

Annual Church Meeting

Thursday 1 December 2022

Chair: Jan Reardon

Scribe: Sophie Brodie

Partner count: 98 Quorum established at 7:48 pm

Present in Person: 62

Present via Proxy: 9

Present on Zoom: 27

1. Welcome and Worship

2. Appointment of Meeting Officers and Meeting Admin

Introduced by Braddon (CLT Chair) who explained the process of voting and how to do proxy.

Jan Reardon appointed as Chair

Sophie Brodie appointed as scribe

Karen Power (zoom), Elyssa Campbell, Marbeun Diaz, Bronwyn Thornton were scrutineers appointed.

All approved, none against.

Quorum established by Katharine Montoya and Andrei Mocanu.

3. Review Minutes of 2021 Annual Church Meeting

2021 Minutes – Item to be addressed

Ben Rusin spoke into suggested variety of ways of communicating to partners and shared about the new approved app, the termly partner conversations and increased quarterly partners meeting.

Questions?

No

Voting Process- Accepting the Minutes

Braddon Wheeler affirmed the record of last meeting notes were true.

Malcolm Campbell seconded.

No comments or questions.

None against, motion approved.

4. Church Reports 2022

Scott shared on the church reports and summarised as:

- Please refer to the church reports for the details of ministries
- Felt like some clear air after COVID years and full of some really joyful moments
- Felt like there was rebuilding of our church and prioritising the community connect gatherings on Sundays and the practical outworking of what we are working on as a church

- During our COVID time, we lost 15% of our church family which brought grief for our leadership and congregation
- We have welcomed a similar number into our churches
- As a team we did some recovering and a lot of thinking into the future
- One of the strengths of our church is our incredible team, CLT, Staff and Key volunteers.
- Thanking our church partners. It has been a year we have been pulling together as a church family and re engaging and caring deeply for one another.
- Feels like a year worth celebrating and tonight is about that.

Katharine shared on Property Update:

We decided after last year that property update would be a regular update

We currently have the same four tenants we had last year

Unit 2 – McCains Furniture. Tenants since we purchased the property from them in 2009. Currently in process of renewing lease. Unit 3a – Johnny's Automotive. Tenants since August 2016. Currently month to month.

Unit 3b – Make it Creative. Tenants since end 2018. Currently working through new lease.

Unit 4 – Stratacore drilling. Tenants since October 2020. Currently in process of renewing lease.

Questions for Property:

No comments or questions

Katharine shared on Financial Reports:

- Please have a look at the 2022 Projections in the pack

- Topics of interest: The grant for Chipping Norton and how that 100 000 was spent across sites

- It is looking like we are hitting our giving target

Questions for Finance reports:

No comments or questions

Voting Process- Church Reports

No questions

Braddon Wheeler affirmed the 2022 church reports

Margaret Thompson seconded.

None against, motion approved.

5. Thankyous

Brought by Scott Morrison

Thanking the whole CLT and all they do.

Winnie Chow, Adna Siqueira and Peter Fazio are finishing up their term.

Keiran and Lisa Shanahan are finishing their role as Conciliation Officers

6. CLT reflection on staff

Brought by Peter Fazio

A report was done for our team members considering the tough couple of years we have had.

The changes made for the benefit of the team:

- Slower tempo
- Encouraged to take leave
- Workshop to share about the change and its impacts of staff personally
- Supervisors and coaching funded

7. Strategy and Restructure

Brought by Ben Rusin, Scott Morrison and Braddon Wheeler

Shared our vision and mission

We have been exploring a strategic plumbline which was about aligning our structure, process, and activity to be align with our mission and vision.

We have known since we begun our second site, Chipping Norton that our organisational structure will need to change as it was put in place for a one site model

The new organisational structure is into three functions and the dynamic of Scott and Ben's role in church an staff leadership.

Ben shared the appointment of Matt Gray, Jasmine Round and Lara Watson as our 2022 Site Pastors and what that role will look like.

Our fuller organisational structure is still developing and we hope to share that earlier in 2023

We are no longer funding our WHS role and farewelling Renata in her role at the end of the year

Karen Power is finishing up her church role in Communications so she can take a full time position at Life Care.

Questions for Strategy and Restructure

Mark P – How will it work with Senior Pastor working with the CLT with Ben's new role.

Answer: Ben comes as a standing guest into CLT meetings but does not have a voting role.

Mark P – So if this structure works well, will we have a change of constitution?

Answer: We are actually looking at changing our legal entity as our church, which will need to change our aged constitution and then we might look at what that looks like

Zoom – Who will be the Staff Leadership Change (SLT?)

