

COME & SEE

A proposal for the
future of Ministry,
Mission and
Management at
Saint Andrew's,
Cambridge

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Welcome

One of the two who heard John speak and followed Jesus was Andrew, Simon Peter's brother. He first found his brother Simon and said to him, "We have found the Messiah." (John 1.40-41)

The first thing Andrew does after meeting Jesus is bring his brother to meet him. The next time we meet Andrew in the Gospel account, he brings a little boy with loaves and fishes to meet Jesus. Then a few chapters later, it's some curious Greeks.

Andrew knew that he had received a gift like no other. He recognised Jesus as the Messiah: the promised one his people had been waiting for. This was the Good News, and he wanted to share it not just with his family but the whole community.

As Jesus said to Andrew, so we say to you, "Come and See."

Foundations

The bedrock of the Anglican Church in Aotearoa New Zealand is our Constitution (Te Pouhere). This document describes the kind of church we want to be: scriptural, trinitarian, creedal, and shaped by the Five Marks of Mission:

- Proclaiming the Gospel of Jesus Christ (GOOD NEWS);
- Teaching, baptising and nurturing believers within eucharistic communities of faith (TEACH);
- Responding to human needs by loving service (SERVE), and ;
- Seeking to transform unjust structures of society, caring for God's creation, and establishing the values of the Kingdom (FREE & SUSTAIN).¹

The Good News inspires us to teach, serve, free and sustain our communities so that those who come and see might discover what following Jesus looks like.

¹ These are known collectively as *the Five Marks of Mission*. They are values and characteristics agreed by the Global Anglican Communion as fundamental to Christian community.



Saint Andrew's cross highlights our central focus and reminds us whose shoulders we stand on. Andrew heard Jesus' invitation and followed Jesus faithfully. We pray to have his courage and commitment.

Strategic Framework

Our strategic framework is separated into three broad areas of action: ministry, mission, and management. These categories are both informed by our commitment to the [Five Marks of Mission](https://www.anglicancommunion.org/five-marks-of-mission/)² and undergirded by the [Seven Pillars of Parish Planning](https://anglicanjournal.com/the-seven-pillars-of-parish-planning-10929/).³ service, worship, evangelism, education, pastoral care, stewardship and spirituality. We believe that if we are accountable to these structures, our whole community will flourish.

² See <https://www.anglicancommunion.org/five-marks-of-mission/> for more detail.

³ See <https://anglicanjournal.com/the-seven-pillars-of-parish-planning-10929/>, The Rev. Dr. Gary Nicolosi (June 27, 2012).



About the Images

Peter, James, John and Andrew were all identified explicitly as fishermen. Across the four Gospels there are 10 distinct fishing events, parables, and major references. Much of Jesus' ministry happened around or on Lake Galilee and of course, Matthew's Gospel records Jesus' words: "Come, follow me, and I will show you how to fish for people!"⁴

Nevertheless, the idea of being caught on a hook, gathered in a net, or drawn up onto a boat can make us a little uncomfortable. As a vestry, we invite you to engage with this discomfort. We are - after all - called to be caught. We are called servants and slaves. We are challenged to take up our cross and follow Jesus to crucifixion. The Gospel is as beautiful as it is confronting.

No metaphor will perfectly capture what it means to be a follower of Christ, but we propose that those associated with fishing are both biblical and directly connected with St Andrew. So we invite you to be hooked on Jesus. To be caught up in following the son of God.

⁴ Matthew 4.19

Ministry

Come and See how God loves us all and how we love God in return.

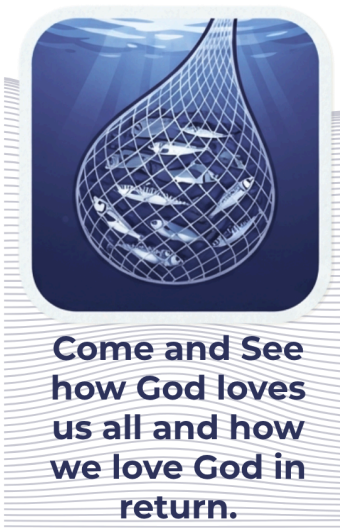
¹⁶ We know how much God loves us, and we have put our trust in his love. God is love, and all who live in love live in God, and God lives in them. (1 John 4.17)

Ministry describes the work we do within the Parish to communicate the love of God.

