



Cityside as a Regenerative Faith Community

Version 1.0

relate
create
restore



CITYSIDE - 8 MT EDEN ROAD

**Cityside is built on ancient tuff
at a meeting of the ways, travelled by pathfinders.
We seek wisdom in our journeying.**

**Cityside is near a spring,
nourishing life, an oasis to splash in.
We seek wisdom as we, too, thirst**

**Cityside wants to honour Tiriti partnership
making space to listen, to understand, to kōrero together
We seek wisdom in our learning.**

**Cityside has met the needs of community:
children learning, church planting,
provision for lost adults, space for meeting.
We seek wisdom to be good neighbours.**

**Cityside has nurtured imagination,
drawn in artists, musicians, way-finders, free-thinkers
We seek wisdom as we create and recreate.**

**Cityside is on a hill, visible from a distance
edgy, being out front
We seek wisdom as we influence others.**

By Karen Haines

INTRODUCTION

This document covers the steps taken by Cityside Baptist Church during 2020–2023 using a Regenerative Approach for future development.

It is a “living document”, a working guide to be used for ongoing discovery by Cityside congregation and Church Council. It includes all the material generated in the project, brief outlines of some regenerative frameworks used as well as the Cityside plan.

Compiled by
Rhyll Stafford

MIRA COMPANIONS FOR DEVELOPMENT

FOUR PHASES



PROGRESSION

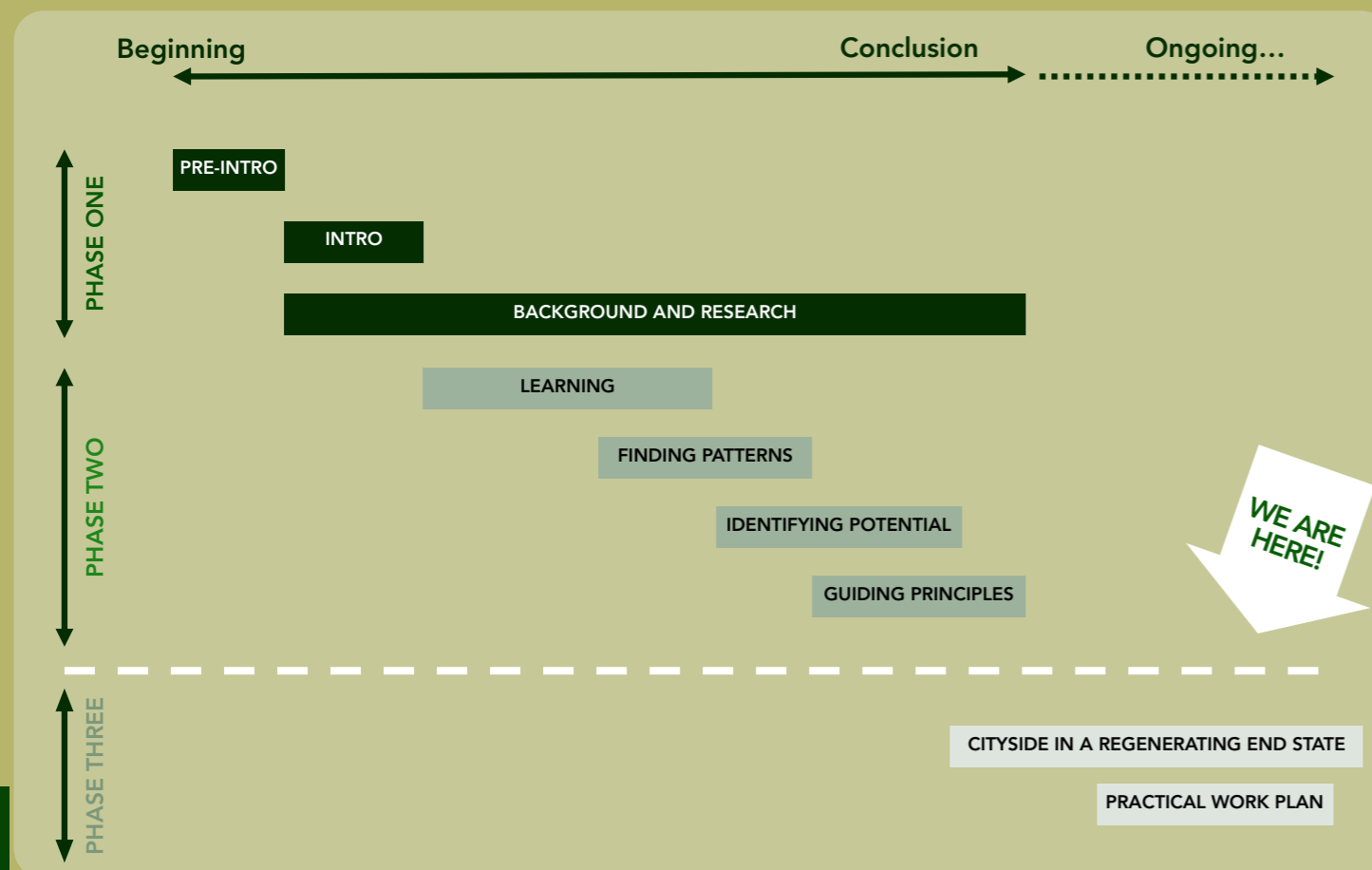


TABLE OF CONTENTS

Project Overview	7
Storylines	9
Essence of Place	17
Nested Systems	19
Developing Core Principles	23
Cityside in a Regenerating State	25
Implementation and Evaluation	31



1

PROJECT OVERVIEW

The Cityside “Regen” process, was launched in 2021 to discern Cityside’s unique contribution to the world.

