

The Anglican Diocese of Grafton

The Parish of Nambucca Heads Vacancy Consultation

EXECUTIVE SUMMARY:

Date of the Consultation: 26th November, 2017

Participants: 40 participants. Average age: 70+ predominantly female.

Majority of participants engaged well with the process and appeared to answer the questions thoughtfully and honestly.

Focal Points: The focal points of this Consultation centred on the following four areas:

- The Church NOW
- The Church of the FUTURE
- Openness to Change
- Expectations: What can a new Rector expect of us? And what are our expectations of a new Rector?

The Church NOW

The parish believes that they have, and display a genuine love for each another. They work hard at creating a community of faith which gives a sense of family and belonging. They appreciate the giftedness of each other, and are keen to volunteer their services according to their skill set. There is a strong sense in the parish that over the past two years the ministry of volunteers has been greatly diminished and not appreciated.

The ministry of the two retired clergy and the ministry of the LLMs are greatly valued by the congregation as a whole.

Over the past two and a half years there has been a major focus on *outreach*. “Jellybeans” and “Jimmies Kitchen” are two ministries that the parish is keen to continue and grow.

The previous two incumbencies in the Parish of Nambucca Heads have been relatively short appointments. This stands against the current trend in the life of the Church, where most incumbents are seeking longer appointments. So as to ensure that there are no major or underlying problems in the parish, the Parish Wardens undertook an *Exit Audit*.

What the Parish values in Worship:

Whilst there is some difference between the worship style at Nambucca Heads and Bowraville, the parish generally seeks to honour:

- Good Biblical teaching & preaching
- Liturgies that honour the Anglican Tradition including the Eucharist
- Its Prayer life
- Played music, not taped

They describe themselves as more *middle of the road* with an evangelical tendency.

The Church of the FUTURE

Can you identify 3 -5 main priorities that you need to address in the next 3 years?

The raw data responses clearly identified 4 main priorities:

- ✓ Develop an intergenerational form of worship, using a variety of worship styles – both in the church and beyond.
- ✓ Establishing an organized Pastoral Care Program
- ✓ Strengthen the existing outreach programs
- ✓ Offer care and encouragement to the existing congregations

The parish was also aware that for SRE to continue in the local school there would need to be an increase of volunteers to support this ministry.

Perceived obstacles in achieving these priorities revolved around:

- Ageing congregation
- Resistance to change
- Need of Training and resources
- Poor communication across the parish
- Current *cliques* in the parish.

OPENNESS TO CHANGE.

During the past five years there has been a greater awareness that they will need to be more open to change. In the two exercises undertaken relating to change, one exercise showed that the majority of participants were open to change; and yet the other revealed a resistance. From the discussions that followed, I believe that this is a parish that needs to be, and wants to be involved in the decision making process of introducing change. This will require a leader that listens, as well as acts.

Sustainability/viability.

There was a strong sense in the parish that the way that they have been exercising ministry in the past is not sustainable for another 3-5 years. When asked what they believed needed to be done to increase their sustainability the following solutions were offered:

- Change service times so as to allow rector to engage more and build relationships **
- Create a data base of lay volunteers and their skill set**
- Establish ministry with other agencies, denominations.
- Work across the region.
- Support outreach programs.

EXPECTATIONS: What can a new Rector expect of us?

- A faithful and prayerful community ***
- A community of faith that offers, friendship, loyalty and support ****
- People who love Jesus **
- A genuine desire to co-operate.
- People who are prepared to embrace the vision**

What do we expect of a new rector?

The raw data material clearly indicated that the main characteristics that they expected of their new Rector were to be:

A clear communicator*****

A People person**** (relational)

A good biblical teacher***

Someone who can release the gifts in us**

This report is based purely on the Raw Data material gathered at the Parish Vacancy Consultation. It is recommended that it be read in conjunction with the Parish Profile, and the Parishes Annual Report.

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RAW DATA is held in the Diocesan Office.

RAW DATA MATERIAL

The Church NOW – 3-5 things you celebrate as the Church now.

Genuine love for one another**
Internal socialising
Depth of Spiritual experience
Efforts to reach out: Kids, Jellybeans, Jimmies kitchen, *****
Feeling of family *** (A community)
Better connections with the community
The gifts of volunteers

What do you value about Worship?

Good Biblical teaching & preaching *****
Eucharist honouring Anglicanism ***
Prayer life**
Use of technology as a teaching tool
Good music – played not taped**
Mentoring
Statements of Faith/Personal Testimonies
Lay involvement

Seven Characteristics of a Healthy Church.

