



For the Glory of Jesus

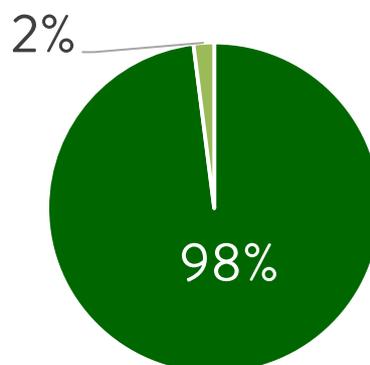
VISION 2020

MINISTRY UPDATE

Jesus went through all the towns and villages, teaching in their synagogues, proclaiming the good news of the kingdom and healing every disease and sickness. When he saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd.

*Then he said to his disciples, “**The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.**”*

(Matthew 9:35-38)



From Vision 2016 to 2020

In 2016, we considered how we could best reach out to our area, resulting in the vision that we would have a **kids devoted pastor in 2018** and a **youth devoted pastor in 2020**. To enable this to happen, our Wardens and Parish Council have carefully planned our budget which we have ratified each year at the AGM.

This is all in line with our overall vision:

For the glory of Jesus	our masterplan
we build up each other	our ministry
& we reach out to the world	our mission
through God's Word & prayer	our method

In his kindness, God sent Ian Morrison to us in 2018 to be devoted to kids ministry, and so we pray for God to send another wonderful leader to us in 2020 for our youth ministry.

Update on Teaching Staff in 2018

To enable the gospel to go out into the homes of 2233, teaching staff are the biggest percentage of our budget, in partnership with Michelle Mellows and Marg Chapman who lead SRE and our office. Both Michelle and Marg are such capable, gracious and hard-working women, a great blessing to us.

The job of our teaching staff is to be “lead body builders”: “*to equip Christ's people for works of service, so that the body of Christ may be built up*” and “*each part do its work*” (Eph 4:12,16). Then together we can reach out to our neighbours, colleagues, family and friends. In 2019 we'll focus on Mark's gospel, so we can all be ready and keen to read it one to one with unbelievers.

- **Michael Dodd**



During 2018, Doddsy has remained pastor of both Heathcote and its associated ministries (like John Paul Village) and our large Night Church at 6pm, which has grown this year. Michael is an excellent preacher and leader, but there are so many opportunities that he can't fully invest in, as he is spread between these two vital areas of ministry. We have some wonderful young men and women keen to pursue Ministry Training over the next few years, which Michael will spear-head. We want to continue to be a sending church.

- **Mike Leite**



Over the past 3 years, Mike has injected wonderful energy into 10:45 church and Youth. Mike is gifted with strong theological thinking, and our youth ministry has substantially grown over the last 3 years, with just under 100 youth each Friday, with many unchurched kids from our local schools. Youth ministry is a vital area, as we raise and train the next generation of leaders, helping them navigate our fast-changing secular culture. We are blessed to have the Streets, Thodes and Lewis' supporting the young team on Friday nights.

- **James Warren**



For me, 2017 finished with some sadness, as we said goodbye to our key leaders at 7:30 church that meant we were unable to continue 730 without the prospect of readily burning out the remaining saints. Change is hard, but it has been a great relief to see the 7:30 church members land in faithful churches this year, both with us, and beyond. But 2017 also finished on a high, as we finished the debt on the church buildings at Heathcote and Engadine. That meant we could take on **Ian Morrison** to oversee our kids ministry – praise God!

- **Ian Morrison**



Ian has been a brilliant addition to our church family, overseeing our 15 different kids teams, while also fitting in a triathlon on the side. Ian is passionate about intergenerational ministry and is very gifted in accessible teaching for kids and families, and personal discipleship. Ian has brilliantly invested in our kids leaders, but with so many kids programs, we need to rally beside him to see where we can all help, so that he can move more into strategy and longer term training rather than operations.