Changes in the local Mt Eden area, particularly the prediction of an additional 20,000 people coming to live in the neighbourhood, catalysed the question “what is Cityside being called to be”? Cityside Council sought an approach that would both revitalise Cityside’s identity and augment the work of the “A Team” (our group of Citysiders developing an apartment proposal).

The regenerative paradigm was adopted for two reasons; to align with Cityside’s commitment to fostering bi-culturalism, and involve people in a deeply participative exploration of Cityside’s stories in a “Cityside way”.

Uncovering Cityside’s essence or vocation, through the Stories of Place, has provided the foundation for all of Cityside’s collective discernment, reflection and decisions about a regenerative direction and development of plans.

Key questions guiding the project have been

- What is the essence of Cityside and this place?
- What would Cityside look and feel like and what would we do, in a regenerative state?
- What are our guiding principles and commitments as a community?

relational
creative
restorative

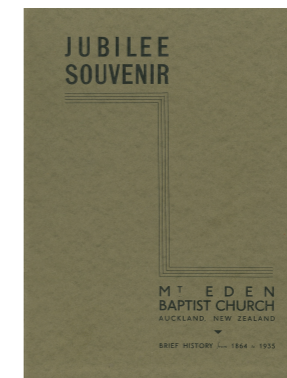
back to connected to the what looks like for Te iwhāriki
 are us deep Maramataka (Maori lunar calendar) us in community how the
 (do) thing explorations knowing - we visit as a High p
 the → breaks place that has life & can very m
 our → freedom Interconnection A
 → identity → what does this mean This
 knowledge this? for us? streams is part
 land was used Wind, trees, plants, birds feeling
 does this mean for us how do we When we be
 29.30 connect? will still be
 Maunawhau The Wai - the water source for
 around IS HERE ↓ Connection
 a Watertank The significance who
 why is that here? of our place
 What does this mean for us? Sophistication Cityside 'not s
 In working w/ our natural environment → how we con
 Unlike the canoe rope - human cnx cannot be severed to this
 Healing practices Being in the e
 attended to the whole and hearing a
 person - spirit + Body Stories brings
 are one life into part

2

STORYLINES

Stories are transformative. They transcend past present and future. Storylines give us opportunity to be more responsive and part of an ongoing, natural, life-giving evolution.

Many storylines have contributed to forming Cityside's essence, identifying its regenerative potential and defining future plans.



Informed by Peoples' Stories: Three preparatory steps

Those who've gone before:

We began this Regen project by interviewing for stories from

- past pastors Mark Pierson and Brenda Rockell
- long standing members Ali, Brenda and Mark, Vince and Sarah
- former children's programme leaders Kirsten and Helen Bayldon

Those exploring Regen:

This was followed by a Sunday presentation and five weekly evening Zoom meetings for the Cityside congregation to explore the regenerative premise that

- it is the quality of our **AWARENESS** informing
- our **THINKING** which determines
- the types of **DECISIONS** made and the impact of our **ACTIONS**



The zoom discussions revolved around how to “learn and unlearn” at many levels, exploring what was needed personally, in

relationship and with the surrounding environment for Cityside’s regenerative process.

Everyone creating Cityside community:

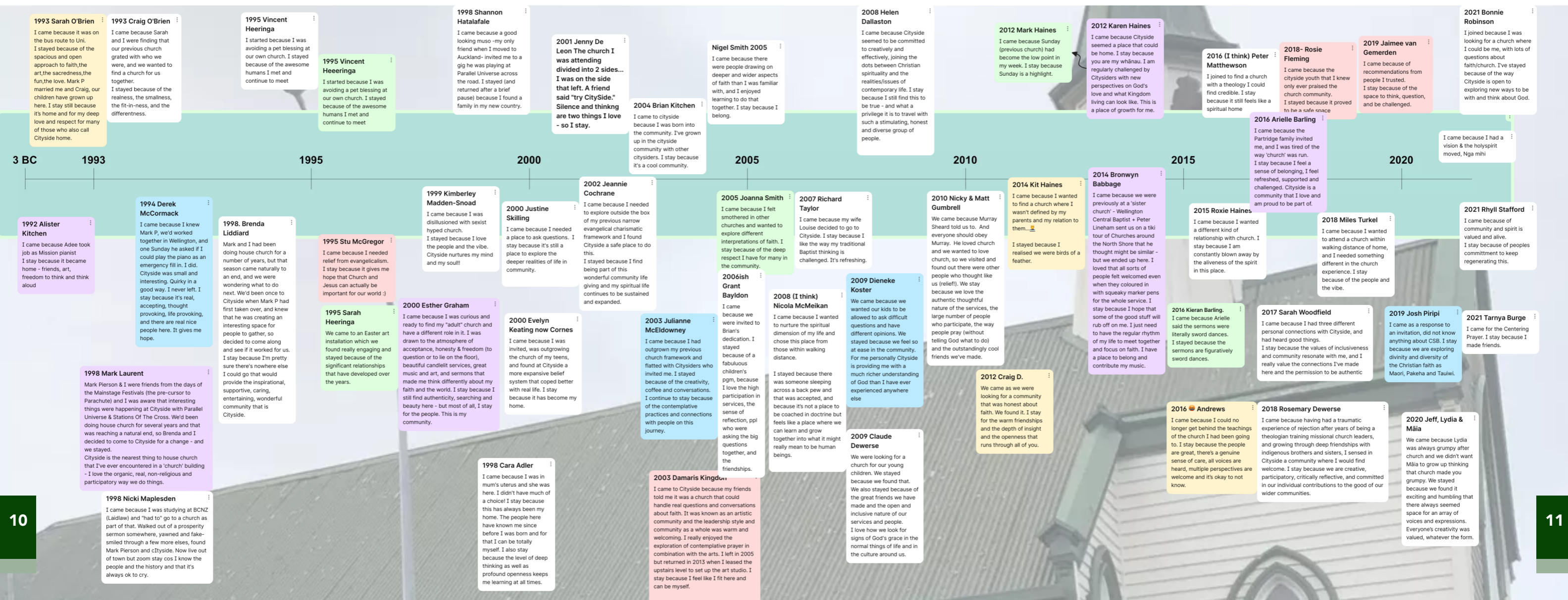
The third preparatory step, was Cityside’s spectacular online “padlet” seen below, a Map of Time and Heart (run during a 2021 COVID lockdown), exploring when, how and why Citysiders come and stay at Cityside.

