



ANGLICAN DIOCESE OF NELSON

OLDER PERSONS' MINISTRY FUND

GUIDELINES

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INTRODUCTION

Purpose

This booklet is to assist you apply for Older Persons' Ministry Funding. This funding is for programmes or projects which focus on and benefit those aged 65 years and older, however there is discretion to include those aged from 50 years upwards whose needs align with those over 65.

History

The Diocese of Nelson originally owned and operated the Whareama Retirement Home in Stoke. This was sold in 2008 with the capital realised from the sale of the home being invested. The Older Persons' Ministry Fund represents some of that capital (and includes the capital advanced to the Home by the Ministry of Health for upgrade and improvements). The income generated is tagged specifically for ministry to older people, to be administered by the Anglican Care Charitable Trust (now the Anglican Care Committee).

How funds are allocated

Fund income of \$5,000 each year is set aside for each parish to apply towards agreed ministries for older people.

The balance of Fund income forms a contestable fund for older persons' projects. The contestable Fund is allocated to deaneries on a proportional basis dependent on the population of older persons in each deanery in the latest census data.

Funds may be recalled if they are used otherwise than as indicated in the application or if their use is not accounted for accurately.

Guidelines

The eligibility criteria and other funding guidelines in this booklet have been agreed to by the Standing Committee of the Diocese of Nelson.

Because part of the Fund arises from capital historically donated by the government, the government strategy to support community facing ministry must be followed when awarding grants. This Strategy is attached for your information.

Where to find application forms

Available on www.nelsonanglican.nz/grants-funding.

Alternatively, it can be emailed to you.

All applications must include a copy of a resolution from your Parish Vestry/Deanery or governing body supporting the project and approving the application. Please type and email your application.

Due date for applications

Applications for contestable funding **must** be received **three-yearly** by **30th August**. Applications for non-contestable funding may be received at any time.

GUIDELINES

Eligibility for funding

To be eligible for funding projects must:

- be supported by a robust application (whether applying for contestable or non-contestable funding)
- be accompanied by a budget and identify objectives, how they will be met and results measured
- be primarily Anglican based, either through a parish or deanery or other Anglican body. A parish, deanery or other Anglican body may form a partnership with another organisation, but the Anglican body is to prepare the application and must have a role in the governance of the project
- be community-facing, reaching outside the church and its members
- care for people in such a way that they are drawn into relationship and, through relationship, are gently and sensitively introduced to the good news of Jesus in a way best suited to their character and context.
- have adequate structures in place to oversee the project
- guarantee staff salaries for up to three years
- ensure that all involved in providing ministry in the Diocese are police checked and comply with SafeHere
- meet locally identified needs identified through community consultation
- provide support not currently available through government or other programmes (ie, fill gaps in mainstream services)
- meet the objectives of the Health of Older People Strategy.

Considerations when awarding funding

- Funding should not undermine or diminish existing volunteer work
- Funding should not be used to subsidise or augment stipends, or to fund normal ministry duties or functions. In special cases a separate contract might be entered into with those in a part time position for clearly specified elder care work.
- There should be equity in funding between and within regions of the Diocese
- Applications will be given priority which fit within the Diocesan Vision and Values (see below)
- Negotiation within deaneries as to the application of funds is encouraged, as is consultation with neighbouring parishes over the possibility of a joint project.
- Projects that operate in partnership with other providers are encouraged
- The project budget can include volunteer expenses for such items as transport, where working in an isolated area.
- Funding for capital works will not be considered unless there are extenuating circumstances.
- All non-contestable parish funding must be exhausted or projected to be exhausted before an application is made for contestable funds
- No new or ongoing funds will be granted if applications or accountability reports contain insufficient information or evidence of effectiveness to support a grant

- While employees are the responsibility of the parish and funding is a contribution only to overall project costs, including salary, the Anglican Care Committee will be mindful of the need for continuity of funding for up to three years where workers are employed.
- The Anglican Care Committee contribution to wages/salaries will be calculated at a standard hourly rate set by the Committee at regular intervals
- Paid employees must intentionally encourage a voluntary team to work alongside them.
- Parishes must plan to increase their own financial support of project/programme over time and/or seek alternative funding.

THINGS TO CONSIDER IF EMPLOYING A PAID WORKER

The Older Persons Ministry Fund has only limited funds available for distribution. Any grant made is intended as a contribution only to projects/programmes and does not guarantee ongoing funding from the contestable fund. Applicants may choose to direct grant money towards payment of wages or salary, but the responsibility for any employee, including payment of wages or salary, remains that of the applicant.