Answer: There is no longer

Hayden C – What is the long terms intention for Scott's role?

Answer: We will review each year and come back to the church in three years. Scott is committed for the next three years and there is another opportunity for us to see where we are.

Iain G – What is ministry support team? Is Discipleship ministry?

Answer: Ministry support is systems and process and communications, leading our digital content, finances. Discipleship strategy is about strategic input and providing a framework

Jess H – What is the reporting structure look like across sites? Like River Kids coordinators across sites.

Answer: All generations workers will report to Sophie.

Mark P – Are we looking in Scott for 2.5 days for three years?

Answer: Yes we are. This is a learning process for us. We hope the process is a stable one but al

Andrew S – Where does Life Care sit and report too?

Answer: Life Care is a separate organisation, with its own board. But organisationally they are intertwined and we were very intentional to have the Life Care CEO in the working group that deals with the discipleship strategy

Lynette P – Just thinking about 2.5 days, what does it look like? Monday and Tuesday?

Answer: He will be working Monday – Wednesday. He has a lot of flexibility with his co-vocational role.

Marbz D – What does it look like for these functions to be integrated?

Answer: We want them to be integrated. We are still definitely working on this.

Proposed Motion for Senior Pastor Voting

The GRLC Partners confirm:

- A. The Co-vocational employment conditions of the Senior Pastor and reaffirm his primary roles in spiritual and pastoral leadership, and oversight of the mission and vision of our church through the Lead Pastor and staff team.*
- B. The Partners are to be advised of any further changes to the employment conditions by "partners email" within 14 days of notification.*
- C. A committee appointed by the CLT will conduct:
 - a. an annual review for report to CLT; and*
 - b. a formal review of the structure and conditions within three (3) years and presented to the Partners.**

Braddon Wheeler affirmed this motion

Mark Pfieffer seconded.

No comments, questions or amendments.

Paper vote: Yes- majority passed.

8. CLT Nominations

Brought by Braddon Wheeler.

CLT provide governance and spiritual oversight.

At the moment, there are 6 people on CLT and 3 are leaving.

Recommendations can be made for CLT, this is prayerfully considered and come up against a matrix.

CLT and SLT endorse and commend Bruce Stevenson and Margaret Thompson.

Questions for CLT Nominations:

Jo H – Just on the diversity note, it seems we are losing some cultural diversity?

Answer: Your point is very valid. We are trying to keep this as one of our measures, but there is a range. We have lost our cultural diversity. We do have the option to add more to our CLT during the year and may likely be taking that option.

Paper vote: Passed by majority

9. 2023 Looking Forward

Scott shared on looking forward to the year ahead:

- We are on a church on a great journey, and we want to see the continuity look like
- What would the church of 2050 have to say about our church today? What would they be speaking about to our generation.
- We must not ever stop asking questions, rethinking and asking God, 'What does it look like to be faithful to your mission and vision?'
- Centrality that faith is integrated into all of our life. It is about being with Jesus, becoming more like Jesus and doing what Jesus did if He were you
- We are moving on from the green room culture, and moving too local and community
- Multi-site is committed to smaller and more of them so we can continue to grow and nurture each other in our faith.
- Multi-site is a mindset not just a strategy
- We will keep taking lots of small steps forward to continue to orient ourselves outwardly to love the world
- We have some internal goals for discipleship and optimizing the way we work
- We have some work outside in the awning area for the first quarter, which has been funded by a grant from Life Care.
- What is God calling you to as a partner of our church in 2023? If your season is to receive then do that, but let's not live there forever. We all have something we can bring too, blessing for others and for yourself to bring what you have to the body of the Christ.
- We are seeing new shoots of growth and hope is on the horizon.
- Let's look to a new year, back on track and mission and wanting to make Jesus known.
- We farewelled some special people today, who blessed us all. We are called to be that for our next generation, so we leave the church healthier than what we found it in.
- Don't start your legacy in 30 years, start thinking generationally now. We are looking for a future and how we can partner with Him

Ben Rusin brought Resourcing 2023:

- We had about 20 people join new volunteer roles
- We don't want it to be about filling in the gap, it's about participating in the life of Jesus through the local church which is Jesus' plan.

9. Budget 2023

Katharine Montoya shared on Budget 2023:

- *Please see the information pack*
- We have reduced our staffing days as per recommendation of industry standards, but expenses naturally going up too though.

Voting - Budget 2023

No questions

Mark Pfieffer affirmed the Budget 2023.

Joanna Hope seconded.

None against, motion approved.

Meeting closed at 9:25pm

