

# GCiM Strategic Plan

## Introduction

The intention of this plan is to develop strategies that make it possible for us to develop significant relationships with the Christian Brethren and other congruent churches in New Zealand for the purpose of assisting them to develop healthy internal environments and to establish a network that works together in mission.

To achieve this we will develop: ongoing relationships with church leaders; strategic resources; strategic short term mission opportunities; and partnership opportunities. We will assist potential mission partners to engage in missions and churches to care well for their mission partners and promote mission within New Zealand. We will also provide administration and leadership to a growing network of churches.

The broad strokes of the plan are to:

- Develop a great team of relational missions leaders;
- Develop a relationship with an expanding network of churches that are focused on mission;
- Encourage and equip churches to send out well prepared mission partners;
- See an increasing percentage of mission partnerships without expatriate mission partner involvement;
- Encourage a missions environment that sees church planting develop within New Zealand;
- Develop an efficient, relevant administrative style that meets the needs of the network;
- Enhance the quality of internal church structures by providing resources and personnel to assist;
- Influence the current, and impact the next generation of church leaders so that they are increasingly mission oriented and lead missional churches; and
- Grow an increasingly large group of people who are passionate about missions and encourage and motivate them to engage in mission for all of their lifetime.

## Forward Strategy

The strategy will include the following strategic components based on the major portfolio and cost areas:

### Board and Structure

- The Board will aim to be a healthy mix of age, gender and regional representation. The regional representation should reflect the distribution of network churches and the ethnic balance should reflect NZ culture more or less. The major ethnic minorities including tangata whenua should be represented.
- Bearing the above in mind however, the intention is to have the best people available at the time and within the parameters of the constitution.
- The executive should include the leaders of ministry portfolios, the Chairman of the Board and other board members who will fulfill specified required functions.

### Staffing

- An Executive Director who oversees the GCiM team to meet and fulfill the goals, policies and vision of GCiM. This role will include developing ongoing relationships with leaders churches and key people.
- A Youth Director to oversee the development of youth missions, GAP Year and Short Term Missions.
- HEADSPACE Coordinators to facilitate and oversee the day to day running of the GCiM Gap Year programme.
- The development of office staff to support the growth of ministry.
- The development of a partnership strategy that involves taking on a staff member to focus specifically on projects and partnerships.
- The development of a member care strategy that may see the need to employ another part time or full time staff member sometime in the future. The role will be to work with churches to enhance the care that commending churches give to their mission partners.

## Publicity and Promotions

- The development of a website that assists with the development of community amongst our mission partners.
- Annual review of policy and updates of the *Connexions* Handbook.
- Ongoing development of Nexus magazine to ensure it's meeting the needs of the target audience.
- Brochures and other publicity materials as required that are eye catching and professional.

## Administration

- The use of IT to increase efficiency and speed up timeframes of financial transactions and the communication of information.
- Increase of administrative personnel time to back up the impact of those out in the constituent churches and engaged in cross-cultural missions.
- Ongoing investment in replacement technology to enhance performance and transparency and remain relevant.
- To be innovative in introducing new initiatives for giving and investment in missions.

## Member Care

- We intend to ensure a better level of care is delivered to returning mission partners by training churches to the needs and monitoring their performance in delivering care.
- We want to address the issues of member care as part of preparation by knowing early on in the process who is being sent and assisting with the development of realistic and adequate expectations.
- Regular visitation to mission partners will be continued and enhanced by the quality of visits.

## Projects and Partnerships

- We want to have every one of the strategic churches in our network involved

in an effective cross-cultural partnership. This will see us having to engage a significant number of these churches in a partnership.

- It's important to have an increasing number of people being sent and going.
- We want to see every church elder and leader exposed to cross-cultural missions.
- We will increase the development of partnership opportunities with indigenous partners so we have a raft of options for churches to pick up. It is also our intention to continue monitoring partnerships so they continue to grow and remain healthy.
- We will continue to work with our current expatriate mission partners to identify and develop new partnerships from out of their engagement there.
- Ongoing research will be continued to identify and develop new opportunities.
- Liaison with sister and congruent mission agencies will continue and be enhanced. This applies to our historical alignments and also to new and emerging ones within and outside the world-wide Christian brethren network.
- We understand that some of the churches we will be working with in the future do not even exist yet and that some with which we have had long standing relationships will not exist in the future, in their past or current form.
- If all of the above is done effectively it should be possible for GCiM to become a recognised recipient of missions funding from churches because of the value of the visits, services and resources.

### **New Initiatives**

- The development of a *GAP* year for school leavers, called HEADSPACE.
- The development of a church planting strategy in NZ.
- Participating in the enhancement of internships within NZ churches.
- The development of a number of regional or country teams to assist with the development of strategy and the enhancement of relationships
- Resources for church leaders and youth leaders to equip them for ministry.
  - Occasional papers
  - Case studies
  - Sharing of expertise
  - Seminars and training resources
- The development of missions sabbaticals.

## Summary

GCiM is a dynamic, growing organisation with a clear vision about the possibilities of the future, clearly developed strategies and goals and a clear focus on the opportunities.

We are able to listen to the constituent churches and understand the dynamics of living between the past and the future. We're realistic about what we can achieve and the timeframes we need to work to. We are part of a tradition that has engaged significantly in missions in the past. We are committed to seeing the newest generations of these churches become healthier as they too interface with the world in new and relevant ways.

Our point of difference in comparison with other agencies is that we work with churches and their leaders to help them identify and fulfil their role in missions. We're not about doing our mission and trying to get churches to cooperate.

We see our roles as those of: leadership, challenge, motivation, pulling together, equipping, resourcing and monitoring. We see the local churches' role as creating a positive missions environment, hearing God speak about the where and who, training and developing, sending and caring. We see ourselves parked alongside the leadership of every local church; part of the missions team.

We have an increasing pool of servant leaders engaging with us who are passionate about missions and high calibre staff and consultants.

We have a pool of resources that we are just beginning to understand and tap into and realise that clear vision, well and frequently communicated, will release and enhance the application of those resources in strategic places.

We are convinced that our purpose is a Biblical one, and needed by the world. We realise that this is an exciting era of world missions and you'd have to be dumb not to be excited about it. We're excited.

Under girding all this, we are totally convinced that missions is God's idea and at the heart of His agenda and we are all involved because of theological conviction. We want to participate in God's agenda for the church and the world.