There are four critical areas of focus for us in ministry:

- Worship
- Teaching
- Pastoral Care
- Fellowship

MINISTRY



WORSHIP

Giving God glory.

TEACHING

Discovering there is more.

PASTORAL CARE

Caring for one another.

FELLOWSHIP

Sharing life together.

Worship

Worship revolves around God. Our Prayer Book describes it as the “highest activity of the human spirit.” At Saint Andrew’s we are committed to a liturgical tradition that extends to the earliest practices described by Saint Paul in his letters, by the Gospel writers in their accounts of Jesus’ life, and

by early church documents like the [*Didache*](#).⁵ Our liturgies (the forms we use to worship) are derived from centuries of bible-based worship. They describe who we believe God is and how we understand ourselves in relationship to God. They encourage us to become followers of Jesus Christ who are worshipful, repentant, forgiven, peace-making, hospitable, Bible reading and reflective agents of God's Kingdom. At the heart of our worship is the Eucharist: the meal that Jesus commanded us to celebrate for all time; the meal that makes us one in his body.

Priorities

- Traditional Anglican liturgical worship
- A quarterly service of Evensong
- A new contemporary service targeting families
- Seasonal celebrations that reverence God and inspire worship

Teaching

Jesus was a Rabbi - an itinerant teacher who gathered and formed his students as disciples. Christ said: "You call me Teacher and Lord—and you are right, for that is what I am. So if I, your Lord and Teacher, have washed your feet, you also ought to wash one another's feet."⁶ As followers of Jesus we are called to be teachers and students.

Priorities

- Robust and engaging sermons
- Regular parish Bible studies
- Develop online resources that deepen faith
- Promote diocesan and other educational opportunities
- Provide professional development to parishioners, lay people and the ordained
- Explore seasonal lecture series and educational events

⁵ To learn more about the *Didache*, see here: <https://anglicancompass.com/the-didache-part-ii-how-to-worship/> (last accessed July 8, 2026)

⁶ John 13:13-14

Pastoral Care

When Peter is reconciled to Jesus, he is challenged three times: "Feed my lambs," "Tend my sheep," and "Feed my sheep."⁷ Likewise, we are charged with the care of God's people: the lost and the found. Pastoral care is marked by compassion, professional boundaries, and spiritual insight.

Priorities

- Pastoral Care team: licenced appropriately, trained and well supported, meeting once per month with professional recording in place.
- A parish-wide culture of sensitivity to one another's needs and an understanding of what pastoral support is available.
- Regular healing ministry available on a Sunday.

Fellowship

'Fellowship' is literally a shared investment. We bring our gifts, our time, our desire to connect and we bind it in relationship with one another. This makes communities stronger through deepened connection. Jesus calls us into such a community. Theologically we might say: our trinitarian God is in relationship within the godhead, we are made in the image of God to be in relationship with God and one another.

Priorities

- Build and support fellowship groups, including (but not limited to): Women's Fellowship, men's Fellowship, Youth Groups, Bell Ringers, Bible Study groups.
- Events: parish dinners, quiz nights, movie nights, etc

Mission

Come and See our efforts to serve, free, and sustain our community.

*"Do justice, love kindness, and walk humbly with your God."
(Micah 6.8)*

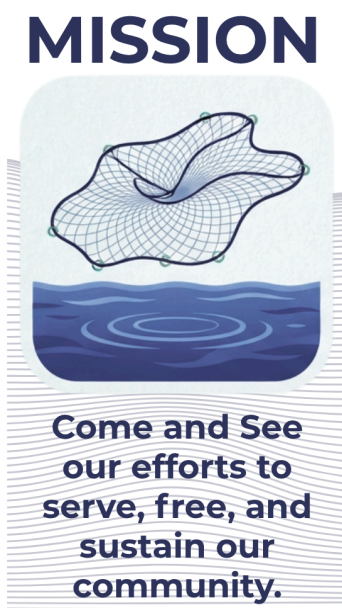
⁷ John 21.15-17

Mission is the work we do with and for our community in gratitude to God.