All age Worship	105
Good Leadership	191
Clear Mission and Purpose	190
Willingness to Change	147
Lay Involvement	206
Growing the Faith	174
Good Welcome/Follow-up	175

Your 3 -5 main priorities for the next 3-5 years?

Restructure service times
SRE teachers**
Organised Pastoral care programs**
Build upon outreach programs**
Care and encouragement for existing congregation**
Work with other denominations
Explore All Age Worship **
Explore a variety of worship styles, including outdoor**
Be more relevant
Training in discipleship
Stable finances
Welcoming needs some work**

What obstacles do you see in addressing these priorities?

Poor communication across the parish

Current cliques in the parish

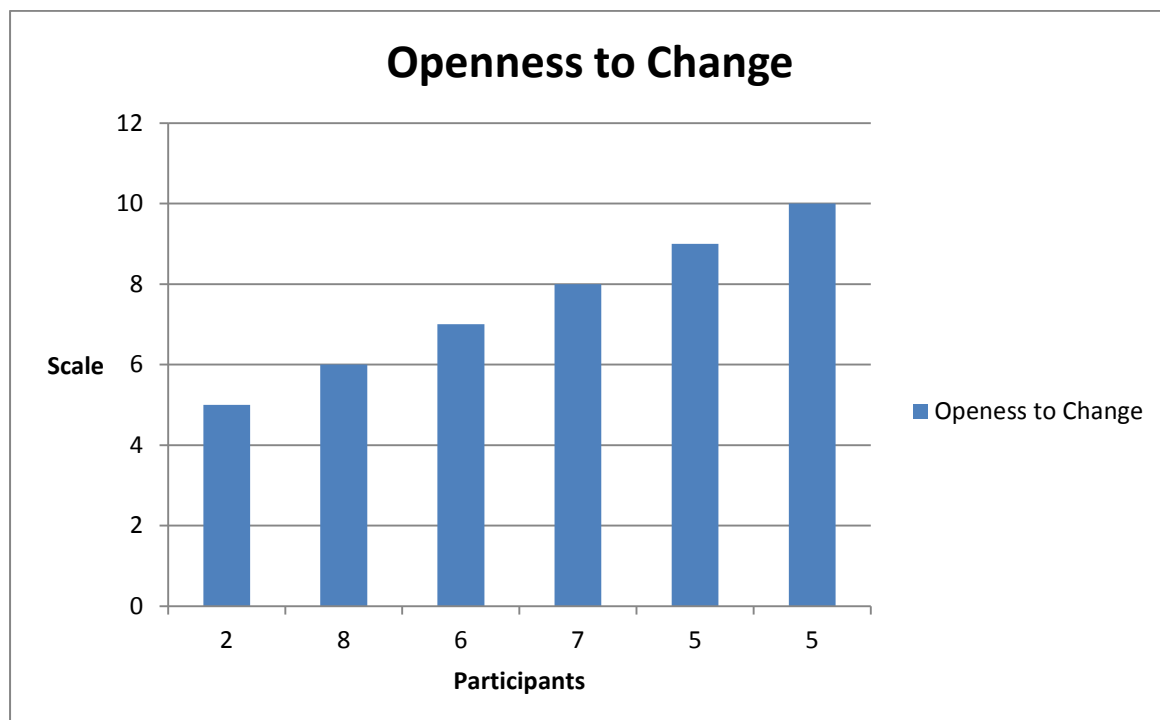
Ageing congregation*****

Resistance to change***

Sunday no longer a day of rest

Training and resources**

Service structure



How sustainable/viable is your current structure of ministry?

Not sustainable.

Increased Involvement from the parish and the community if outreach programs are to grow.

Change service times so as to allow rector to engage **

Need to have a list of organized lay volunteers with skill set**

Aging makes it hard to sustain all that has happened.

Increase what we do with other agencies, denominations and regionally

Ecumenical services

Utilise our gifts**

What can a new Rector expect of us?

A faithful and prayerful community ***

Encouragement

Co-operation**

Friendship***

Loyalty and support ****

A united and willing congregation

A great morning tea

A loving, welcoming group

People who love Jesus**

Preparedness to embrace the vision**

What do we expect of a new rector?

Priority: Someone who loves God and God's people.

A good biblical teacher***

A clear communicator*****

People person****

Good leadership

Listener

Good knowledge of the Bible **

A sense of humour

An encourager of us

Someone who can release the gifts in us**

A Pastoral heart

Mediator

Open minded

Lover of Jesus

Inclusive