

## AGENDA 12.1

# Finke River Mission Board

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## MEMBERS

Chris Guntner, John Heffernan, Michael Kenny (Resigned November 2016), Chris Pfeiffer, Rodney Schutz, Tim Stollznaw (Chair), Suanne Tikoft, Robin Zadow

## BACKGROUND

FRM's core activity involves supporting more than 20 Aboriginal pastors and over 40 other church leaders who, together with FRM personnel, share the Gospel with more than 6000 Aboriginal Lutheran people in 5 language groups located in remote towns and communities around Alice Springs.

FRM also provides Christian secondary education through Yirara College to around 250 Aboriginal boarding students from remote NT, SA, WA and Qld, a general store service and Historic Precinct management to Hermannsburg; both at the request of the local community.

## ACHIEVEMENT AGAINST PLAN

| Objectives  | Planned Annual Activities/Outcomes  | Achievement of Annual Activities/Outcomes  |
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| <b>1. Enhance &amp; grow mission activities</b>                               | <ol style="list-style-type: none"><li>1. Continue to use the Pastoral Support Workers "Engagement Charter" to inform the board of ministry activities associated with each community.</li><li>2. Use the "Engagement Charter" for annual self-assessment and to identify ministry and training opportunities.</li><li>3. Provide effective support and communication channels for Pastoral Support Workers, staff and other LCA departments operating in Central Australia.</li><li>4. Train &amp; ordain Aboriginal Leaders.</li><li>5. Identify opportunities for additional funding/partnerships to support the ministry</li></ol> | <ol style="list-style-type: none"><li>1. Achieved, operating effectively.</li><li>2. Awaiting results of the Future Directions Paper.</li><li>3. Board and Bishops meet two or three times per year with Pastoral Support Workers, FRM staff and other LCA Departments.</li><li>4. A total of five separate Bush Courses held annually for men and women.</li><li>5. Partnership with the Bavarian Lutheran Church currently occurring</li></ol> |
| <b>2. Create and promote pathways for others to be involved with ministry</b> | <ol style="list-style-type: none"><li>1. Continue to encourage the visiting "Shed Men", "Grey Nomads" and Lutheran Schools programs.</li><li>2. Ensure all staff and volunteers undergo cultural training.</li><li>3. Encourage the Central Australian Women's Choir,</li><li>4. Establish a "Volunteer Coordinator" position</li></ol>   | <ol style="list-style-type: none"><li>1. All programs continue to provide physical and spiritual support for locals and volunteers.</li><li>2. Cultural training mandatory for new staff and volunteers.</li><li>3. In 2016 the Central Australian Women's Choir visited Europe under the</li></ol>  |

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|  | together with other LCA Departments in Alice Springs  | leadership of Pastor Rob Borgas. The Choir is currently planning a visit to the USA in 2018.<br>4. Incorporated into new FRM Admin role.   |
| <b>3. Source supplementary funding for ministry</b>  | <ol style="list-style-type: none"> <li>1. Develop and restore Hermannsburg precinct for the benefit of locals and to supplement operations</li> <li>2. Sell Flierl Court at Henley Beach for strategic financial benefit.</li> <li>3. Continue to manage financial assets to contribute to operations</li> </ol>  | <ol style="list-style-type: none"> <li>1. Northern Territory Government have announced an investment of \$3,500,000 to be spent by the Historical Society in the 2018/19 financial year</li> <li>2. Flierl Court sold for \$1,544,000 in 2016.</li> <li>3. Currently developing another residential property in Alice Springs which will be able to be rented</li> </ol>   |
| <b>4.Ensure effective personnel and suitable resources are available now and into the future</b> | <ol style="list-style-type: none"> <li>1. Encourage the LCA to support the Future Directions Paper as endorsed by relevant LCA groups in Central Australia</li> <li>2. Two new FRM pastors to be installed in 2018</li> </ol>   | <ol style="list-style-type: none"> <li>1. Discussions and reviews currently being undertaken by the LCA.</li> <li>2. Pastors Michael Jacobsen and Basil Schild to be installed</li> </ol>  |
| <b>5.Nurture and enhance the unique ministry of Yirara College</b>                               | <ol style="list-style-type: none"> <li>1. Retain and grow student base</li> <li>2. Ensure effective staff support and training</li> <li>3. Reduce operational and reputational risks</li> <li>4. Seek to engage indigenous staff and to involve families across the region through an "Indigenous Steering Committee".</li> <li>5. Regular visits to remote communities by staff</li> <li>6. Yirara TV</li> </ol> | <ol style="list-style-type: none"> <li>1. Enrolments are stable. Funds claiming is thorough.</li> <li>2. Strategic and Operational Plans are developed and reported against.</li> <li>3. Exit Interviews provide insights into care opportunities. Professional Development opportunities are identified and encouraged.</li> <li>4. The college is on a sound financial footing and its reputation continues to build positive press.</li> <li>5. Yirara employs more than 10 indigenous staff</li> </ol> |

## SUCSESSES

- Future Directions Paper which covers future of LCA in Central Australia – developed, endorsed by relevant bodies and approved by GCC
- SMP process completed for Neville Doecke (Hermannsburg) and Mark Thiel (Alice Springs)
- Faithful service of staff
- Process to engage Pastor Michael Jacobsen of the Evangelical Lutheran Church Bavaria (Germany) as a Pastoral Support Worker has begun.