Mission is our response to the Good News. As followers of Jesus the Christ we are called into the world to address the needs of those we find there and to build the body of Christ. We are shaped for mission by our ministry and then our mission shapes us.

There are four critical areas of focus for us in ministry:

- Older People
- Younger People
- Environment
- Events



Older People

Scripture reminds us that we “are to rise in the presence of the elderly and honor the old.”⁸ We believe we have an opportunity to respond to the rapidly ageing population that is increasing in size, diversity, and complexity, with rising levels of vulnerability for some groups.

⁸ Lev 19.32

Priorities

- Healthcare: a collaboration with the University of Waikato to develop a scalable model of primary healthcare focused on the needs of older people at St Andrew's. This project is tentatively called "SAINTS" (Successful Ageing in Trusted Spaces).
- Spiritual Care: a dedicated and paid chaplain to older people; explicitly outward in its focus.
- Social Connection: the development of a range of social spaces designed to enhance relationships, socialisation and confidence.

Younger People

The Book of Proverbs urges us: "Start children off on the way they should go, and even when they are old they will not turn from it" (Proverbs 22:6). At St Andrew's we want to ensure that we are positively contributing to the formation of young people as followers of Jesus the Christ.

Priorities

- Sunday School: deliver a thorough and accessible formation programme during term time.
- Youth Group: maintain a regular pattern of youth group meetings and events.
- Community celebrations: create and promote a Christmas service for the community aimed at families.

Environment

The first creation story in Genesis records God's gift to us in creation along with our responsibility to care for it. Therefore, we are called to sustainable and environmentally-sensitive practices in all that we do.

Priorities

To be a parish that:

- Reduces waste, reuses materials where possible, and recycles as a matter of course.
- Advocates for the just use of resources, promotes the welfare of animals, and pursues opportunities to preserve and restore the local environment.

- Participating in ecumenical and community led projects to promote social justice
 - Promoting weekly food donations for the food bank.
 - Supporting Christmas Cheer collection of presents for children and festive food.
 - Represented on Cambridge Social Services and supporting the Community House.

Events

Following Jesus is a community project - together we are the body of Christ. Ecclesiastes reminds us that there “is a time to weep, and a time to laugh; a time to mourn, and a time to dance.” In this way, we want to live life together; remembering, celebrating and mourning as appropriate.

Priorities

- Create affordable and fun events for the parish (e.g. Parish Dinners)
- Arrange festivals/series/concerts to promote sacred music (traditional and contemporary).

Management

Come and See our guardianship and professional practice.

*“Whatever you do, work at it with all your heart, as working for the Lord”
(Col 3.23)*

Good management honours our inheritance and ensures our future.

There are four critical areas of focus for us in management:

- Compliance and Safe Practices
- Governance and Operational Matters
- Financial Management
- Communication and Reporting

MANAGEMENT



GOVERNANCE & OPERATIONS

Advancing vision and management.

FINANCIAL MANAGEMENT

Accounting, stewardship, and audits.

COMPLIANCE & SAFE PRACTICE

Protecting all parties.

COMMUNICATION & REPORTING

Transparency and unity.

Governance and Operational Matters

Vestry has a dual role of governance and management.

- Support the vestry to provide strategic governance
- Support the Wardens, Vicar and Administrator to provide excellent day-to-day management

Financial Management

Financial management concerns everything from rental strategies to stewardship, statements of financial performance to auditing, fundraising to expenditure.

- Record accounts accurately
- Pursue external funding wherever possible
- Maintaining capital reserves and managing assets
- Ethical investment

Compliance and Safe Practices

It is crucial that we remain compliant with all legislative and diocesan expectations as well as prioritise the well-being of vulnerable people.

Priorities

- Ensure that all ministers (lay and ordained) satisfy the requirements of holding a bishop's licence.
- Risk management, safety register and legislative compliance.
- Parish building health and safety (warrants, seismic assessments, etc)
- Professional recording of notes, file handling, and privacy.

Communication and Reporting

Everyone in our congregation has a role to play in ministry, mission and management.