

THE ANGLICAN DIOCESE OF GRAFTON



VACANCY CONSULTATION FOR THE ANGLICAN PARISH OF KINGSCLIFF

Date: 13 January, 2018

Participants: 35 in attendance. Average age 65+ predominantly female (8 male)

EXECUTIVE OVERVIEW:

This review centred on the following four areas:

- The Church NOW
- The Church of the FUTURE
- Openness to Change
- Skill set

The Church NOW

Mission Action Plan: In April 2016 the Parish as a whole engaged with *Leading your Church into growth, (LyCig)* as its Lenten discipline. *LyCig* had a significant impact on the life of the parish. It enabled the parish to come together for fellowship; with a common purpose. As a result relationships across the parish were enriched.

After struggling for a few years to implement a Mission Action Plan, *LyCig* became the tool that enabled the Parish to finally draw up its Vision & Mission Statement and its Mission Action Plan. The goals of the parishes MAP sit well within the Diocesan Mission Action Plan.

From the raw data material it is evident that the parish remains committed to its Mission Action Plan. They are encouraged by the fact that they have already implemented some of the short

term goals but are equally aware that there is a need to start tackling some of the longer term goals.

There was a desire expressed during the consultation, that the MAP needed to be reviewed more regularly than it is currently and the findings of that review be communicated across the life of the parish.

Main Strengths: The parish sees itself as welcoming, inclusive and joyful. They deeply appreciate the ministry that the Home Groups provide and views this ministry as a strength of their parish life. They also affirm and celebrate the importance of KICK (Kids in Church at Kingscliff) and would like to see this ministry growth further. They are committed to making connections with the wider community and seek to ground all that they do in prayer.

Participants believe that, whilst there are some signs of growth across the life of the parish, they are, like most parishes in the Australian Church, in decline. They also acknowledge that the way in which they currently exercise ministry is not sustainable into the future. (See Raw Data material: The Church NOW).

Worship life:

The parish of Kingscliff honours and celebrates the place of worship in the life of the parish. They believe that their worship is *Godly* and draws them into a sacred space. Participants affirmed the ministry of lay people. They also acknowledged the involvement and support of the retired clergy who reside in the parish. In more recent times the vast majority of participants have appreciated the teaching they have received in sermons. Sermons have left them feeling challenged and encouraged. They have enjoyed having the freedom to explore alternate liturgies and other styles of worship. The Eucharist remains an essential part of worship for them, as does their times of fellowship. (See raw data material: The Church NOW).

It is worth noticing that there is a diversity that exists in the life of the parish in relation to worship and theology. This diversity has become more accentuated recently. Most of those participating in the Vacancy Consultation saw this diversity as a positive thing and something to celebrate. There was however a small group of people that wanted the parish to be more evangelical in flavour and outlook. A new rector will need to be able to hold this tension together.

Buildings and Plant. Ascetically the parish appears to be in good condition. Recently the parish has attended to some maintenance issues but is aware that more needs to be done. Maintenance issues are not factored into the parishes MAP.

Finances: Over a number of years the Anglican Parish of Kingscliff has drawn down the dividends from the parishes cash reserves. This is a cause of concern for some people. There was also a concern expressed that financial constraints hinder ministry in the life of the parish.

THE CHURCH OF THE FUTURE:

It is clear from the raw data material provided that the participants believed that their main priorities for the next three years needed to be centred around:

- Creating a reliable, and stable income stream
- The freedom to experiment with its worship, liturgies, and music in worship
- Establishing a ministry to young families
- Building upon its outreach initiatives.

OPENNESS TO CHANGE: The majority of participants believe that they are open to change and recognize the fact that they will need to continue to change if they are to provide sustainable and relevant ministry in the future.

However there are some things that the parish would not want to lose in the process of change. They are:

- Home Groups, their ministry and their diversity.
- The Eucharist as a central part of their worshipping life.
- The relevance of scripture for teaching the faith.

SKILLSET

Participants in this consultation believe that the main skill sets that exist in the life of the parish centre around:

- ❖ A genuine willingness that exists in the parish to volunteer and participate
- ❖ The ministry of the Licensed Lay Readers
- ❖ Their vision for the community in need/outreach
- ❖ Their prayerfulness, and
- ❖ The ministry of those who offer pastoral care.

In recognizing that the parish will need to change so as to be relevant and sustainable in the future, participants believed that the main skill sets that they would be looking for in a new rector would need to be:

- A Shepherd with vision that would encourage us to change – slowly.
- A visionary
- Someone who can relate and communicate with people of all ages
- Someone with a pastoral heart
- A person who can connect with others so as to address their spiritual needs.

This report has been compiled by Archdeacon Gail Hagon

Raw Data held in the Diocesan Office.

Foot note: In April 2016 The Parish of Kingscliff underwent a Parish review. The results of that review may provide further insight into the life of the Parish of Kingscliff.

