

Congregational Meeting

26 November 2017

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Vision Sunday

To Christ Central Presbyterian Church

The story of Christ Central is a good one. I'm certainly thankful. For the last 10 years, God has been doing His work to be growing followers of Jesus. We've grown in number and we've seen lives transformed. But when I reflect on Jesus' great commission, "Therefore go and make disciples..." (Matthew 28:18-20), I have a keen awareness that our story is still very much unfinished. What will it mean for us to push ahead and be about God's great endeavour to see more and more of the lost won to Jesus and then walking daily as His disciples?

As a starting point I believe we need clarity around what is our mission field and what is our great vision for that mission field, and then take some key strategic steps. Our mission statement has been 'growing followers of Jesus', but for the next 10 years I believe we should have an additional vision and prayer that's more specific and bolder too.

The harvest field for people to be won to our Lord and Saviour Jesus Christ is all the world – every culture, nation and people group. And at Christ Central we want to send and support workers into that global harvest field, but firstly we want to be sold-out to Jesus and his mission in the place where God has us now.

Our direct mission field is what we're calling the 'north edge' of Brisbane. Over these past few years we've been using the phrase 'Because of Jesus We're Free to Serve the Northside of Brisbane', but we believe greater focus is helpful. By referring to the 'north edge' we mean the vast and growing region in this more northerly part of Brisbane which is taken up mostly by Moreton Bay Regional Council. It's the region that stretches from the Hills District (incl. Arana Hill/ Eatons Hill) in the south to the burgeoning suburbs of Northlakes and Mango Hill to the north. It's the region rimmed by rural living to the west, and the Bruce Highway to the east. Moreton Bay Regional Council predicts that by 2021 there will about 200 000 people living in this area. In this region there will be those relatively few who are saved and know peace with God in Jesus, but so many need to know the hope and life that only Jesus can bring. We do not offer this message of hope from a position of pride – we're sinners saved by grace. We're like beggars who can gratefully tell other beggars where the bread is to be found. But we cannot ignore that on our doorstep are our friends, and family, our neighbours, our schoolmates and workmates, the people we mingle with, shop with, and enjoy this beautiful northern edge of Brisbane with.

We are currently a church that has about 200 people meeting on a Sunday, and lives have been transformed over our 10 year journey. But a mission is still before us. God is in the business of using his people, weak and fragile as we are, to accomplish his work to see his kingdom grow.

If we were to become a church of 1000 people that would still be only 0.5% of people in this north edge of Brisbane. But we want to be a church that's used by God to see many more saved and transformed by the grace of God.

Over these past couple of months, the elders and staff have had a growing conviction that as we focus on the mission of 'getting', 'growing' and 'keeping' disciples of Jesus, we should pray for the outcome that only God can achieve. This is the prayer we would like to offer so that it would be on all of our hearts -

Our Prayer - to see a flood of lifelong disciples across the north edge of Brisbane and beyond.

If this is going to be our prayer, then we also have to act. We will need to take steps so that we might be used by God to his glory. As an important step, I believe we also need clarity around what it actually looks like to be making, growing and keeping disciples. We have just begun introducing the concept of the 5 M's. There is nothing particularly new here. These have always been our passions. But it's about bringing some definition to the things we are passionate about.

The 5 M's are:

Magnification. Loving Jesus and having all our affections captured for Him - Worshipping

Mission. Communicating the gospel of Jesus - Witnessing

Membership. Being part of a connected, caring community - Loving

Maturity. Deep in word and prayer - Learning

Ministry. Joyfully serving with our time, gifts and money - Serving

Presenting these 5 M's is not about new slogans. This is not about giving new labels and then continuing with what we've always done. This is about giving new shape to our church – at the level of staffing, budget, but also with each of our own involvement. I recognise that in the past we've too easily had a 'menu approach' to church life where we offer events and rosters and then we invite people to take part. But as a result, we don't provide training, support and help you to own a ministry area where you can develop it with others. So rather than a 'menu approach', the 5 M's represent a 'team approach' where we invite you to be part of teams so that Christ Central might be more effective, under God, in making disciples of Jesus.

