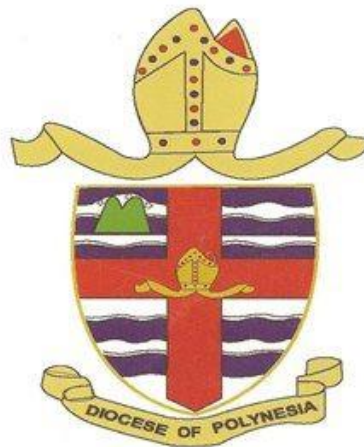


DIOCESE OF POLYNESIA

STRATEGIC PLAN



Working Document towards Diocesan Synod 2015

Adopted at Diocesan Standing Committee

14th September 2014

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1.0 VISION:

“IN CHRIST WE MOVE TOGETHER”

2.0 PREAMBLE:

In God's great love, the Diocese of Polynesia is uniquely gifted in multitudes of ways. As a community of faith, we celebrate our interdependence with the God's Gift of creation in the Moana and strive to be good stewards of this Gift. The Moana forms the basis of our identity, our aspirations and our common desire to live as a community in harmony with all of God's creation.

In Christ, we are one (John 17, 1 Cor 12) and together with the Holy Spirit we will move.

As a community of Faith, we exist to glorify God and further the Kingdom of God in all we do in Oceania and beyond by being grounded in Scripture, being in Lotu, living out Mission and being informed by prayer.

As a Community of Faith, we undergird this strategy with the sustainable development principles of inclusivity and sustainability. Accompanying these principles is the firm belief that our spirituality is our Gift to the wider Church and that this development strategy is a reflection of the importance of charting a course for the future that would enable and empower our Community to be better stewards of God's Creation.

This is our talanoa on development, this is our tekiteki to the wider Church, this is our celebration of who we are.

3.0 MISSION STATEMENT:

The Diocese of Polynesia exists to:

3.1 Listen to the *Talanoa* of, and acts on proclaiming the Kingdom of God through Scripture, *Lotu* and Traditions of the Church

3.2 Celebrate the power of God's Love through creative, meaningful liturgy and worship, distinctive to the cultures in the Diocese

3.3 Empower the wider community to embrace and share freely God's *Tekiteki* to us in the *Moana*

3.4 Embark in the mission of the Body of Christ set out in the Constitution of the Anglican Church of Aotearoa, New Zealand and Polynesia.

4.0 STRATEGIC OBJECTIVES:

SO1: EQUIP THE CHURCH TO CARRY OUT IT'S MISSION OF PROCLAIMING OF JESUS CHRIST IN THE COMMUNITY	a)Effectively equip all baptized to carry out the mission of the Church (5 marks – Evangelism, Discipleship, Service, Justice, Creation)
	b)Production of liturgical resources in the language of Pasesfika
	c)Strengthening St. John the Baptist College as an institute of excellency in theological education
SO2: ENHANCE THE CHURCH'S MISSION FOR SOCIAL ACTION BY TRANSFORMING UNJUST STRUCTURE OF THE CHURCH	a)Implement Anglicare projects funded through the Anglican Missions Board
	b)Organise and facilitate social justice workshops, such as workshops on family violence in ministry units
	c)Ensure the diocese to be a safe church (zero-tolerance on violence, accessible for physically challenged, etc.) Expand the ministry of the House of Sarah and Simeon Ministry across the Diocese
	d)Sharing of GODs takitaki – sustainable development issue /economic injustice – that perpetuates poverty
	e)Addressing the stewardship of God's Creation – unjust structures
SO3: DEEPEN PEOPLE'S UNDERSTANDING OF THE ANGLICAN ETHOS AND THE STRUCTURE OF THE CHURCH	a)Educate all the baptised on structure of the church and the Anglican Church in ANZP (literal & visual)
	b)Review Acts of the Diocese and translate the Acts in local vernacular materials(literal, visual)
	c)Training on the catechism, the Creed, the Sacraments
SO4: ENGAGE IN LOTU AS THE SPIRITUAL WAY OF LIFE IN THE DIOCESE	a)Create spaces and the resources appropriate for theological talanoa, teaching and reflection with all the baptized
	b)Encourage the exploration of God in creation and in life for the positive transformation of community and society
	c)Uphold the traditions of the Anglican Church as our connectedness with the worldwide Anglican Communion
SO5: DEVELOP SOUND GOVERNANCE, MANAGEMENT AND CURRICULUM POLICIES FOR DIOCESAN INSTITUTIONS OF EDUCATION APPROPRIATELY	a)Governance and management bodies charged with responsible stewardship of finances for the sustainable delivery of effective education for members
	b)For governance and management policies to have best practices in Health, Safety, Security and Environment centred on

