission
- enables congregations and faith communities to discern the Mission of God in their context,
- equips people to share what's good about the Good News of Jesus Christ,
- develops and train missional leaders,
- contributes to reforming our understanding of evangelism
- encourages congregations to undertake mission self-reviews
- helps congregations understand how capacity can be enhanced by working strategically and cooperatively with other churches, Presbyterian Support and Presbyterian Schools and with community organisations to share resources.

7. **A sustainable portion of Presbytery reserves is available to congregations for mission projects.**

Responsibility Council and MRWG

- Council sets limits on Mission funding affirmed by Presbytery AGM
- Mission Resourcing Workgroup develops effective mission funding models, invites and approves applications

To "green" the church

BOO 'resourcing congregations'

How do we know it's working?

8. **Presbytery Congregations are reaching young people and their families with the good news of God's love.**

Responsibility Mission Catalyst, CFM Enabler, Youth Enablers, and their Workgroups encourage

- renewal and spiritual vitality
- intentional ministry space and time for children, youth and families
- empowering parents in faith formation in the home
- focus on dedication, baptism and confirmation
- involving young people in decision-making
- regional resources for children's and youth ministries

9. New and innovative ways of 'being church' are supported and encouraged.

Responsibility Council

Alternative Faith Communities Advisory Group set up to

- address regulatory and compliance obstacles for struggling faith communities.
- help small congregations work regionally and strategically to access capacity for mission and governance
- Identify opportunities for planting new initiatives.

Responsibility Workgroups and Staff

- encourage use of IT for mission
- communicate and celebrate new developments
- identify opportunities for planting new initiatives.

Measuring how well we're doing – annual monitoring of our strategic commitments is part of Council's governing responsibilities. These indicators will be the foundation of objectives developed by Workgroup and Staff and monitored regularly as part of normal operations. Workgroup's Terms of Reference will be reviewed once a year in light of our strategic commitments.

In the secular world, the onus is on an executive officer to convince a Board key results are being achieved. However, as Presbytery is currently structured, we do not give authority to the Executive Secretary to ensure results are achieved. In true Presbyterian fashion this responsibility is held collectively by Workgroups [on which the ES is an associate] and by Staff. Together they develop plans and measurable operational objectives. Council reviews the ES's performance and Workgroups in cooperation with the ES review staff annual performance.

Key financial principles guiding Presbytery Central

At our AGM in November 2020 the following key principles were affirmed.

1. to aim to meet the administrative cost of running Presbytery by levies alone rather than the current dependence on interest on cash reserves and levies.
2. to set levies to Presbyterian congregations and to Cooperative Ventures on the same basis.
3. to hold the Mission, Youth, and Children and Families enabling staff budget to within \$250,000 per year, funded by Presbytery cash reserves.
4. to aim to hold Financial support grants for mission projects, hospital chaplaincies and part funding of ministry interns to no more than \$500,000 per year until the end of the financial year 2022, funded by Presbytery cash reserves.
5. to recognise that Presbytery cash reserves to fund enablers and mission will need to be replenished from external sources such as the sale of property within the next decade.

This year's budget viewed against these key financial principals reveals:

1. Presbytery Administration = \$253,540 against income \$220,258 (including levies of \$122,158 and PIF interest of 89,600) required an additional draw on reserves of \$33,282
2. Grants for Mission/Chaplaincy/Interns = \$206,300 would indicate we have \$293,700 which could still be allocated for mission grants once the framework is reviewed.
3. Mission, Youth, Associate Youth, and Child and Family Ministry Enabler = \$219,000 + 48,000 travel + 5,900 rent Youth; required an additional draw on reserves \$22,900 beyond our target of \$250,000 p.a.

Notes:

Presbytery Income

Presbytery Central has only one external source of income – levies from our local churches. Other money is available from existing investment capital and the interest it earns. When Presbytery Central formed in 2014, it was affirmed that the legacy capital in presbytery reserves should be used for the mission of the church in a time of societal change as long as those reserves allow.

As part of their corporate belonging, all Presbyterian Churches pay an Assessment to the PCANZ and a levy to their Presbytery. However, 40% of our congregations are Cooperative Ventures which have negotiated through UCANZ to make only a single payment to the PCANZ out of which the PCANZ calculates any levies to Presbyteries. For consistency and equity, Central thought to initially base levies to Presbyterian congregations on the Cooperative Ventures formula i.e. on a percentage of a congregation's assessable income. Central can increase levies to Presbyterian congregations but any increased Presbytery income from Cooperative Ventures will have to be negotiated with the PCANZ. In the current 2021 – 22 year, it is expected our total presbytery levies will provide about \$122,158 toward the administrative work of Presbytery Central.

Presbytery Expenditure streams

1. administration services to congregations,
2. mission enabling services to congregations

3. financial support for congregational mission, chaplaincies, and ministry interns

Each stream is reflected in our strategic commitments.

Administration services cover the cost of meeting General Assembly's requirements of a Presbytery: it employs three staff – the Executive Officer, the Administrative Assistant, and the Treasurer. Our aim is to eventually make levies equivalent to the cost of administration. There is still a gap. Currently we are using interest on reserves to fund the deficit in Administration

Mission enabling services cover the work of other staff who support and equip our congregations to grow their capacity for mission including children, youth and family ministries. Currently we are using interest on reserves to fund the deficit in Administration

Financial support covers grants for mission projects at a local church level, support for chaplaincies and ministry interns. We are aiming to hold the cost of providing grants to parish mission projects, hospital chaplaincies and part funding of ministry interns to around \$500,000 per annum. These grants are also being funded from legacy/reserve capital. The Mission Resourcing Work Group oversees applications for parish mission grants – the framework for these grants is now being reviewed with the help of PCANZ PressGo.