With the M's, it's about providing the best leadership we can. It will be God who brings the growth in each of these areas, but we also want a specific staff member focussed on the leadership of each of these areas. 2018 will be a year of transition, and to start things off, we're looking to make this shift in our current staff team:

- **James Jensen** will work in the area of *Magnification*, while also continuing as our youth pastor, all while he aims to finish QTC by mid 2018! To provide some assistance to James, we are looking to appoint **Nat Carse** as a part time youth pastor which will be an additional ministry for Nat as he continues with KrossWerdz.
- Our QTC student, **Chris Gargan** is going to become more focussed in the area of *Membership*, particularly with our Connect Team which is about newcomers welcoming, follow-up and integration into church life.
- **Matt Fong** will take on *Maturity* which involves our teaching program and growth groups.
- For myself, **Garnet**, I will work on *Ministry*, and also take a support role in the areas of Maturity and Membership.
- In all of this, it is critical that we pay more attention to *Mission*. Next year we're looking to take on an additional QTC student, **Mike Wziontek** who will be coming up from NSW. Mike has a passion for *Mission* and we're really looking forward to having Mike and his wife Sarah join us.
- We have so many people who serve in various behind-the-scenes ways. One such person is **Matthew Allan** who works one day a week in the area of design and office admin. To help support the various focus areas of the 5 M areas, our desire is to move Matthew to a 2 day a week position for 2018.

This 5 M's model is not our invention. Perhaps the biggest evangelical church in Australia who is taking this approach is EV Church on the Central Coast of NSW, www.evchurch.info. More locally, there is Southside Presbyterian Church that meets in Eight Miles Plains. www.southsidepc.org. Like us, these are churches that want to be Christ-Centred bible teaching churches and believe that to be more effective in making disciples we need some level of 'granularity' around what a disciple looks like and form teams to work hard in those areas.

In 2018 our intention is to start restructuring our church around these 5 passions, and in February we will have specific preaching/growth group series on the 5 M's which we hope will give you more detail about the teams and how you can be part of them. It will be a time of helping you to identify how you can use your gifts in the great disciple making cause. What we are proposing is deep change for our church and we want you to be part of it. We want to move away from you being involved in ministry by way of a roster and call-outs for help with a program of events. This is about you being a member of teams where there's vision, training and support which helps to set the agenda for growing followers of Jesus in that focus area.

As a first step, on 26 November we plan on having a congregational meeting where we will present a budget for 2018 and put forward the new staff appointments for the church's consideration.

Additional Steps

As well as the deep change we're proposing so that we might all push ahead together to be more effective in getting, making disciples of Jesus, there is also a range of tactical decisions the leadership of the church believes we need to take:

- 1.** Continue to work towards identifying a suitable site for a new auditorium between the two Pine Rivers (the southern end of our mission field) – to give us the space to double our current size.
- 2.** In the meantime continue to lease/use property that will allow for an expanded staff team and mid-week ministries. Our current lease at 32/302 Southpine Road is soon to expire. We are currently looking to see if there are any suitable new venues out there.
- 3.** Look to move Christ Central Youth to Bray Park High to increase mission connection in a local high school.
- 4.** Develop a second congregation based at Eatons Hill Community Hall in 2018.
- 5.** Work with PCQ to allow us to start a new work north of us, post 2018.

Thanks for being part of our Vision Sunday

As we look to make these changes, undoubtedly it will be challenging for all of us. It will require patience, grace and prayer. But as we look to the future, it is about being clear that as a church we're called to that great commission, to make disciples of Jesus. Isn't it easy to get comfortable? For those who were part of our church in the initial days when it all began, we can probably admit that so much hard work was done in those early years and now it's easier to just 'cruise'. But as a church, we're not a cruise-boat but a life-raft where we want as many people as possible on the north edge of Brisbane - to be saved and then are growing with us as followers of Jesus.

By all means, ask any questions you may have or make comments. It is always God who brings the growth, and yet He uses the means of his people - our boldness, our mission heart, our generosity, our labour in the Lord, to see his kingdom grow. As we look to next year and the next 10 years ahead, let's be that church at Christ Central.

