



# LEADERSHIP COUNCIL MEETING

## NATHAN STEER – SENIOR PASTOR REPORT

MONDAY 10<sup>TH</sup> AUGUST 2020

As a church we are committed to Following Jesus. To follow Jesus means we “Love God, Live by the Spirit, Serve Jesus in the World” as we do this we hope to become, “**A growing community transformed by the gospel and empowered to change the world**”

### Staff Team Updates:

- **Staff Team Discussions:** After a lot of transition it seems to me that our staff team has little more space to settle and find our new normal, but in saying that I am really thankful for the way God has provided for us so wonderfully in terms of the team we now have.
- **Hannah Time Allocation:** I have spoken to Hannah about the extra half day that we have allocated to her, and that will be taken as a recommendation to the church meeting and she is extremely grateful for our support in this way. At the church meeting we will need to ask her to leave during this vote in case there are any questions.

**Worship Leadership Transition:** We have now completed the worship survey and John has shared the results with the team. First read, there is nothing unexpected that has arisen out of this. But in the next couple of weeks we will meet together and review the survey results and see if there are key ideas that we need to respond to or incorporate into the position description for the new worship co-ordinator.

There have been no concerned responses from Steve stepping back, and no indication that we need to find someone else to take his place.

- **Leadership Council Nominations:** I want to say a massive thank you to all of you for your ongoing service on Leadership Council, I have to admit after all my years here this is the most fun, forward thinking, and fully unified renomination season we've had. Firstly thank you to Karen for continuing as Secretary, Ian as Treasurer, and Rachel in her general position. Bob, who has supported myself and the church for a number of years will be stepping back, and I want to say a massive thank you for adding a voice of reason, and more so wisdom that has helped give us the stability to get to where we are today. Thanks Bob ☺

### Areas for Discussion:

- **AGM Preparation:** Looking forward to our AGM (30<sup>th</sup> August) which will most likely be online, we need to look how we are going to adjust our current process to make it work for us in this

season. I have attached a copy of the Agenda that has already gone out to the church, and Kath, Karen and myself have been in conversation about how to work this:

- **Voting:** normal voting by hand will be done by hand on screen, and the secret ballot for LC nominations will be done through Google Forms. Steve has prepared a sample and this will go out with an instructional video on how this will work the two weeks before so that hopefully it all runs smoothly on the day.
- **Sharing:** Part of this is probably shaped be a covid update, vision update from what LC are working on currently, worship search committee update, Treasurers report with the new budget (and a response to our last meeting question of discounting the carpark), a report about the key online activities during the week.
- **Discussion:** There are a few points we will allow time of anu questions or discussion, just 3-5 minutes after each of the main reports for any questions. One point in particular will be around the motion to increase Hannah's time allocation.
- **Signage:** John has been able to get us one other quote, and while more expensive, it has a more itemised breakdown of all the different costs. I am pretty sure Sign Up will require us to do council building permit which is about \$800, whereas the quote from In Sign is charging \$1800. Speaking to Aaron this week, the rest will be covered in his quote of \$16,460, and his summary is that with the changes they're no longer making a profit. They are closed at the moment with stage 4 restrictions but will call early September. With all this in mind, would people be happy for us to give them the go ahead, or prefer to hold off with some of the other expenses we are needing to discuss moving forward.

A side note, we received an anonymous deposit of \$24,000 labelled inheritance tithe (and this appears to be 3 out of 5 payments). This is very generous, and rather than roll it into budget, can we allocate this to the signage and maybe to the PA upgrade

- **This is Us & Mid-Week Workout:** Over the past couple of weeks we have introduced two new and I think significant initiatives in guiding and shaping the life of the church during this season of lockdown and beyond. People have often requested more testimonies, and so naturally the 'This is Us' segment has been received really well, and I have received a number of positive responses and extra likes on the church page from the first post in our 'Mid-Week Workout' devotional series that is coming out Wednesday afternoons.

This has been really exciting, but it takes time, and I would greatly value the practical support of leadership council as spiritual leaders in the church. I believe all of us have a story of God's grace (even just an insight into your families functioning in this time). And all of us have at least one devotion from a verse or passage God has placed on our heart in this season. So first, I want to ask each of us to consider recording a video for one or both of these segments. And second to be listening and inviting members of our church to share a story or devotion.

