



GEORGES RIVER
LIFE CHURCH

Dear GRLC

For those who could not join us last week, you may not have heard Scott Morrison's announcement. Scott has made the significant decision to step down as Senior Pastor after 24 years of dedicated leadership. We know this may have come as a surprise and may have been difficult to process. Please know this decision was made after much prayer and discernment on Scott's part, and we are deeply grateful for his faithful service to our church. If you missed the initial announcement about Scott's decision to step down, it was included in last week's email and is available on our website as well as the video. Please take a look if you'd like to review his message. Also to note, the communication about the transition will sometimes come from the CLT mailbox. It is important that you have added the email address, clt@grlc.org.au to your address book. If you have missed the message, please check that it has not accidentally gone to your junk or spam folder.

As we mentioned last week, the Church Leadership Team (CLT) has been working on a transition plan, and we would like to take some time now to very briefly share some of those details with you. After this service, we will have a Q&A session where we can provide you with more details and take the time to answer any of your questions.

We want to assure you that while this change is significant, our guiding principles remain clear: our mission and vision, as a church are not changing. Our ministries and our plans will continue. Our mission and vision, which have shaped our community for many years, will continue to guide us through this next chapter.

There are a few key steps we want to highlight about what happens next:

First, Scott's Decision:

Scott will officially step down in late January 2025, and he will be using up his annual leave and long service leave during this time until July. This gives us time to celebrate him in February with a celebration service and, importantly, prepare for the next steps. Our interim plan will, therefore, be in place from February until approximately July.

Second, Interim Leadership:

During this time, we won't be appointing an Interim Senior Pastor. Instead, Ben Rusin, our Lead Pastor, will take on a number of Scott's responsibilities, with some tasks shared among the team. Please be assured that this has been done in consultation with Ben, and our church's organisation structure already supports this interim plan. We've made provisions to ensure everything runs smoothly, and the CLT will work closely with Ben as we move through this period. We are also currently in the process of recruiting a new Operations Manager, which is also a key role.

Third, Selecting the New Senior Pastor:

The CLT carefully considered several options for selecting the next Senior Pastor, weighing the challenges and opportunities of each. The new Senior Pastor will be appointed as a full-time role, and

the selection process will actively involve all of you. Church Partners will have the opportunity to vote on the final candidate, ensuring the decision reflects our shared values and vision.

After much prayer and discerning, we believe God is leading us to start with an internal search within our church family, providing opportunity for accredited pastors both within our current leadership team and those who are already part of our congregation. This option recognises God's blessing on our church with the strengths and skills He has been building in our existing leadership team. It also fosters continuity by building on a strong foundation and importantly, these leaders also wholeheartedly embrace our church's mission and vision.

A Pastor Selection Team (PST) will be formed to oversee this process. They will be tasked with ensuring that the process is thorough, prayerful, and transparent. Be assured that if no suitable internal candidates are found, we will expand our search externally.

The CLT will be putting forward nominations of candidates to be part of our Pastor Selection Team – a representative from the AM and PM services here at Peakhurst, and a representative from Chipping Norton. There will also be three CLT representatives on the team. If you are a church Partner, we will be asking you to vote on these PST nominations at our Annual Church Meeting on Thursday 28 November.

Next Steps and Reassurance:

We know that this is a big change, but it is also a time to trust that God is leading us through it. The CLT is committed to keeping you informed throughout this transition. There will be opportunities for you to ask questions and give feedback – starting with a Q&A session after this service.

You can also reach out to us via email at clt@grlc.org.au. We will be providing a FAQ document that will be available on our website in the coming days and will be updated regularly as more questions arise.

In closing, let's remember that while this is a season of transition, our church's mission remains the same. We are a community that has been built on faith, and as we navigate this change, let us continue to support each other, seek God's guidance, and look forward to what He has in store for Georges River Life Church.

**Thank you,
The Church Leadership Team**