- Hundreds of baptisms and confirmations, worshiping with family groups and communities hungry for the gospel
- Hermannsburg Historic Precinct funding stabilised, development grants of \$3,500,000 obtained for the Historical Society; visitation and business continues to improve.
- Coordinator of Volunteers for Central Australia incorporated into FRM Admin Role.
- Hermannsburg store bakery is a training location for food handling, health and safety, customer service
- Hermannsburg store staff and volunteers provide good service and a surplus for use in ministry
- Lutheran School visits to Central Australia
- Shed Men volunteers for Hermannsburg and other areas
- Choir activities continue to be strong
- PR activities beyond "Christ in the Centre" is occurring
- Continued stabilisation and development of Yirara College
- Pastor Basil Schild has accepted a call to serve as Chaplain of Yirara College beginning July 2018
- Close engagement with NT and Federal Departments of Education
- Federal review of "Abstudy" funding acknowledges need for greater assistance and better processes

## CHALLENGES AND LESSONS LEARNED

- Effectively supporting our pastors in a complex, isolated and unique environment is very important. Progress against the initiatives in the Future Directors Paper is important
- Policy, systems and processes are important for "corporate knowledge", consistency and transparency. It is important that everyone understands that systems and processes is not to be feared
- Co-ordination and communication is fundamental to efficiency, effectiveness and engagement, it cannot be assumed that people will do this naturally to the extent required
- Pentecostals - see risks
- Mission ready pastors and other personnel - see Risks
- Alice Springs Aboriginal Ministry - see Risks
- Funding for Hermannsburg Precinct requires continued discussions with the Northern Territory Government
- Funding for Yirara College requires continued lobbying with Federal Government ministers

## RISKS

| Description of risk  | Likelihood of risk occurring and potential impact for the ministry and LCA  | Summary of action to mitigate the risk   |
|--|---|--|
| <b>Operational Risk: Ensuring trained Pastoral Support Workers are available</b> | Medium Risk<br>It takes many years for Pastors to develop relationships with Aboriginal people which, together with the isolation, requires special workers with unique gifts | In addition to the existing Pastoral Support Workers, Pastor Michael Jacobsen will begin to provide support to the Aboriginal pastors in 2018 adding an additional staff member. |
| <b>Operational Risk: Activity from Pentecostal Church</b>                        | Medium Risk<br>Pentecostals are trying to move into some communities  | Continue to preach the gospel and train Aboriginal pastors. Support the Western Desert   |

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|  | with little respect to culture, confusing the local people  | people to deal the division being caused by Ken Duncan's vision for a large cross at Haasts Bluff   |
| <b>Operational Risk:<br/>Yirara College</b>                        | Medium Risk<br>Students come from varying cultural backgrounds and home situations, many with degrees of psychological disorders.   | Maintain a complying governance model and provide cultural awareness for staff.<br>Engage psychological assessment services in early 2018   |
| <b>Operational Risk:<br/>Alice Springs<br/>Aboriginal Ministry</b> | Medium Risk<br>Large numbers of Aboriginal people are living in the town as well as many visiting family members and the non-indigenous Lutherans in Alice Springs are declining, resulting in less people to support the town ministry | Engage with the Future Directions Paper to provide a sustainable ministry. Provide funding and resources as per the MOU between FRM and the congregation. Use the "Engagement Charter" to promote a level of self-support for Aboriginal people |
| <b>Financial Risk:<br/>Yirara College</b>                          | Low Risk<br>Uncertain Government funding  | Continue to work with Governments to maximise funding and regular payments  |
| <b>Reputational Risk:<br/>Yirara College</b>                       | Medium Risk<br>Education of indigenous students is a high-profile subject   | A national public relations plan has been developed and is currently being engaged to promote the positive aspect of the College.   |

## ALIGNMENT TO LCA STRATEGIC DIRECTION 2013–2018

**Grow as God's People:** Aboriginal pastors and staff providing regular worship, Holy Communion, prayer, singing/ choirs, baptisms and confirmations.

**Go as God's people:** Provision of bush-courses, mini-courses, printed resources, leadership training, religious instruction in schools, hospital and jail visiting

**Grow and Go:** Christ in the Centre publication, Synod promotion, PR program for Yirara, administration, second hand clothes, volunteers, working with other LCA departments

## COOPERATING LCA BOARDS AND AGENCIES

|                                      |   |
|--------------------------------------|---|
| <b>Alice Springs Lutheran Church</b> | <b>Funding and close working relationship in the ministry to Aboriginal people</b>                        |
| <b>Lutheran Community Care</b>       | Provision of office space and regular interaction of staff  |
| <b>Australian Lutheran College</b>   | Theological training provided to Aboriginal pastors and women church leaders at 5 Bush Courses each year. |
| <b>Lutheran Education SA/NT/WA</b>   | Regular communication with Director.  |
| <b>LCA Bishop</b>                    | The Bishop attends meetings and special occasion events regularly   |
| <b>LCA SA/NT Bishop</b>              | Regular communication   |

## **FINANCIAL PERFORMANCE**

| <b>Alignment to LCA Strategic Priorities</b> | <b>2017</b>      | <b>2016</b>      | <b>2015</b>     |
|--|------------------|------------------|-----------------|
| <b>Expenditure</b>                           | <b>\$,000's</b>  | <b>\$,000's</b>  | <b>\$,000's</b> |
| 1 Growing as God's People                    | 380,000          | 370,000          | 327,000         |
| 2 Going as God's People                      | 370,000          | 360,000          | 309,000         |
| 3 Enable us to Go & Grow                     | 308,000          | 298,000          | 290,000         |
| <b>Total</b>                                 | <b>1,058,000</b> | <b>1,028,000</b> | <b>926,000</b>  |