Yours in Christ



Garnet Swann
Lead Pastor
Christ Central Presbyterian Church

5 November 2017

Position Description: Assistant Youth Pastor

Nat's role with Krosswerdz is primarily about engaging with young people who find them-selves in difficult circumstances. Through the culture of Hip-Hop, Nat creates work-shops/spaces to connect with young people in order to share the good news of Jesus. It is on the back of this work with Krosswerdz, funded by PCQ that the job description below has been developed.

At Christ Central Youth we want to encourage all of the young people to recognise that because God's grace has changed them, they have a story to tell, and a role to play in God's mission to extend his kingdom.

It is therefore anticipated that Nat would continue his work with Krosswerdz as well as seek to assist Youth ministry at Christ Central grow both a personal and corporate heart for mission. Particularly in ways that might enable Youth ministry to better cater for and provide for young people and families in similar circumstances within our community. Front and centre in this would be developing and leading a 'Mission Team' of both leaders and teenagers at Christ Central Youth.

Though not exclusively focused on young people involved in the youth detention system, it is envisioned that Nat's partnership with James would enable their skills and experience to expand and enhance the youth ministry of Christ Central as we seek to bring the gospel to youth and families who have never experienced God's saving grace.

Job Description

Youth Mission Team Leadership

- Personal commitment to love Jesus.
- Personal commitment to develop discipling relationships at Christ Central Youth.
- Help shape Youth on Fridays to be a place for unbelievers to discover Jesus.
- Help develop a heart in teenagers for taking the opportunities God gives them (family, school, their sporting clubs and communities) to develop relationships and be real about their Christian faith.
- Help equip Christ Central Youth to be able to be more effective in personal evangelism – good listeners and good 'tellers' of the gospel story.
- Help identify, coordinate and host pre-evangelistic and evangelistic events/programs run by Christ Central Youth.
- Give leadership, support and training for new leaders in a Mission Team.
- Help strategise and implement new pathways for young people outside the church to connect with our Christ Central community and grow as followers of Jesus.

Other

- Supportive of Christ's Central's Youth mission vision.
- Attend weekly team meetings of Christ Central staff.
- This would be a 2yr appointment, with a 3 month probation period.
- There would be occasional preaching. Perhaps twice a year.
- Help to develop Youth bible study material.
- Help with Bible talks at Christ Central Youth
- This position would directly report to James as Youth Pastor and Garnet as the Lead Pastor and then to the Board of Elders.

Terms and Conditions of Employment

Christ Central Presbyterian Church | Part-time Assistant Minister

Specialist Ministry Worker Annual Stipend Schedule for 2018

Cash Stipend.....	\$25,272	Ministry Expenses.....	\$10,668
Fringe Benefit.....	\$25,272	Superannuation.....	\$7,584

1. Commencement

Your employment under this contract will commence on 15 January 2018. You will be employed to work 20% of a normal work schedule.

2. Salary

Your salary will be calculated at 20% of the Specialist Ministry Worker Annual Stipend Schedule (Urban Zone) for 2018 which is set by PCQ. Salary will be payable to you at the rate of \$421 per month. A further expense payment fringe benefit (EPFB) of \$421 per month will be paid, which includes housing allowance. The EPFB component will be paid by the treasurer of the Christ Central Charge on presentation of receipts to that value.

3. Payment of Salary

The Church Office will pay your after-tax salary into a nominated bank account fortnightly. For your information, the Christ Central Committee of Management provides the church office with funds to meet the taxable component of your salary.

4. Travelling Allowance and Ministry Tools Allowance

Ministry Allowance at the rate of \$127 per month (calculated at 20% of the rate set by PCQ) for travelling and ministry tools (books, software etc) will be paid into the nominated bank account. Although tax will not be deducted from this amount, you will need to declare the allowances on your Income Tax Return and claim any relevant deductions.

5. Annual Leave

You will be entitled to four weeks leave and one week's study leave per annum. The leave will include four Sundays and is to be arranged in consultation with the senior minister and session. Study leave is in accordance with the Regulations of the Presbyterian Church of Queensland.

6. Long Service Leave

Long Service Leave will be provided from the date of your appointment by the Home Missions Committee. This is a separate from your appointment to CCPC.

7. Sick Leave

Sick leave will be provided in accordance with the regulations of the Presbyterian Church of Queensland.

