

Replication of Ministry and Leadership

Thank you to everyone who prayed for us as we gathered on Wednesday 20 June. The meeting comprised 3 of the Pastoral team (Kathy, Steve and Travis) and 5 deacons (Melissa Betts, Ian Bourne, Melanie Calnan, Shayne Evans and Chris Fordyce). We came away from the day with a clearer sense of the call upon our Church and what is needed to fulfil that call.

Last Sunday we distributed our plans for improving the effectiveness of our Kleins Road ministry facilities. We are committed to our Kleins Road site despite the restrictions imposed upon it by Parramatta Council. We are not looking to relocate to a larger site, but instead our strategy for growth will be the planting of additional congregations.

In the short-term, this will mean facilitating growth in our three Kleins Road congregations and continuing to resource the new congregation meeting in Parramatta (Parramatta City Church).

In the longer term, it will mean exploring opportunities for additional congregations either through new church plants or through coming alongside existing churches to strengthen and revitalize them. We invite you to join us in praying for the Lord's leading and timing in this.



This then shapes and informs our leadership strategy, both paid and volunteer, into the future. As we met on that Wednesday, the word that we felt the Lord gave us was "replicate".

We are called to replicate new congregations of believers. We are called to replicate our children's, youth and adult ministries in those new congregations. We are called to replicate the gifts and skills that God will use in those congregations. And we are called to replicate leaders who will oversee those ministries and congregations.

This will take time and we want to be deliberate and prayerful as we pursue this. However, there are some initial steps that we can take that will have a significant impact now.

Corporate times of worship

The first is to call someone in a permanent capacity to the worship pastor role. Cassie Lloyd has served wonderfully in Glen Spencer's absence and we have been blessed by her ministry. Cassie has indicated that she will resume her teaching load at the end of the year. The diaconate recommends that we begin the process of calling someone part-time (approximately 20 hours per week) to oversee the services and worship teams. An important part of this role is to encourage and develop (replicate) worship leaders and musicians for the future.

Children and youth ministries

The second is to replicate leadership in our children's and youth ministries which have experienced significant growth over the past 3 years, both numerically and in the range of activities.

In her role as Children's Pastor, Lynn oversees not only Kid's Church, but also Playtime, Scripture in Northmead Primary and is involved weekly in the Child Care Centre. Then there is the Kids' Holiday Program! Rather than increase Lynn's hours, we propose to employ an additional person who would work alongside Lynn for approximately 10 hours per week, increasingly taking responsibility for different aspects of Children's ministry and developing their pastoral and leadership skills. In other words, replicating leadership for the future.

With Youth Ministry, the numerical growth on Friday night and Sunday morning and afternoon has been wonderful to see. Kaye Ryan will be returning from maternity leave 1 day per week during Term 4 to oversee the junior Friday night youth group before more fully resuming her role as Youth Pastor from January. Our proposal is to retain Ben Wilson for approximately 1 day per week to work alongside Kaye and to continue to develop his leadership and pastoral skills. Again, replicating leadership for the future.

There are processes and considerations still to happen around these steps, such as developing role descriptions, determining the budget, searching for and interviewing people, and receiving the affirmation from the church membership of these proposals. We would ask and encourage you to pray for this.

As always, please feel free to speak with Kathy, Steve, Travis or any of the diaconate regarding your thoughts or sense of what God might be saying in this.

