



STRATEGIC PLAN 2011-2021

*“We cannot always build a future for our youth but we can build our youth for the future”
(Franklin D Roosevelt)*

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Introduction

In 1979 the late Sir Kingi Ihaka whilst celebrating Holy Communion at St Luke's – Randwick was asked of the possibility of having a Maori priest visit Sydney occasionally, in order for Maori to be ministered to in their own cultural context. Approval was requested, and in June of that year, permission was granted by the Anglican Archbishop of Sydney.

For a further six years after the approval by the Anglican Archbishop of Sydney, the occasional visit by a Maori priest evolved into the establishment of a Maori Church. Significant effort was undertaken to establish a Maori Church and in 1985 it was officially opened as **The Sydney Maori Anglican Fellowship Church of Te Wairua Tapu** focussing on religious development within a cultural context.

26 Years later and the Church is still operating under the auspices of the Anglican diocese by providing worship and pastoral services to the community. However, it has undergone a significant change resulting in the Church having to be financially independent. The sustainment of financial independency has and will continue to have the biggest impact on the continuing operation of Church.

"If you don't know where you are going, you will probably end up somewhere else"
Lawrence J. Peter

What will our church be like in 2021?

Currently, The Sydney Maori Anglican Fellowship Church of Te Wairua Tapu is the religious and cultural centre for Maori in New South Wales. However, in partnership with the community, in 2021 The Sydney Maori Anglican Fellowship Church of Te Wairua Tapu will be the Religious and Cultural Centre of Excellence in New South Wales with a focus on youth development.

During the 2008 – 2010 church years, financial independence forced the Church to critically analyse its operations and aggressively implement cost effective measures and administrative efficiencies. This was also the period of significant internal management change resulting in the Church maintaining its operational effectiveness through the efforts of an interim Administrative Team. As a result, the growth, expansion and direction of the Church declined.

In 2011, a series of workshops were held to assess where we are today and to develop a vision for the future. The result was a vision statement and guiding principles to achieve that vision. This Strategic Plan will form the basis for a long journey the Church is taking toward achieving its vision.

This strategic planning effort was conducted during the 2011 church year and was led by the following members: Archdeacon Kaio Karipa. Greg Makutu, Pat Karipa and Angela Gaare.

The process used to develop this plan is illustrated in Appendix A.

This strategic plan is a living document that can be used by the Church and Community leaders over the plan's period (2010 – 2021) to guide and promote the actions necessary to achieve our vision. It, therefore, should be reviewed annually as a minimum.

Our Vision and Guiding Principles

Our Vision

In partnership with the community, we will empower our children, spiritually and culturally, so they will provide a valuable contribution to society, be of service to others and grow and expand our community

Guiding Principles to Achieve our Vision

- i. We [the Church] are mentors, role models, partners, advisors and advocates for our children and the community.
- ii. We provide guidance and education opportunities for children and their parents in areas such as religion, culture, English skills and parental education.

Our Strategic Goals

The following goals provide the direction for how The Sydney Maori Anglican Fellowship Church of Te Wairua Tapu will proceed in order to achieve its vision. These goals arose from the workshops:

1. **Nurture growth in our tamariki**: We will advocate on behalf of our tamariki ensuring their safe growth, development and well being.
2. **Engage within and reach out to our community**: We will become active in the wider communities by increasing our outreach programmes, ministry services, and Community activities in an effort to align our Community with our Vision.
3. **Provide educational opportunities for our tamariki**: We will provide ongoing learning and development opportunities for our tamariki so they can become active professional leaders in the wider Community.
4. **Measure our progress**: We will encourage Community resources to establish and regularly provide feedback of our overall progress toward achieving our vision.

Strategic Goal 1: Nurture growth in our tamariki: We will advocate on behalf of our tamariki to ensure their ongoing safety and well being.

Objective A. Advocate for our tamariki.

Objective B. Mentor our tamariki.

Objective C. Provide youth worship services to encourage and support our tamariki in a safe environment.

Objective D. Provide cultural opportunities to encourage and support our tamariki develop in a safe environment.

Objective E. Provide opportunities to encourage and support our tamariki to learn and participate in worship services.

Strategic Goal 2: Engage within and reach out to our community

We will become active in the wider communities beyond our church by increasing our outreach, service, and social action in an effort to align our Community with our Vision.

Objective A. Provide worship services to encourage and support our community to participate in and share the love of Christ.

Objective B. Communicate with our community to encourage and foster participation and ownership towards achieving our vision.

Objective C. Our fellowship has opportunities to meet and develop connections with each other and with our community as a whole through worship services, outreach programmes and community activities.

Objective D. Our community are well-informed about opportunities for involvement in church activities as volunteers and participants or as a coordinator or member of the Council.

Strategic Goal 3: Provide educational opportunities for our tamariki

: provide ongoing learning and development opportunities for our tamariki so they can become active professional leaders in the wider Community.

Objective A. Worship is one of the top reasons people visit, join and value Te Wairua Tapu Church.

Objective B. Lifespan Religious Education is one of the top reasons people visit, join and value Te Wairua Tapu Church.

Strategic Goal 4. Measure our progress: We will encourage Community resources to establish and regularly provide feedback of our overall progress toward achieving our vision.

Objective A. New members are surveyed to assess their needs and its alignment with our vision.

Objective B. Random surveys are conducted on attendees at Sunday services to obtain feedback on and ideas for our vision.

Objective C. Our community are surveyed annually to determine their feedback and ideas for our vision

Objective D. Customer Relationship Management database is maintained to regularly analyse and evaluate our vision through statistical analysis methodology that can show growth, service attendance, community participation and tamariki support.

STRATEGIC MAP

Our vision: In partnership with the community we will look after the needs of our children so they provide a valuable contribution to society, be of service to others and grow and expand our community

