



STAFF ORGANISATION RESTRUCTURE 2023

The Why and How

Since we started our Chipping Norton Site, we were aware that we needed to restructure our staff and have been working on it since late 2020.

We embarked on our multisite vision using the same structure we had for a single site church. We planned to learn as we went along, and to use our learnings to help inform what structure might not only help us better work as a multisite church, but also how to be more discipleship centric across all our current and future sites.

Over the past couple of years we learnt that our current staff structure, while working, is not ideal for our future vision with some key pressure points on staff and roles that are spread across sites. We also learnt a lot about church rhythms that promote wholistic daily discipleship, mission, formation and transformation.

With these learnings, we have explored this year what it would look like for our organisational structure to catch up with our strategy. Through 2022, we engaged external consultants to help us decipher the heart of our convictions, our mission, vision and values and provide options for a new structure. With their guidance and brilliant work, we have found a structure we are looking to slowly transition into over 2023.

The What

We are moving away from our current 'streams' structure, to 3 core organising functions:

1. *Discipleship Strategy*: A central team that leads both sites in discipleship strategy across all generations.
2. *Ministry Support*: A central team to enable ministries across our sites with operational support.
3. *Local Sites*: A localised team focussed on the people and implementing of discipleship.

We will be reorganising our staff team into these core functions according to their strengths and home sites. This will increase our focus on the relational heart of the church, the vision of

discipleship and locally contextualising how to follow Jesus in the communities along the Georges River.

The three core functions are led by Ben Rusin who will be raised into a new full-time role as Lead Pastor. This role focuses on the central and local leadership of the staff and the operational and strategic leadership of GRLC.

Scott continues as Senior Pastor co-vocationally on 2.5 days and provides oversight to the three core functions through the Lead Pastor role. Scott will remain focussed as head of entity including church vision, pastoral governance and leading the teaching and its teams across sites. We believe both roles represent their strengths and our findings from the trial arrangement of the Senior Pastor/Executive Pastor role in 2022.

Moving forward into 2023

In the new organisational structure, we will have a great continuity with the same team, same vision, and evolving discipleship strategy. We anticipate the restructure providing a significantly positive impact for the team and how they function. For our church family, we see the reorganisation of staff will create minimal change to the current experience of church life.

We are aware that no structure is a silver bullet for discipleship, but we eagerly look forward to this new structure and how it will ensure discipleship is front of mind and to be a church better positioned to continue multiplying sites along the Georges River.

As with any change there are a few transitions, handovers and rediscovery of team dynamics that will take place in the first semester of next year. We will approach this change slowly and continue updating the church throughout the year.