RAW DATA:

THE CHURCH NOW

Can you identify 3-5 main strengths of the Church NOW?

Home groups*****

KICK – Kids In Church at Kingscliff ***

Outreach and Community involvement ****

Friendly and Welcoming****

Prayer Group **

Our MAP – Gives us confidence and focus

The efforts of the ministry team are amazing

Worship

Beautification

Stability and long term commitment

Good administration – keen volunteers

Open to change and to exploration

Team players

Faithful

Aesthetics and location of each centre

Keen volunteers

Attendance

Are you *living into* your Mission Action Plan?

Committed to MAP. Some goals have been achieved and some training provided i.e. Welcoming **

Engaged in short term goals with some success however have not addressed long term goals.

MAP keeps us focused, and motivated to achieve the goals we have identified as important to us.

No feedback on the progress of MAP so we are unaware of when and if it is reviewed.

Aware of and striving to *live into* our MAP, which needs to be reviewed.

Positive attitude towards the MAP. Some short term goals achieved and are moving forward in addressing the long term goals.

What 3-5 things do you value most about worship?

Sermons ****

Freedom to explore other styles and liturgies ***

Godly ***

Eucharist***

Fellowship**

Challenging and encouraging **

Tradition and structure

Creativity in language and liturgy

Welcome

Willingness to change

Bringing history to the present

Prayer

KICK

Generous support

PPT

Inclusive

Based on the past 3 years would you say that your parish in decline or growth?

Whilst there has been a few newcomers we are primarily in decline through natural attrition. **

Stable tending to slight growth.

Slight decline

Kingscliff has declined – Pottsville stable

Pottsville only increases at holiday times otherwise stable.

Stable

THE CHURCH OF THE FUTURE

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

Address our financial situation. There is a need to create a reliable, stable income stream.***

Experiment with music in worship, e.g. contemporary lyrics *****

Establish ministry to Young families *****

Outreach *****

Initiate medium and long term goals in the MAP

Become more Tech Savvy.

Pastoral care of our existing congregation

Better use of media so as to ensure the wider community are aware of us and our events.

Newer liturgies

Offer flexible approaches

Consolidate resources
Get rid of religiosity
Share the Gospel
Use trust fund to employ a Youth minister at Pottsville
To be less progressive – more evangelical
Share faith in community
A central church at Kings Forest so that we are well placed for future growth

What obstacles can you see in growing your ministry here?

Financial constraints ****
Lack of volunteers **
Age of the congregation**
Times of our services
Learning to be church in the 21st century
Condition of the Rectory.
Complacency
Maintenance issues
Expand concept of Ministry i.e. not just about Sunday's
Lack of initiative and direction
Resistance to change
Lack of staff with vision and energy
We are not equipped for ministry but want to be
Two separate Churches – need to combine at Kings Forest
Need to be biblically based
Lack of youth
Poor communication
Time poor people
Sporting activities
Disinterest in the faith
Royal commission

Openness to change? Vast majority of those gathered said that they were open to change

How sustainable or viable is your current line of ministry?

Not sustainable. No young families and an ageing congregation.
Not sustainable. Due to maintenance issues.
Unless we implement our goals we will not be sustainable.
We will be sustainable if we change
Not sustainable need to change
Not sustainable – need to be in partnership with others and embrace some dramatic changes.
Current ministry not sustainable.

Three things you would not change?

Home Groups, their ministry and their diversity *****

Eucharist ***

The relevance of scripture for teaching the faith**

Regular worship

Location

Sacredness of the sanctuary

Support for TCCEA (Christian Education)

Colour of the Church

Style of the service i.e. modified traditional

KICK

Freedom to express our thoughts with mutual respect

Community connections

Prayer life

Having an ordained minister

What are the main skills you have in the parish?

Willingness to volunteer and to participate *****

Prayerful **

Licensed Lay Ministry ****

Welcoming Church**

Vision for the Community in need/Outreach supporters ***

Pastoral care helpers***

Maintenance group

Creativity

Committed Parish Council

Hospitality

Inclusiveness to spread the word of God

Persistent.

Home Groups

Healing Ministry

Maintenance group

An open Church

Musical gifts

Administration **

Organisational, financial and professional skills

Retired Clergy **

What do we believe are the three main skills needed in the new rector?

A Shepherd with vision that would encourage us to change – slowly.

Ability to relate and communicate to all age groups *****

To connect with others so as to address their spiritual needs **

Compassionate person with a pastoral heart **

Visionary **

Be aware of the facets of coastal living
Someone who is grounded in the love, compassion and justice of our Trinitarian God.
Guide us to implement change
Creative
Delegator
Willingness to face a challenge
Good preacher and teacher
Be able to embrace and manage diversity.
Evangelical for the 21st century
An encourager of the faith
A love for Jesus and the Gospel