MEETING LOCAL NEEDS AND NURTURES THE UNIQUE GIFTS OF ALL MEMBERS	Zero Violence and Zero Harm of members and creation
	c)Roles and responsibilities of governance and management boards to be clear and specific of their function for operational efficiency of education for members
	d)Build and develop strong relationships between the Diocesan institutions of education and local ministries of education for the accountability of effective governance and management
	e)Develop cost-effective planning for the building of schools or institutions of learning not yet available to meet local needs
	f)Include in the curriculum appropriate teaching methodologies in discipleship enabling transformative mission to occur in community engagement
SO6: MOANA LEADERSHIP ROLES AND RESPONSIBILITIES IN DIOCESAN STRUCTURES AND DECISION-MAKING BODIES	a)Selection of ordained and non-ordained leaders based on proven leadership, sets of expertise and skills required for the development of the episcopal, archdeaconry and local church units
	b)Relevant education that provides competence for leaders to effectively undertake their roles and responsibility functions
	c)Roles, responsibilities and accountabilities of leaders to be clear and specific for effective growth and development of all members
	d)Conduct clergy annual performance reviews as outlined in the “Annual Review of Ministry for Clergy” document
	e)Appropriate performance-management plans implemented for clergy underperforming
	f)Actively strengthen the 3-Tikanga partnership through common-life activities of the Church, Ecumenical relationships in the Pacific, Anglican Communion, worldwide Council of Churches and other avenues determined by the Diocese
	g)Governance and management of the Diocese to be openly transparent with information that enables members to have access and to undertake responsible leadership
	h)The Diocese is charged overall with accountable stewardship of finances, accurate and transparent reporting for the future sustainability Moana Mission
SO7: STRENGTHENED	a)Sharing our spiritual, cultural and traditional gifts (lukuluku, takitaki, taulanga) with our 3 Tikanga partners and afar

ECUMENICAL PARTNERSHIPS	b) Increase participation/linkages with the Global Ecumenical movement
	c) Active cooperation with ecumenical partners in Oceania
SO8: ACTIVELY IMPLEMENT THE PRINCIPLES OF MOANA LEADERSHIP	a) Change or realign current governance and administrative structures to the Moana Leadership Model
	b) Use modern Information Technology communications interface (face book, LinkedIn, email, website etc.) to promote Moana Leadership model.
	c) Integrate Moana Leadership Model into the Christian Education Curricula of the Diocese i.e. theological, academic, vocational especially the Moana Children's Ministry.
SO9: DEVELOP THE BAPTISED'S FAITH	a) Train, up-skill and empower of Moana Children Ministry enablers
	b) Develop Moana Children Sunday School curriculum and teaching material
	c) Integrate the principle of discipleship and stewardship into the Moana Children Sunday School curriculum and Youth training
	d) Support and actively engage in the work of the Lotu Youth Mission Community through the necessary training of youth coordinators, youth chaplaincy and youth leaders
SO10: CARING FOR GOD'S CREATION	a) To encourage the baptised to be champions of sustainable development by adopting innovative and "outside of the box approaches", revisiting traditional practices and grounding the development actions of the DIOP firmly in the promotion of a sustainable future for the Diocese;
	b) Acknowledge and promote through the Diocese a deeper sense of awareness of the environment that has been passed on to us, a legacy that we are custodians of, is a living gift, not mere commodity;
	c) Actively engage in inclusive, people-centered initiatives that safeguard God's Gift of the environment.
	d) Implement activities that bring about transformational change and greater resilience of our Pacific Island countries towards the effects of Climate Change;

5.0 IMPLEMENTATION TIMEFRAME:

5.1 The proposed validity and relevance of this development strategy will be for 3 consecutive Diocesan Synods of not more than 6 years in duration.

5.2 At the end of the 6 years, this DEVELOPMENT STRATEGY must be reviewed for relevance and review purposes.

5.3 All Archdeaconries and Episcopal Units are invited to develop ACTION PLANS based on the Development strategy.

5.4 All EU/AC Development Action Plans will need to comprehensively reflect all of the strategic objectives and adhere to the Mission Statement and Vision

5.5 ALL EU/AC Development Action Plans will be 2 years in duration, in between Synod

5.6 Each Archdeaconry will invite ALL PARISHES, MISSION UNITS ETC... to formulate ANNUAL OPERATIONAL PLANS

5.7 All parish and mission unit OPERATIONAL PLANS will focus on their own development priorities

5.8 All OPERATIONAL PLANS are annual plans and are reviewed every year by the vestry.

5.9 Monitoring and evaluation of OPERATIONAL PLANS are done at vestry level and reported to Archdeaconry levels for follow-up purposes.

5.10 All OPERATIONAL PLANS SHOULD HAVE A SWOT ANALYSIS TO DETERMINE CHOICE OF STRATEGIC OBJECTIVES

5.11 ALL OPERATIONAL PLANS AND ACTION PLANS SHOULD HAVE 'SMART' INDICATORS OF MEASUREMENT.

6.0 LINK OF PLANS:



7.0 RESPONSIBILITY:

7.1 The realization of the Kingdom of God is solely placed on each baptized member, overseen and governed by members in key leadership roles.

God's business is serious, urgent and significant and within that, is the joy and celebration of the unique gifts of God to each person. This requires the leader to take ownership and to hold their colleagues accountable for their actions or lack thereof to take their place in a successful rhythm of the Moana "**In CHRIST We Move Together**".

7.2 In order for this to occur, the leader exists to:

- Have a show passion
- Create and focus on what really matters
- Makes things happen
- Think commercially
- Being responsible
- Accountable ownership
- Speak the truth through the power of God's Love
- Talanoa – participate through listening and contribute through word and action
- Behave in ways that are in line with and are in the best interests of the ethos of the Diocese.