A well-qualified person is unlikely to be interested in leaving one position for another unless there is some certainty of the position being for at least two years, although this won't necessarily be the case if the position is part time. While the ACC will bear in mind the need for certainty of funding for up to three years where projects have paid employees, the responsibility to plan for sustainability of the project (including reimbursement of employees) beyond this initial period rests with the applicant. It is important, therefore, that applicants plan to increase their own financial support of project/programme over time and/or seek alternative funding.

It is unfair to require an employee to make funding applications for their own job. Applicants should ensure that their governing body, such as Vestry, takes full ownership and responsibility for the project, including applications for funding and accountability reports. For this reason, a resolution of the governing body is required in support of all applications and accountability reports.

As employers, governing bodies such as parishes are subject to all the requirements of the NZ law of employment and should have in place good employment practises in respect of employees. For assistance, please refer to '*People Matter*' – the Anglican Church Employment Guidelines in the Policies and Procedures section of the red Diocese of Nelson Handbook.

Furthermore, any person involved in ministry to others in the Diocese of Nelson must comply with the requirements of SafeHere. This includes such matters as appointment processes, police vetting and training. ACC funding will only be available to ministries that undertake to have all those assisting police vetted and trained in SafeHere modules 1 and 2.



Nelson Diocese Vision 2030 & Values

Jesus replied, "Come, and you will see." So they went and saw where he was staying. (John 1: 39)

An invitation to come and see Jesus today and join the adventure to make disciples.

Vision: (A clear, specific, and unique picture of the future for this place / people)

To see the Anglican Diocese of Nelson as a growing all-age whānau of disciples on the adventure of sharing Jesus Christ across the Top of the South and to the world.

Mission: (Why we do, what we do)

We cultivate vibrant local communities of faith that radiate the good news of Jesus Christ to the world around them.

Our Strategy (Pathways **GATHER, GROW, GO**)

1. GATHER:

*People in need **gathered** around Jesus to receive healing, hear truth, and be drawn into God's community.*

Our Mission Pathway seeks to teach, train & equip disciples of Jesus to share the Gospel in practical ways,

So that the church remains a faithful vessel for God's mission to bless the world with the Good News of Jesus across all spheres and stages of life.

To do this we will:

- Promote the Christian practices of prayer & fasting, generous giving and courageous living.
- Promote the best evangelism and creation care tools and Gospel-presentation material available for different age-groups, lifestyles, and cultures.
- Identify, train, and empower people with a heart for the last, least, lonely and lost.
- Encourage each Anglican community of faith to:
 - Align all activity towards the mission of God.
 - Regularly assess the needs in our communities.
 - Try outreach that is lightweight, low maintenance and adaptable.
 - Have clear strategies to engage with people of little or no understanding of Jesus and help those interested become devoted followers of Jesus.
 - Explore expressions of Christian community that will seek to gather diverse kinds of people.

2. GROW:

*Jesus transformed the lives of the apostles who in turn built the church through **growing** other disciples.*

Our Discipling Pathway seeks to teach, train & equip disciples of Jesus to help other disciples grow into mature believers who rightly handle Scripture, pray diligently, fellowship regularly and witness boldly,

So that everyone is supported, and disciple-making becomes foundational to church activity.

To do this we will:

- Promote the Christian responsibilities of discernment, prayer, fellowship, worship, and confession summed up in the question "*What is God saying and what are we doing about it?*"
- Identify, train, and empower people with gifts in coaching, training, and leading in small groups.
- Promote the best disciple-making tools available for small groups of different age-groups, cultures, and traditions.
- Encourage each Anglican community of faith to have workable plans for growing disciples who grow disciples in their local community.

3. GO:

*Jesus told the Apostles to "**Go**" and promised that He would remain present as they began a Good News movement that has adapted over time to faithfully represent Him to the ends of the earth.*

Our Leadership Pathway seeks to identify and invest in people of influence and release the resources of the church,

So that leaders from all generations are activated as catalysts for change in the church and transformation in neighbourhoods and society.

To do this we will:

- Promote the Christian responsibilities of study, obedience, and servant-leadership.
- Identify, ordain, and develop leaders to move the established church forward and to see it grow.
- Identify, train, and empower evangelistically gifted/Pioneering leaders to help grow God's Kingdom through new ways.
- Identify, develop, and release people who are called to live mission-shaped lifestyles in their neighbourhoods.
- Promote the best suited approaches to church planting.
- Promote the best team building tools available for faith communities of different sizes, age-groups, cultures, and traditions.
- Encourage each Anglican community of faith to be actively raising up new leaders.
- Build a leadership greenhouse that will cultivate future leaders for the church.
- Ensure our leaders are of good character, that they express biblical convictions, lead safe communities, and are supported and held accountable.