Staff Plans for 2019 & 2020

After running with a staff member down for 2 years, 2018 saw us back to 4 full time staff, which meant we were making great strides forward. But in ministry, nothing seems to stay still for long. On November 4, it was announced that Mike and Emily Leite will leave us at the end of the year. While sad for us, they will be a great blessing to their former church St George North Anglican.

Hence, 2019 will require **transition arrangements**, before we ideally appoint 2 ministers by 2020. 10:45 church will again become my staff responsibility – a sort of homecoming, having been the congregational pastor there before Mike. Ian will add youth oversight to his responsibility, with the logic of integrating 0-21 discipleship (from babies to young adults). While it's a massive portfolio, Ian has already been training many of our youth serving in kids ministry.

With only 3 staff in 2019, we want to maintain the great momentum of 2018, which will require:

- **Our staff to prioritise their time well**

There is massive burn out in full-time ministry (approx. 50% in Australia), so we all need to care and support our ministry team. Please pray for them to make the wisest decisions with their week, and encourage them to keep saying “no” to things that are “good” in the short term, but not the “best”.

- **Our whole church body to see where they can best serve**

Please prayerfully consider where you can best serve in 2019, and then fill out the “Service Opportunities” form. Have a chat to the staff if you would like some guidance.

Two Common Questions that arise

1. **Do we really need a 5th staff member?**

Of course we don't need more staff. It's an incredible privilege to already have the staff we do, and it's a big cost to have our church run as it does. But with 98% of our area facing judgment without Jesus, we need all the help we can get to keep seeing and reaching the plentiful harvest of “Shepherd-less sheep”. It's a massive team effort as “every part does its work” “to speak the truth in love”, and our leaders help to direct, motivate and equip us as we make disciples of all nations.

2. What would the 2 new staff do?

I think our 2 key priorities area should be Youth and Adult Discipleship.

- A full-time Youth Pastor could continue Mike Leite's great work in training leaders, but could also connect more with youth in our local high schools, and the youth families.
- A full-time Adult Discipleship Pastor could train our Growth Group leaders and champion Christianity Explored. Two massively important areas.

Finances

From the church handouts, we see that our parish income has been running behind budget

2019	Income	Budget	Deficit
January	\$49,369.70	\$58,166.00	-\$8,796.30
February	\$49,666.80	\$58,166.00	-\$8,499.20
March	\$52,825.00	\$58,166.00	-\$5,341.00
April	\$54,610.40	\$58,166.00	-\$3,555.60
May	\$56,076.95	\$58,166.00	-\$2,089.05
June	\$50,187.65	\$58,166.00	-\$7,978.35
July	\$54,636.90	\$58,166.00	-\$3,529.10
August	\$56,615.09	\$58,166.00	-\$1,550.91
September	\$54,657.80	\$58,166.00	-\$3,508.20
October	\$52,666.05	\$58,166.00	-\$5,499.95
Total	\$531,312.34	\$581,660.00	\$50,347.66

We are not in dire straits, because (1) our expenditure is down, (2) some of this deficit is for a "future fund" which is building up to sustain a new full time staff member in 2020, and (3) early in 2019 we will have an immediate reprieve with less staff costs when Mike Leite leaves. However, we need to meet budget in order to maintain the momentum build up in 2018 and stay on track for the 2020 Vision. Moreover, really good staff are hard to find, so I want to be in a position to make an offer as soon we find the right people.

The 2018 budget was set with only a modest increase, as we had been building up to taking on Ian over 2016-17. We had planned on more of the Building Fund giving transferring to the General Ministry Fund, but as more has gone to the SRE Fund, this leaves SRE well-funded, and the General Ministry Fund a bit behind. Parish Council have just approved the 2019 budget and the 2020 Vision, with the proviso that we make up grounds on the deficit. So if we meet budget, we can responsibly take on the new staff.

How to respond financially?

Please review your current level of giving, by considering a one-off gift to make up some of the accumulated deficit, and whether you could increase your regular contribution to maintain budget.

You can give via the foyer giving box or electronically. For more details see the *Giving Guide* or <http://eac.org.au/giving>

In joyful service, your brother in Christ,
James Warren (Senior Minister)