Rich and defining themes were brought forward in discussion group.

This Map of Time and Heart has revealed how many more stories there are still to be told.

Questions to ponder:

- How can we hear more about how and why people come to Cityside?
- Could the common links between Citysiders be made more visible?
- Where and how can the deeper personal stories be collected and expressed?
- Is the potential in these personal stories currently realised in Cityside?
- If not how can it be nurtured?

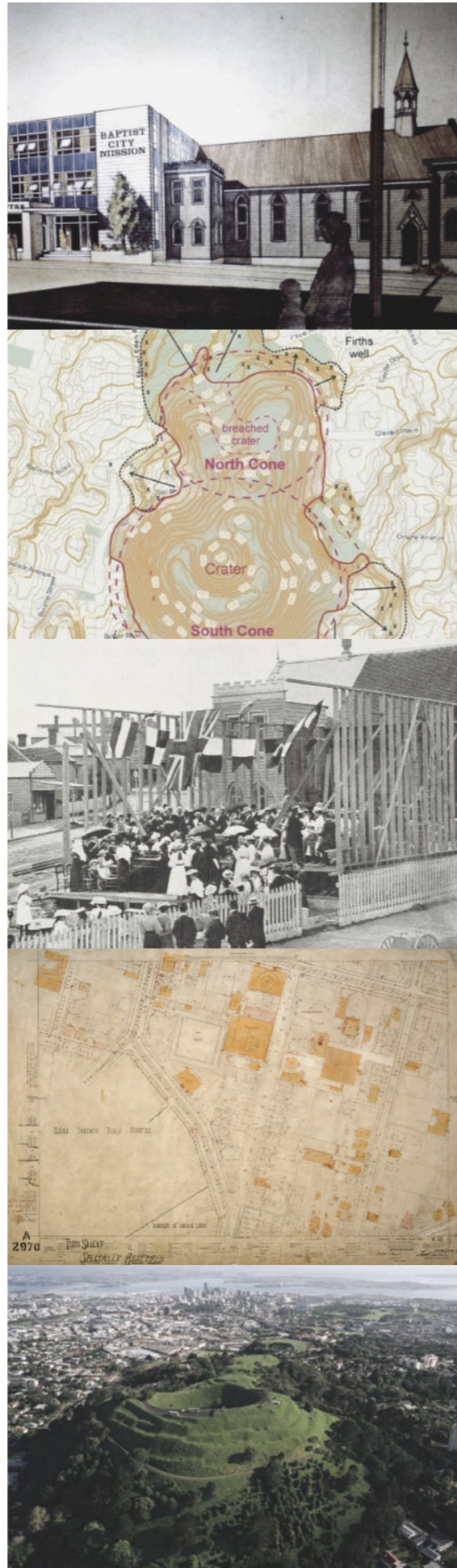


Cityside's Stories of Place

The five consecutive Sundays the Cityside congregation worked with Cityside's Stories of Place from March 2022–April 2022 included:

- **Tangata whenua stories:** Matua Paora Puru from Waiohua guided the Cityside Community in a rich and informative hikoi *Te Ara Oho—A Journey of Awakening* up Maungawhau (Mt Eden).
- **Geological, Ecological and Water stories:** Justine Skilling, Roelant Dewerse and Claude Dewerse thorough research into the reality and history of these gave Citysiders a shared awareness of geology, ecology and water stories shaping Cityside.
- **Church History:** Mark Haines had the unenviable task of distilling 160 years into less than 25 mins, so together the congregation could experience the unique and evolving character of Cityside.
- **Neighbourhood Stories:** Damaris Kingdon explored past and present neighbourhood phenomena, building an appreciation of Cityside's past, present and future role in the neighbourhood.

We owe a huge debt of gratitude to these presenters. Their research gives insight of immeasurable value to every step of Cityside's 2021/22 regenerative approach. Thanks to their efforts these stories will always be available and part of Cityside's identity.



Questions to ponder:

- What are the stories awaiting to be told?
- Are there stories you are still waiting to hear?
- What steps could be taken to bring these forward?