Our Values: Five strands: Family, Adventure, Innovation, Truth and Hospitality. F-A-I-T-H



1. We cultivate a deep sense of belonging as a Family - Whanaungatanga

We cultivate a deep sense of belonging as a family (Whanaungatanga). We believe that God loves all people regardless of age, culture, language or gender and these should not be barriers to belonging to the community of the church, the body of Christ. Therefore, we will show respect for everyone, treat everyone with fairness, protect the vulnerable, show grace and work as a unified team.

2. We embrace the Adventure - Mātātoa

We embrace the adventure (Mātātoa). We believe that God's mission is an adventure, where the Holy Spirit leads and empowers every member of the church to share the Good News in their sphere of influence. Therefore, we will be courageous, prepared, equipped and open to all possibilities for mission / community involvement.

3. We seek to Innovate – Akoranga learning to adapt and grow

We seek to innovate, learning to adapt and grow (Akoranga). We believe that God equips the church with leaders and inspires the church to adapt to meet the challenges of the age. Therefore, we will invest in leaders, enable innovation, remain teachable, and form structures that are light weight and low maintenance.

4. We uphold the Truth – Whakapono in the Bible and in the Gospel of Jesus Christ as set forth in the Scriptures -

We trust in Jesus Christ as whole-hearted disciples (Whakapono). We believe that Jesus Christ is the head of the church, and through the Spirit guides the whole church and every believer into unity and maturity. Therefore, we will nurture a disciple-making culture where we are intentionally seeking to hear from God in Bible reading and prayer and act on what we hear..

5. We seek to respond to God's grace in Christ by being a people of blessing and radical Hospitality - Manaakitanga

We seek to reflect God's gracious hospitality, generously blessing others (Manaakitanga). We believe the Gospel received by Maori, shaped the Treaty of Waitangi and is God's Good News for all Aotearoa, New Zealand and Polynesia. Therefore, we will honour our Treaty partners, show grace to other cultures, repent for wrongs done, and steward our Taonga to bless future generations

NEW ZEALAND POSITIVE AGEING STRATEGY

Ministry of Social Development

Background

The 2001 New Zealand Positive Ageing Strategy reinforced Government's commitment to promote the value and participation of older people in communities. They have skills, knowledge and experience to contribute to society and the current and expected growth in the proportion of older people during the coming decades will provide New Zealand with a valuable resource.

The following principles were to guide the development of policies and services across the government sector into the future:

- Empower older people to make choices that enable them to live a satisfying life and lead a healthy lifestyle
- Provide opportunities for older people to participate in and contribute to family, whānau and community
- Reflect positive attitudes to older people
- Recognise the diversity of older people and ageing as a normal part of the lifecycle
- Affirm the values and strengthen the capabilities of older Māori and their whānau
- Recognise the diversity and strengthen the capabilities of older Pacific people
- Appreciate the diversity of cultural identity of older people living in New Zealand
- Recognise the different issues facing men and women
- Ensure older people, in both rural and urban areas, live with confidence in a secure environment and receive the services they need to do so; and
- Enable older people to take responsibility for their personal growth and development through changing circumstances.

The Strategy identified ten priority goals for older people:

- secure and adequate income
- equitable, timely, affordable, accessible health services
- affordable and appropriate housing options
- affordable and accessible transport options
- feel safe and secure and can age in the community
- a range of culturally appropriate services allows choices
- older people living in rural communities are not disadvantaged when accessing services
- people of all ages have positive attitudes to ageing and older people
- elimination of ageism and the promotion of flexible work options
- increasing opportunities for personal growth and community participation.

HEALTH OF OLDER PEOPLE STRATEGY

Ministry of Health

The Vision

Older people participate to their fullest ability in decisions about their health and wellbeing and in family, whānau and community life. They are supported in this by co-ordinated and responsive health and disability support programmes.

The Objectives

The following eight objectives identify areas where change is essential if the vision is to be achieved.

1. Older people, their families and whānau are able to make well- informed choices about options for healthy living, health care and/or disability support needs.
2. Policy and service planning will support quality health and disability support programmes integrated around the needs of older people.
3. Funding and service delivery will promote timely access to quality integrated health and disability support services for older people, family, whānau and carers.
4. The health and disability support needs of older Maori and their whānau will be met by appropriate, integrated health care and disability support services.
5. Population-based health initiatives and programmes will promote health and wellbeing in older age.
6. Older people will have timely access to primary and community health services that proactively improve and maintain their health and functioning.
7. Admission to general hospital services will be integrated with any community-based care and support that an older person requires.
8. Older people with high and complex health and disability support needs will have access to flexible, timely and co-ordinated services and living options that take account of family and whānau carer needs.