**Aussies are Visiting  
Churches Online**  
#KeepThemEngaged

Start Interviewing People  
Aussies Love a Good Story



- **Mission Catalyst Team:** With Andy Lightfoot finishing his studies, I have floated the idea about the idea of doing some work in the area of mission and developing a mission catalyst team as we've touched on in previous meetings. Andy is really interested in this, and excited to help promote mission in the church, and really positive about the computer idea, and so I'd like to keep pursuing this with him over the coming weeks.
- **Multicultural Ministry:** Given the concerns raised around the multicultural ministry that I need to respond to, I thought it would be helpful to share how things are going, and how we are looking at restructuring this area. While I shared some of this last meeting, I've attached an updated document that takes a deep dive in this area. I think this gives us a clear direction of the structure and its various parts, helps us respond to any questions or criticism, and I think might offer us a model that we can use in other ministry areas moving forward.
- **Covid Return Preparations:** I think that it's been helpful for the church to name that we are thinking several months before we're likely to be able start meeting again, to help give them a longer-term view, with some short-term wins that we can look too.

As much of the Covid season has been shaped, this might be helpful to think of terms of stages, and some possible stages might be: -

Options	Description	Restriction Levels
Church in Homes	gather with another family at home to watch the service together	Groups of 20
Life Groups	gather according to what each group is comfortable with	Groups of 30
Ministry Gatherings	Ministries and groups can start to regather on site	Groups of 50
Gather in person	Restructured church gathering to maintain social distancing	Groups of 100
New Church Patterns	freedom to meet, sing etc	Groups 200+

It would be good to discuss what we think are appropriate measures and steps that we can offer the church as a pathway forward.

- **Covid Brainstorming:** I really appreciated our last session with staff and Leadership Council and wouldn't mind giving update on some of the thinking that has arisen out of the feedback from our brainstorming session and the homework that has come in from people.

One good reminder in all of this is that we are not talking about focusing here to the point of exclusion, we are call to be all things to all people (1 Corinthians 9:19-23), but we are looking at how we can invest in the few to reach the many.

- **Who are our people** – family, multicultural, and isolated in our community
- **Where do we invest** – exploring new patterns of discipleship training, leadership development, and missional thinking that take us beyond our church walls.
- **What are the opportunities** – Kids Hope, Munro Street,
- **How do we meet** – Sunday mornings will continue to hold a vital place in celebrating, training and sending our church family, but smaller communities and missional clusters must become more central.

### **A Journey of Renewal (Ezekiel 36:26-27)**

This is a message given to the people of God while in exile.

*"I will give you a new heart and put a new spirit in you; I will remove from you your heart of stone and give you a heart of flesh. And I will put my Spirit in you and move you to follow my decrees and be careful to keep my laws."*

Renewed **heart** and spirit in us

- A relationship with God that renews heart and mind

Renewed **patterns** of discipleship in following Jesus for us

- A changed life that reflects the patterns empowered by the Spirit

Renewed expressions of **mission** worked through us

- A refocus and reshaping of how we serve Jesus in the world

### **What needs to change:**

- Renewed relationship with God
  - Foster patterns that encourage a greater personal devotion and discipleship within our church family
  - Greater awareness and engagement with the things of the Spirit
- Renewed focus on mission

- Refocus or our priorities and resources to move the church beyond our walls to a place where we are better able to serve our community ( most resources focused on serving ourselves or serving our community)
- Sunday morning refocusing – from meeting, to celebration, training, and sending on mission
- Deeper connection
  - From being a church with life groups to becoming a church of life groups and missional communities (scattered but connected)
- Greater participation – Life groups & missional communities
- New patterns of training
  - How are we raising and developing leaders
- Invest in God's kingdom in our community and beyond
  - Mission extending more and more beyond the walls to engaging in our community and the needs that surround us. (community engagement)
- Building Renovations
  - What does it look like to shape our building with a focus beyond ourselves, in such a way that it better enables us to pursue our mission