Some Emerging Stories:

- What is the Architectural Story of Cityside Church?
- Who designed and built it? What's their story?
- Cityside's Church ceiling is intriguing? What led to the false ceiling? Are there any stories we need to know about going forward?
- The water stories seem so important? Can we work with Tangata Whenua to know the stories surrounding Te Ipu Pakore more intimately?
- And the water well under Cityside that is documented on a plan? What is that story?



Five Sundays of Conversations.

Citysiders deepened the presentation material through journaling, questions and discussions facilitated by conversation holders over five Sundays. The Journal's by Roxie are linked below.

PDF [CLICK HERE TO OPEN IN BROWSER](#)

The result was community consultation material, fondly known as the Regen Boards. These boards record group reflections on

- What's unique to this place?
- What's influenced and is influencing Cityside's role?
- What resonates for us personally?
- What do we hear amongst us as we share responses?
- What does this mean for Cityside role and potential?

<p>How on earth have we been created? Exploring Geology Ecology and Water</p> <p>Cityside REGEN Conversations</p> <p>3) What role has the terrain (geology/topography) and water had in creating the conditions for the presence of our church?</p> <p>4) What might this mean for Cityside's evolution..... that it is.....</p>	<ul style="list-style-type: none"> *Built on fertile and porous volcanic soil *On the edge of the ring of tuff from Pukekawa and at the feet of Maungawhau *At the very top of the watershed of Te Ruareoreo, which drains into Hobson Bay *Near the site of the hidden spring of Te Ipu Pakore *At the juncture of thousand-year-old pathways and modern-day main roads



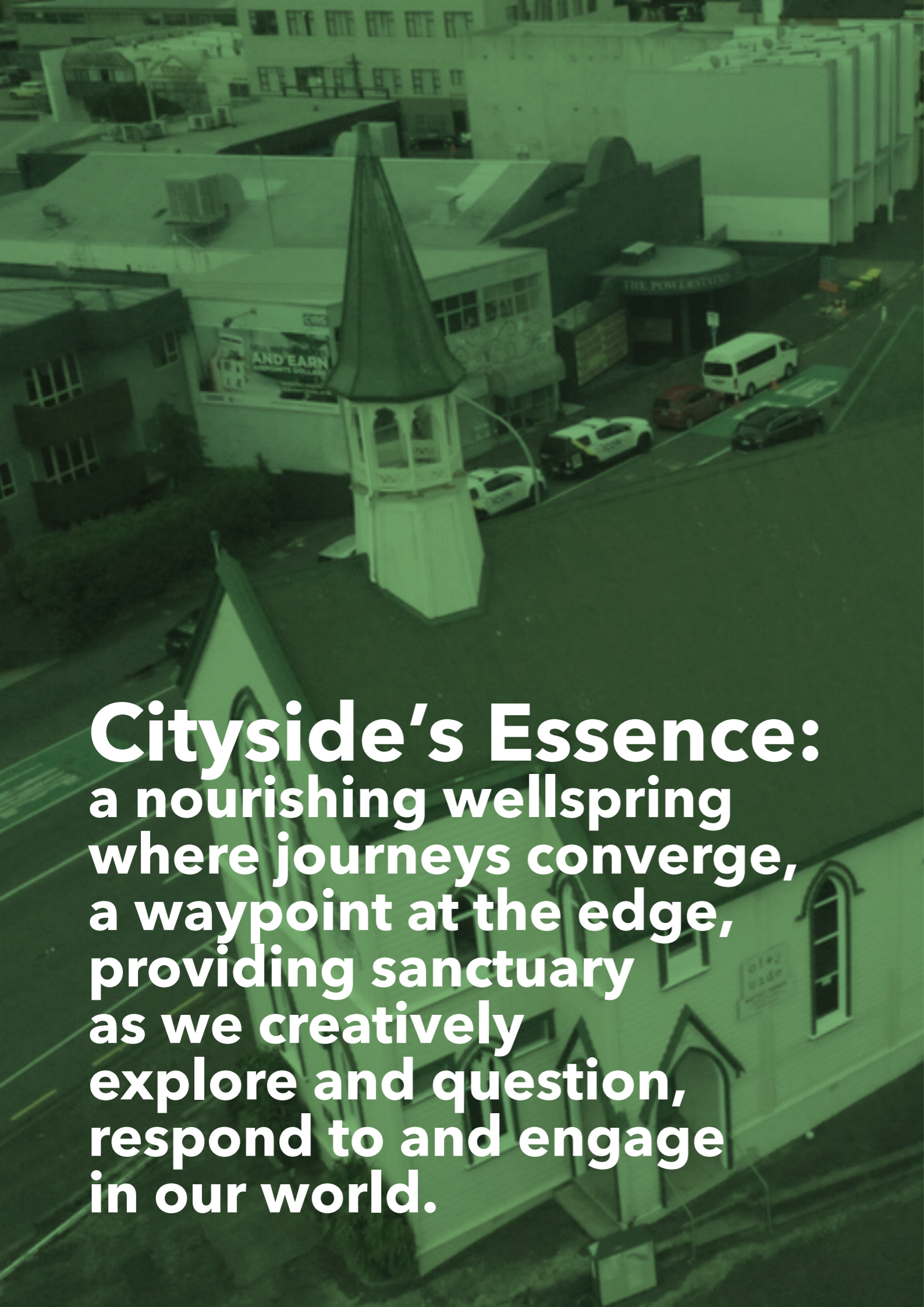
The conversations were collated into 4 themes:

1. Cityside as a Church,
2. Our Building and its surrounds,
3. Our Neighbourhoods
4. Cityside Essence

The Regen boards have provided all the material for subsequent stages of defining Cityside's Essence, Identifying Potential and Regenerating End States, Developing Guiding Principles, Vision Development and Practical Work Plan.