8. Telephone and internet

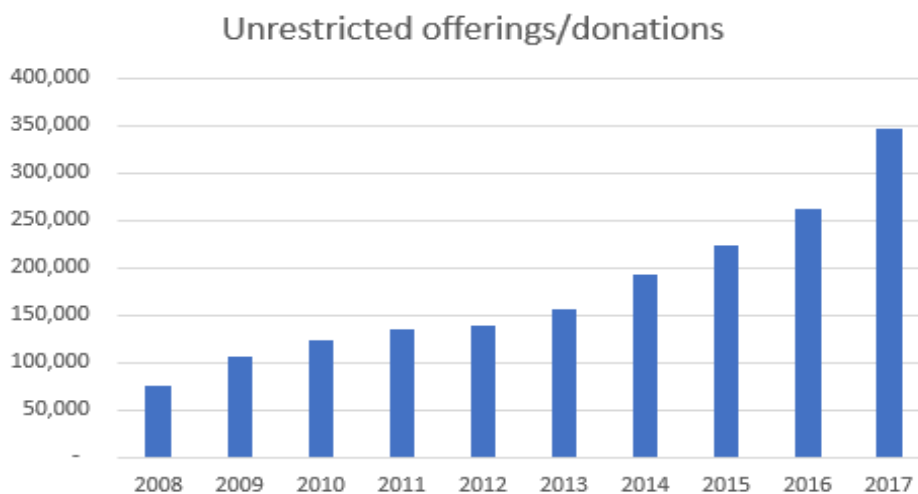
Christ Central Presbyterian Church will pay 20% of the following telephone and internet costs:

Home phone line rental.....	100%
Home phone calls excluding line rental.....	80%
Broadband internet connection at an agreed data-limit contract.....	100%
(Any excess data charges from the service provider will be your own responsibility.)	
Mobile phone charges on an agreed plan.....	100%
(Any excess charges from the service provider will be your own responsibility.)	

**Christ Central Presbyterian Church
2018 Summarised Draft Budget
Based on forecast as at August, 2017**

Item	Forecast 2017	Budget 2018	Difference
Offerings and unrestricted donations	347,352	385,000	37,648 (A)
Designated donations	1,930	0	-1,930
Other	7,187	2,915	-4,272
Total income	356,469	387,915	
Ministry team	199,565	285,341	85,777 (B)
Pastoral/fellowship/outreach/teaching	14,208	12,310	-1,898
Assessments (Church Offices & Presbytery)	28,292	33,343	5,051
Ministry support	57,514	78,641	21,127 (C)
Donations (wider church)	4,662	3,300	-1,362
Asset major maintenance/improvement/purchase	3,816	10,619	6,804
Total payments	308,056	423,555	
Net surplus/(deficit)	48,413	-35,640	

(A) Increase in regular offerings estimated at approximately 11% based on historical results.



(B) Ministry team increase due to increases in pay levels generally, plus:

- > Nat Carse will come on staff at 20% of Specialist Ministry Worker rate.
- > Matt Fong will move to 100% of the Ordained Minister rate.
- > Matt Allan will increase from one day per week to two.

(C) Increase is primarily due to increases in rent, as follows:

- > Office space rent increased by approximately 45% to allow for larger premises.
- > Budget provides for rent of space for new preaching place.



MINISTRY SUPPORT FUND SCHEDULE [Form B]

CHARGE: Christ Central Presbyterian Church

APPOINTED POSITION: Assistant Minister (part-time)

PRESBYTERY: Brisbane

Prior to the proposed appointment of a Minister or Accredited Ministry Worker to a Charge, this schedule should be carefully completed and submitted to a congregational meeting. When approved, the schedule (in triplicate) should be forwarded to the Director of Ministry Resourcing, **Presbyterian Church of Queensland, PO Box 1351, Milton LPO QLD 4064**. Presbyteries may not proceed towards an appointment of a Minister or Accredited Ministry Worker to a Charge until the Committee on Ministry Resourcing has indicated its approval of the schedule. Therefore, this schedule should be furnished in ample time in order to avoid any undue delay. If you need help to complete this schedule, please contact the Director of Ministry Resourcing or Administration Manager.

APPROVAL OF THE SCHEDULE

The Congregation

This Schedule was submitted to, and approved by, a Congregational Meeting of the Christ Central Charge held on 26/ 11 /2017 and forwarded to the Committee on Ministry Resourcing on ___/ ___ /20__.

