

NVBC 2012 Staffing for our future

Brief rationale document

Background

Our Vision expresses our desire to be a church that is:

“Desperate For God, Passionate For People”.

Since being made aware of Pastor Matt’s decision to conclude at NVBC at the end of 2011, our Elders have been desperately seeking God and His will for our future. This has involved much prayer and many meetings where we have sought God. Whilst we don’t approach this topic with an attitude of ‘thus saith the Lord’, we do have a peace about the way forward expressed in this document.

Staffing Responsibilities

Whilst Matt has been engaged as a “Young Adults Pastor”, it is apparent that his role has morphed and encompassed other areas. In addition to his valued contribution to general Pastoral Team discussions and decision-making processes, the five key areas of responsibility left by Matt’s departure are:

1. Young Adult Ministry
2. PM Service Director
3. Preaching
4. Oversight of Growth Groups
5. Pastoral oversight of InterMission

In addition to Pastor Matt concluding at the end of 2011, Pastor Bryan will be reducing his role from 3 days to 2 days from the beginning of 2012. Throughout 2011, Growth Group leaders and Pastoral Carers have received additional training which will mean that Bryan’s role can contract naturally. In particular, during 2012 our Pastoral Care team will be taking on a more proactive role in visitation and care.

Our Heritage & Our Future

In years past, NVBC has discerned a call to invest heavily into children, youth and young adults. At a purely pragmatic level, most people come to know Christ before

the age of 18, therefore investing in this area is likely to produce the greatest evangelistic effectiveness.

Similarly, young adults are at an incredibly formative stage of life, and an investment into this demographic can in many senses equip them for a life of godliness and effective ministry as well as closing the 'back door' at a time when people are significantly tempted to abandon their faith.

Again, at a pragmatic level, to not invest into our youth and young adults may well see NVBC go down the path of many other churches that have increasingly aging congregations.

After prayer and reflection, our Elders have not sensed any call to divert from this emphasis, however the way we structure & staff these ministries may vary slightly.

Financial Considerations

At present we are reviewing our operating budget to reduce expenses to be in line with our current income. Once such recent initiative in this area is the relocation of our church offices back to 127. Further, we will shortly be called upon to be servicing a loan. It may be prudent therefore to consider whether some pastoral functions can/should be delegated to volunteers with NVBC, with the result being some 'breathing space' in our budget.

A Proposed Way Forward

With these considerations in mind, our Elders propose that:

1. Pastor Phill Pallas' role change to that of "Youth & Young Adults Pastor" from the beginning of 2012¹.
2. We appoint an "Assistant Youth Pastor" (a 3 day/week paid role) who will invest into youth & provide the necessary 'space' in Pastor Phill's week for him to be able to attend to the needs of young adults.
3. Pastor Craig takes on pastoral oversight of Growth Groups and InterMission with assistance given from volunteers.

¹ . NOTE: Pastor Phill is excited about this opportunity and feels a call to extend his ministry in this area.

4. In the front half of 2012, we will prayerfully consider the appointment of further staff who will be focused on adults in our congregation and community. This consideration will also take into account whether our operational budget is being met.

The advantages of this proposal are:

1. On-going investment into the youth and young adults of our community.
2. Savings to budget of three staff days.
3. Effective coverage of all ministry areas left vacant after Matt's departure
4. A smoother transition from youth to young adults, and greater bridging between Friday night youth program and attendance at Sunday evening church service
5. Fresh challenges for Phill Pallas, who has indicated that he is keen to take on both youth and young adults provided that additional support is given to youth ministry

Should you have any questions regarding this proposal, please contact our Elders or Chairperson/Board – Geoff Hynd:

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Sunday 27th November 2011

NVBC Elders & Chairperson/Board