Every step in the Cityside Regen process has been cross referenced against the material on the Regen boards. Many thanks to Rosemary, Karen, Roxie, Mark, Damaris, Justine and Stu for assisting Rhyll with this.





**Cityside's Essence:
a nourishing wellspring
where journeys converge,
a waypoint at the edge,
providing sanctuary
as we creatively
explore and question,
respond to and engage
in our world.**

3

ESSENCE OF PLACE

Much like our personal essence that endures and transforms through our lifespan, the essence of place is also unique and enduring.

Collective action can be empowered when the unique essence of a community's place is uncovered and expressed.

Asking if we are being true to essence, keeps our collective direction alive and free of personal agendas. Providing much more than plans or activities that tell or ask people what they think, we have instead an invitation to learn and respond collectively to what is emerging. We can move forward with essence as both a reflection and a guide.

Citysiders defined, refined and finalised Cityside Essence in three separate workshops.

Like most things in life, it is the continuous attention to the quality of relationship that makes the expression of essence possible.

Questions to ponder:

- How am I nurturing and being nurtured by Cityside's Essence?
- How are we exploring and responding as Citysiders together?
- What would help facilitate this?



4

NESTED SYSTEMS

Nurturing the web of reciprocal relationships

Regenerative thinking sees our world as interdependent, with many nested systems, or systems within systems. In a truly healthy state, each system adds value to the other. This reciprocity can restore overall balance, powerfully contributing to healthy, life giving change, rather than degeneration.

Seeing ourselves in a web of reciprocal relationships, involves stepping back to look at the whole picture, so we can contribute to the positive evolution of the community around us.



CITYSIDE REGENERATING:

“How do we stay true to who we are, responding to our own and the wider communities needs?”

**7. OUR CONTRIBUTION TO TAMAKI
MAKAURAU: THE GREATER WHOLE**

6. CITYSIDE as “NEIGHBOUR”

5. CITYSIDE INITIATIVES

4. CITYSIDE INTERNAL CAPACITY

3. OUR BUILDING and SURROUNDS

**2. US as CITYSIDE
CHURCH COMMUNITY**

1. OUR ESSENCE

CITYSIDE'S SOCIAL ENTERPRISE

Simply put, Social Enterprise is “business for good”. A Social Enterprise typically has a social, environmental or cultural purpose. It makes a profit from economic activities and invests this profit back to fulfil its purpose.

Cityside's Intentional Tenancies (for artists, musicians and social change initiatives) is a Social Enterprise that started in 2013.

Everyone benefits in a Social Enterprise. Cityside's provision of low cost tenancies contributes to the wellbeing of the tenants and the systems they are nested in. In turn, the intentional tenancies contribute over 30% of Cityside's annual revenue .

Long term Cityside members have spoken to how the tenancies have revolutionised Cityside's past financial difficulties, forming reliable independent income, and creating important connections to the wider community.

Cityside Church Council is committed to continuing with this and other Social Enterprises as a life giving means for nurturing reciprocal relationships and financial sustainability. Cityside Council welcomes proposals from Cityside members for Social Enterprises that enable Cityside's Essence and Core Values to flourish.

Questions to ponder:

- Is there a business enterprise you believe would benefit Cityside?
- How could it enliven Cityside's Core Values and Essence?
- What governance capacity would be needed?
- What steps and plans would make



5

DEVELOPING CORE PRINCIPLES

Principles (or core values) guide our decision and actions. They can help realise both the tangible projects (the results and outcomes) and the process (the way we work together).

Past and present Cityside Council members distilled three guiding principles for Cityside from a wide range of sources, including the regen conversations, along with Cityside [Statement of Intent](#) and [Citysides Community Priorities](#).

- **RELATIONAL**
- **RESTORATIVE**
- **CREATIVE**

These three principles guide Cityside's decisions and future development, alongside Cityside's Essence and [Statement of Intent](#). The Cityside [Statement of Intent](#) was reviewed and endorsed by Council as part of the Regen process.

These principles can guide any Cityside activity or group, simply by taking time to ask the 'Questions to Ponder' on the right.

Questions to ponder:

- What do these principles mean to us?
- How do we uphold them?
- Do our decisions and actions reflect these principles?
- And are our actions true to Cityside's essence?

6

CITYSIDE IN A REGENERATING STATE

Articulating future end states is an opportunity to harness the life giving potential in the systems shaping us. Regenerating end states form an intentional blueprint for the future.

Asking “what would Cityside Baptist Church look like in a fully regenerating state” gives expression to our essence and our potential. It forms a basis for strategy and planning for Cityside’s regenerating end state..

Citysiders used the Regenerative Task Cycle to develop Cityside End States, the success criteria and the capability needed to reach them



Cityside is seen to be regenerating in the following three ways:

1. Sustaining an authentic and responsive Christian centre, reading the signs of our times as a dispersed Church community. (Board)
2. Providing a meaningful contribution to our neighbourhoods, local, theological and ideological, as a neighbour, through Cityside initiatives. (Board)
3. Creating a place of solace and restoration, in connection with our local environment, providing contemplation for Citysiders and others, through the building. (Board)

These are the basis for the three strategies for Cityside outlined over the next few pages. These are tangible areas that Citysiders can opt into with any level of energy.