Session Clerk

The Committee on Ministry Resourcing

This Schedule (including the Terms of Appointment) was approved by the Committee on Ministry Resourcing on ___/ ___ /20__

Director of Home Ministry

The Presbytery

The _____ Presbytery approved the Terms of Appointment and other proposals of the Schedule on ___/ ___ /20__

Moderator of Presbytery

Schedule prepared/revised: Date - 20____

SECTION A: CHURCH STATISTICS

Names of Preaching Places

1. Eatons Hill	2.	3.
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Average attendance per week during the last six months?	116 adults 83 children
Average giving per month during the last six months?	\$28,538

SECTION B: STATEMENT OF ASSETS OF THE CHARGE As at 31/10/2017

FINANCIAL BALANCES: Current bank balances (*List accounts*)

ACCOUNT	TOTAL
1. Westpac Chequeing Account	\$ 4,708
2. Westpac Savings Account	\$128,868
3.	\$
4.	\$
5.	\$
6.	\$
TOTAL	\$133,576

INCOME-PRODUCING ASSETS: Please list here all income-producing assets or trusts, and indicate whether the interest will be used in the calculation of ordinary revenue for the Charge.

ASSET	CAPITAL VALUE	ANNUAL INTEREST EARNED	USED FOR ORDINARY REVENUE
1.	\$	\$	\$
2.	\$	\$	\$
3.	\$	\$	\$
4.	\$	\$	\$
5.	\$	\$	\$
6.	\$	\$	\$
TOTAL	\$	\$	\$ *

* Please transfer this amount to Item. 2 of Section E.

SECTION C: STATEMENT OF ALL LIABILITIES OF THE CHARGE

Debt on _____ to _____ secured by mortgage	\$ _____
Debt due to _____ to _____ Bank	\$ _____
Any other debts [Please name] _____	\$ _____
Arrears of Ministry Support Fund payments and/or for Supply _____	\$ _____
Arrears of Assessments for Assembly and Presbytery Funds	\$ _____
Other: [Please name] ___ Restricted use funds _____	\$2,685
TOTAL	\$2,685 _____

SECTION D: TERMS OF APPOINTMENT (Specialist Ministry Worker rate at 20%)

Cash Stipend for Zone <u>Urban</u> (see Ministry Support Fund Regulations 2, 4 and 5)	Please indicate actual annual amount payable, not an estimate	\$4,862 (commences 15/01/17)
Is there a Manse provided? Yes or No		No
If Yes, does the Manse fall within the requirements of Guideline 210? Yes or No		
If not within the requirements, please specify:		
If Yes, reduced EPFB ("manse provided"), or not applicable [N/A]		N/A
If Yes, Manse energy [\$ or 100%, or paid by the Appointee]		N/A
If No, Manse Rental (when "manse provided" by means of rental on behalf of the Appointee), or not applicable [N/A]		N/A
If No, EPFB ("no manse provided" because manse is owned by the Appointee), or not applicable [N/A]		\$4,862
Do the Cash Stipend and EPFB reflect Terms of Appointment above the zone minimum? Yes or No		No
If yes, what is the percentage; or not applicable [N/A]?		N/A
Ministry Expenses Allowance	Zone of charge: <u>Urban</u>	\$2,053
Does the Ministry Expenses Allowance reflect Terms of Appointment different from the zone minimum? Yes or No		No
If yes, why; or not applicable [N/A]?		N/A
Telecommunication: Please specify arrangements, eg: Manse Rental Paid By Church; Appointee reimburses private calls; Phone at church for church-related calls; Terms of mobile phone; Internet provision [Costs to Charge should be listed under Section F Item 14]		Charge to pay 20% of: Line rental, church calls, 80% personal calls, mobile, and internet connection.
Holidays: If minimum of four weeks a year including four Sundays, indicate "Yes". If other, specify		Yes

SECTION E: STATEMENT OF ESTIMATED REVENUE

FOR THE FIRST YEAR OF PROPOSED APPOINTMENT– 2018 budget

(Note: This estimate should be based on previous year's results, with such alterations as prevailing circumstances suggest)