In a regenerating state, these three strategies will give way to more plans that emerge organically as part of working on them. The will and capability for any emerging areas will come and go naturally as we constantly evolve together.

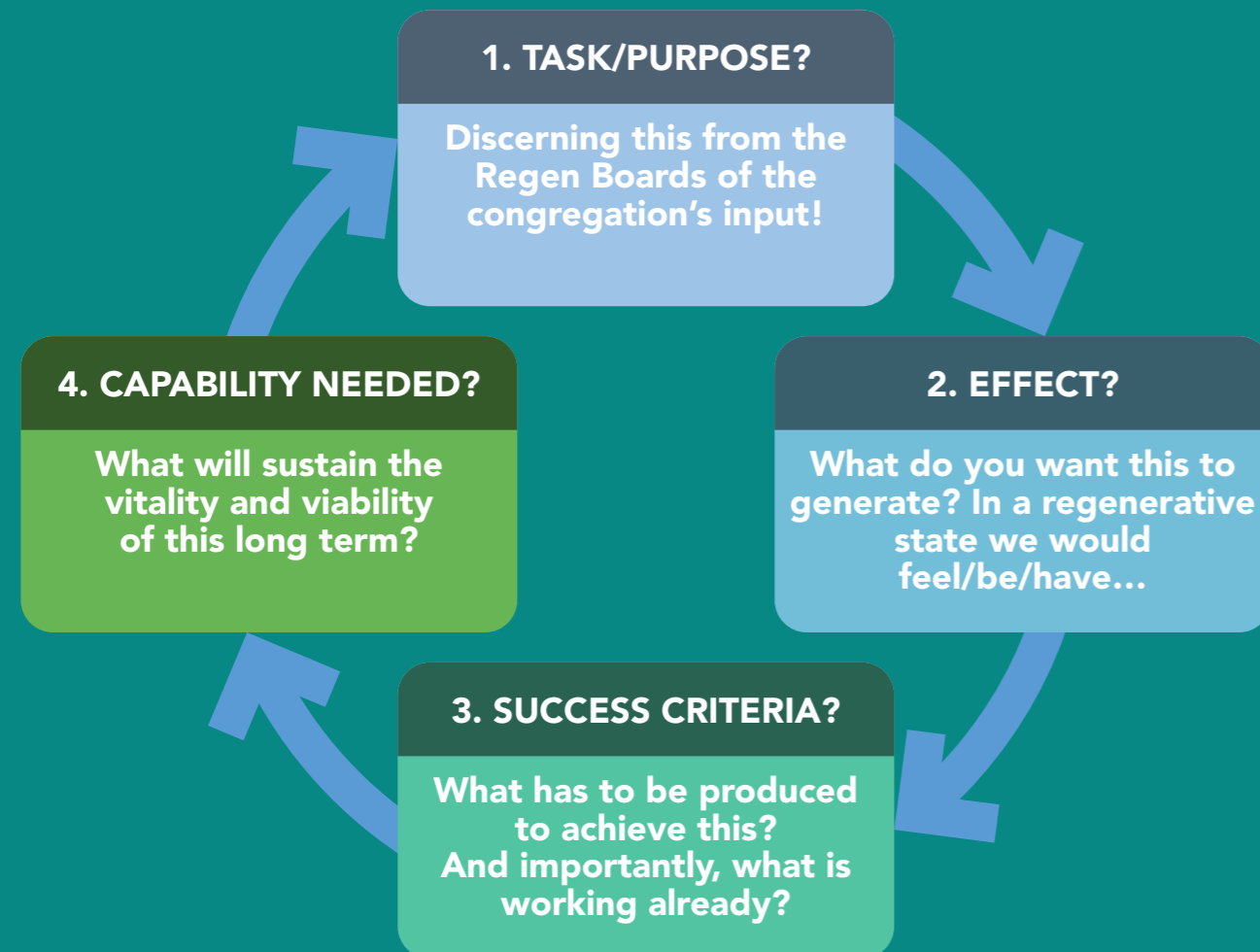
THINKING
ALLOWED.

THINKING
ALLOUD
ALLOWED.

relational
creative
restorative

CITYSIDE REGENERATING:

The task cycle guiding our activities



relational
creative
restorative

STRATEGY ONE

Cityside as a Church

Sustaining an authentic and responsive Christian centre—reading the ‘signs of our times’ as a dispersed community.