1. Collections/contributions for the year (List each centre of worship):

1. EHSS	\$385,000
2.	\$
3.	\$
SUB TOTAL	\$385,000

2. Income from Assets or Trusts

1.	\$
2.	\$
SUB TOTAL	\$

3. Other revenues [Name each source]

1. Activities	\$ 2,315
2. Interest income	\$ 600
SUB TOTAL	\$

TOTAL ESTIMATED REVENUE	\$387,915
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**SECTION F:
STATEMENT OF ESTIMATED EXPENDITURE
FOR THE FIRST YEAR OF THE PROPOSED APPOINTMENT**

for ordinary purposes of the Charge

CALCULATION OF TERMS OF APPOINTMENT

Payments listed under the Terms of Appointment		
Stipend \$4,862; EPFB \$4,862; Allowance \$2,053; Comm costs \$276	SUB-TOTAL	\$12,053___
Less any approved stipend subsidies [First year] \$ _____	LESS SUBSIDY	\$ _____
	TOTAL	<u>\$ 12,053</u>

STATEMENT OF EXPENDITURE

ITEM	\$ AMOUNT	NOTES
1. Total Terms of Appointment [Section F]	12,053	
2. Superannuation Payment	1,467	
3. Total payments for other Terms of Appointment (Specialised Ministry Workers) [Section G]	226,562	
4. Total payments for Other Ministry Workers [Section H]	9,955	
5. Salaries of non-religious workers. E.g. Organist, secretary [Section I]	23,452	Admin assistant (including super)
6. Ministry Support Fund Assessment	13,186	
7. Assembly Assessments	14,157	
8. State Mission Program [SMP]	5,800	
9. Presbytery Levy	200	
10. Repayment of Capital Expenditure		
11. Payment of Interest on Loans		
12. Support for Missionaries etc. from ordinary revenue	3,000	
13. Rates, Land Tax etc RENT INCL OUTGOINGS AND HALL HIRE	66,016	
14. Electricity/Gas and Maintenance Expenses		
15. General operating costs. E.g. Cleaning, grounds, repairs		
16. Insurances	3,813	Property & work cover
17. Printing costs, Christian education, licence fees etc	14,189	
18. Other – please specify ACTIVITIES	8,791	
19. Sundry/unbudgeted increases	10,295	Staff training and volunteer honoraria
20. Major work scheduled – Estimate	10,620	Equipment purchases and repairs
TOTAL ESTIMATED EXPENDITURE	423,555	

**SUPPLEMENT SECTION G:
STATEMENT OF TOTAL ESTIMATED EXPENDITURE
FOR TERMS OF SETTLEMENT (CALLED MINISTERS)
OR TERMS OF APPOINTMENT
(HOME MISSIONARIES OR SPECIALISED MINISTRY WORKERS)**

Team Member 1. Garnet Swann Position: Lead Minister (ordained) – called minister _____ Stipend \$35,376; EPFB \$35,376; Allowance \$10,668; Superannuation \$10,620; Comm costs \$1,017 Less any approved stipend subsidies [First year] \$ _____	SUB-TOTAL \$ 93,057 LESS SUBSIDY \$ _____ TOTAL \$ 93,057
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Team Member 2. Matthew Fong Position: Assistant Minister (ordained) – appointed minister Stipend \$34,704; EPFB \$34,704; Allowance \$10,668; Superannuation \$10,416; Comm costs \$1,435 Less any approved stipend subsidies [First year] \$ _____	SUB-TOTAL \$ 91,927 LESS SUBSIDY \$ _____ TOTAL \$ 91,927
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Team Member 3. James Jensen Position: Youth Minister (Home Missions rate) – 50% part-time Stipend \$15,444; EPFB \$15,444; Allowance \$5,334; Superannuation \$4,638; Comm costs \$718 Less any approved stipend subsidies [First year] \$ _____	SUB-TOTAL \$41,578 LESS SUBSIDY \$ _____ TOTAL \$ 41,578
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Team Member 4. Position: _____ Stipend \$ _____; EPFB \$ _____; Allowance \$ _____; Superannuation \$ _____ Less any approved stipend subsidies [First year] \$ _____	SUB-TOTAL \$ _____ LESS SUBSIDY \$ _____ TOTAL \$ _____
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