1. Weaving CS spiritual practices, encouraging those on the margins and multiple voices	2023	2024	2025
a. Fostering Curation	Stu	Stu	Stu
i. develop a system to track and evaluate the range of voices in services	Stu	Stu	Stu
ii. schedule quarterly open meetings to energise curation and provide safe space for new curators	Stu	Stu	Stu
iii. have an Annual focus (during Membership renewal service?) on why Cityside is participative, during service time	Stu	Stu	Stu
iv. have an Annual focus on Stories of Place—keeping essence alive through the stories (leading up to AGM?). e.g. Paora on Maungawhau and Te Ipu Pakore, architect on the building, city mission lunches etc.	Stu	Stu	Stu
v. expand Book Clubs: facilitate bringing their stories/“what now learnings” into services at end of each cycle. Establish three streams: Ngāpuhi speaks, decolonising and spiritual formation.	Stu	Stu	Stu
vi. provide two/pa education about Contemplative Practice	Stu/Jules	Stu/Jules	Stu/Jules
2. Understanding and Developing Co-Governance. Equipping Pākehā	2023	2024	2025
a. Action Mana Whakahaere	Stu to lead council to engage	Stu to lead council to engage	Stu to lead council to engage
i. (insert number) services assigned to Māori	Stu/Josh	Curators	Curators
ii. Make Te Reo Visible by designing benediction into a wall piece	Stu (actioned)		
iii. Make toi Māori visible by commissioning (insert number) art pieces	Mark/Stu	Council	Council
iv. Co-facilitate two Wānanga per year (5th Sunday?) including Te Tiriti workshop	Council/Josh	Council+	Council+
v. Link with Mana Whenua two times per year	Stu	Stu	Stu
vi. Allocate (insert \$) for Māori Development (annual)	Council	Council	Council
vii. Attend three Māori events per year	Community Leaders	Community Leaders	Community Leaders
viii. Support a local Māori initiative external to Cityside	Council	Council	Council
ix. Define steps for partnership by 2025 so that Te Tiriti is in CSB Constitution	Council	Council	Council
x. Promote the formation of CS learning groups for Te Reo (through Te Wānanga etc)	Stu/Jaimee	Stu/Jaimee	Stu/Jaimee
xi. Build relationship with Te Kāhui Whakaruruhau o Carey?	Mark	Council member	Council member
3. Creating a Cultural Shift: “Relational Spirituality/Being Intergenerational”	2023	2024	2025
b. Establish vision and purpose for children, teens and older persons building significant relationships. (3 meetings by end of term one.)	Stu/Rosie/Jaimee		

STRATEGY TWO

Cityside as both Neighbour and/or Our Initiatives

Providing a meaningful contribution to our neighbourhoods: local, theological and ideological.

1. Developing Cityside as a Community Hub	2023	2024	2025
a. Establish purpose/potential job description and funding stream for "Community Weaver" Role (CWR) to include	Community Weaver	Community Weaver	Community Weaver
i. Managing church installations	Community Weaver	Community Weaver	Community Weaver
ii. Event coordination	Community Weaver	Community Weaver	Community Weaver
iii. Local community needs	Community Weaver	Community Weaver	Community Weaver
iv. Volunteer efforts	Community Weaver	Community Weaver	Community Weaver
v. promoting hostings and community events	Community Weaver	Community Weaver	Community Weaver
vi. Producing a Social Calendar	Community Weaver	Community Weaver	Community Weaver
vii. Establish a public notice board of all events at Cityside	Stu		
2. Initiatives in the building (including Social Enterprise)	2023	2024	2025
a. Define Guidelines and Resources for	Management Team with Damaris		
i. A Cityside member Holding a CS Event at cost			
ii. Setting up CS Social Enterprise for profit			
iii. Holding an event at Cityside for profit			

STRATEGY THREE

Cityside Building and Surrounds

Creating a place of solace and restoration, in connection with our local environment, providing contemplation for Citysiders and others.

1. Building a Relational Community Formation/	2023	2024	2025
a. Confirm financial ownership terms with Baptist Union	Management Team		
b. Establish concept plan, budget and funding for Outdoor resting space to include	Management Team	Management Team	
i. Seating and water feature	Management Team/Stu	Management Team/Stu	
ii. Bike and Car Chargers	Management Team/Sarah W	Management Team/Sarah W	
c. Revise Building Concept plan [Reno Team] using Cityside Essence and Principles for renovating North and South Ends, to include:	Council to establish Reno team and leader (Ali? Damaris/A Team and Stu?)		
i. Existing Tenancies			
ii. Retreat Space (priority)			
iii. Chapel (and Church?) as Sanctuary open to Public			
iv. Admin at ground level			
v. Art Gallery			
vi. Repair Cafe (connection to K'Rd Repair Cafe)			
vii. Civil Defence			
viii. Eco design features			
ix. Develop a detailed brief supported by the congregation.			
2. Residential Intergenerational Community [RIC] – An Offsite option	2023	2024	2025
a. Research	Council to establish team and team leader for this		
i. The actual interest and need amongst Cityside members (age groups e.g. uni Students, older members)			
ii. Effects and needs due to long term climate change			
b. Collate Research of working models from	RIC Team		
i. Blueprint			
ii. Roelant/Claude's experience			
iii. Past co-housing/Cityside Flating			
c. Pilot an offsite Community	RIC Team/Council	RIC Team/Community Leaders/Stu	RIC Team/Community Leaders/Stu
i. Council to facilitate steps starting with small group meetings of those interested			
d. Establish financial options for long term			
i. build to rent (as Social Enterprise for profit) with financial backer			
ii. Construction costs onsite/ Christian Savings Terms			

relational
creative
restorative

7

IMPLEMENTATION AND EVALUATION

What is sustaining the long term viability and vitality of the 3 areas of the Cityside plan?

What are the obstacles and opportunities for Citysiders' contributions?

Moving into a regenerating state can take up to five years. Building the required capacity and capability for a regenerative direction can be a creative challenge, needing action as well as plenty of room to experiment, reflect, adapt and learn.

We welcome your thoughts, experience and feedback when we review the current Cityside Plan at our AGMs in 2023, 2024 and 2025

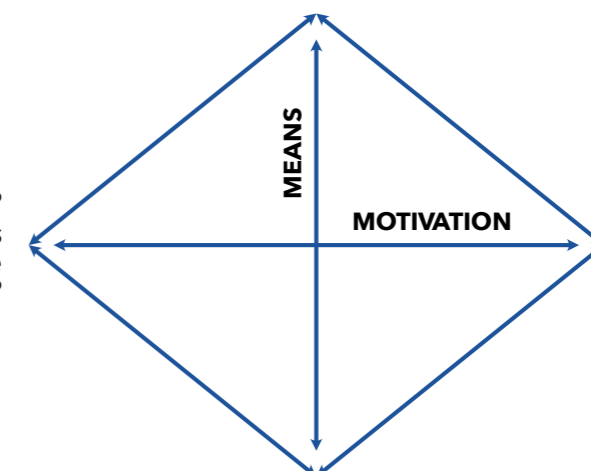
Regeneration is a way of being. We want Cityside's plan to be implemented in a way that is life giving, not depleting.

We welcome your thoughts about:

- What is sustaining the long term viability and vitality of the three areas of the Cityside plan?
- What are the obstacles and opportunities for Citysiders' contributions?

What guides us along the way?
How are we being called to be in the world?
(Our statement of intent, our purpose and values)

Who are we?
What shapes us
and gives us life
(Our essence)?



What is possible?
Imagine Cityside
in a regenerating
state!
How have we
evolved?

How do we "co-evolve" and walk the talk?
(our processes, practices, skills, outer ways of engaging)



COMMUNITY PRIORITIES AMONGST CITYSIDERS IN 2014

Cityside Baptist Church is a Christian community.

Citysiders were asked “What do you feel is most important about our community life?” Based on their responses, the following four characteristics are the most highly valued features of our general community life together:

1. *That we embrace people at multiple stages of faith/spiritual development.*
2. *That we seek to be an inclusive and welcoming community to people of all kinds.*

There is a shared sense that we need to become more intentional about these things as the theological diversity amongst us increases. In particular, we need to find ways to acknowledge more clearly that there are differences amongst us. We are committed to holding and accepting these differences rather than either ignoring them or alternatively seeking more conformity in our community.

We acknowledge the importance of both mind and heart development. We affirm that change and growth mean that individuals’ understanding of Christian faith may change over time and that questioning, thinking aloud, hearing each other’s stories, blurring the divisions between sacred and secular, theological exploration and shared spiritual practices help us to be aware of and inclusive of people at varied stages of faith development.

3. *That our meetings, particularly as a gathered community on Sunday mornings, be characterised by participation.* This relates to both having a wide variety of people bringing and contributing in aspects of the Sunday service, and that there will be opportunities for all attendees to be (inter)active in their participation in the service. Initiative and multiple voices are welcomed.

4. *That the spaces where we meet are relaxed.* They are not formal. It is okay for them to be messy at times. Spaces need to make people feel at home when they come. We aim to invite participation and welcome all who wish to contribute.

One issue was highlighted as the single most important specific issue facing our church community:

- We need to continue to attend to developing the way we nurture our children and young people.

This is mostly related to the demographic bubble we are experiencing: We will have an increasing number of teenagers in our community over the next few years. We need to grapple with how to continue to provide for their spiritual growth as they grow, even as the forms of worship that they may enjoy may be different to the forms that the older members of the church have grown accustomed to and value highly. This will further increase the variety of stages of spiritual development that our community spans, which is a significant challenge.

The following features of our community have emerged from the consultation process as important priorities for the next phase of

STATEMENT OF INTENT

We seek to be a transforming community following in the Way of Jesus the Christ, through practices of prayer, hospitality, and engagement in our world—local and global.

We hope to nurture depth, beauty and vitality in ourselves and in the world around us.

We aim to sustain and resource Christian practice, and work towards the restoration of all of life.

our life together:

- We have significant variety around the mode of corporate expression that our members prefer/enjoy in Sunday services. Some enjoy sung worship, others prefer contemplative or liturgical forms. These modes of expression seem to be functioning in the same way for most people (as a shared expression of worship and personal connection with God), but we need to acknowledge and develop acceptance that there is genuine diversity at the level of individual preference, and work out how it looks for us to embrace both forms gracefully and healthily together as a group.
- We feel it is important for us to continue to find ways to engage with each other fully, yet safely and with empathy, on issues where there are differences of opinion. In the past, we may have dealt with this at least partly by choosing not to raise issues where there is likely to be disagreement. We are beginning to move beyond that, cultivating a culture of engaging more fully with each other about various things.

There was broad consensus around some other aspects of our community life:

- Community is seen as vital, but looks very different to different Citysiders. We could continue to explore together what our hopes are for living in community. Our geographical spread is acknowledged as being an obstacle to easy community.
- Outward focus is acknowledged as vitally important, but again looks very different to different Citysiders, and most want to be supported in their outward contributions as individual Citysiders in the world rather than developing a collective Cityside project.
- Our 20-somethings demographic gap is

acknowledged as a significant issue, but it is also recognised that we cannot force change. However we can identify together any potential barriers to 20-somethings feeling welcome and included at Cityside, working especially with the older teenagers that we already have. The transition team would like to thank everyone who has contributed to the consultation process.

We were struck by the depth of responses, the thoughtfulness of the contributions and the clear sense in which many of you are strongly invested in this community of faith. We feel very privileged to be part of this community.

Kind regards,
Nigel, Sarah, Mikey, Kirsten and Kimberley
July 2014

Document Revision History

17 February 2023. Version 1.0

to be continued...

relate
create
restore