



4 December 2021

The New Leadership Structure for Hope Churches

This supplements the video message from Ruth Velluppillai (Network Elder Chairperson)

As many of you will know the Hope Churches (Hornby, Rolleston, West Melton and Halkett) have been on a journey of transition taking us from a dependence model where the smaller churches were dependent on the Hornby Church for support, to a model of interdependence.

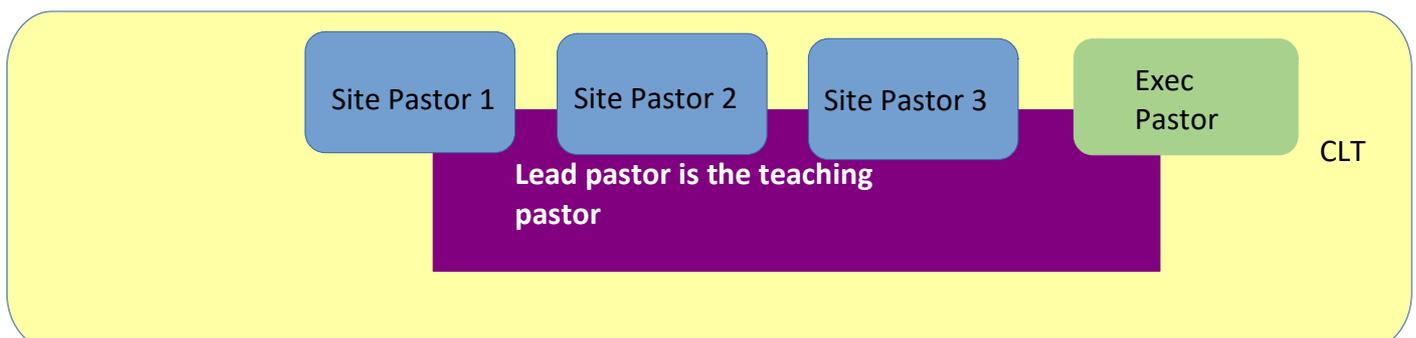
Interdependence recognises the growing maturity of the smaller churches. We are now one church, at multiple sites, working collaboratively together. This journey has not been without its challenges, but our God has been faithful in helping us to weather the storms, including the current Covid 19 one.

In the spirit of interdependence, over the past 18 months we have formed Elderships at each of our sites: Hornby, Rolleston, West Melton and Halkett. We also have a small Network Eldership that is responsible for issues that impact all our sites and also acts as the glue that cements our collaboration among the sites. Collectively, the Site Elderships and the Network Eldership form the Hope Church Council of Elders.

The next stage of the journey, which has come together over the last 9 months, has been to consider our Leadership and Organisational Structure. Key goals impacting on the choice of structure were:

- the critical need to be rooted in the Word of God and biblical preaching in the face of a post-truth world,
- the call to serve God's people and our individual communities by building a culture of Interdependence,
- and the need to support the resilience of our pastors in their very demanding roles in a turbulent world.

Bearing these goals in mind, the Elders have agreed to a new structure which we will now begin to put in place over the next year, beginning prior to Christmas. This will give us the time to move ahead promptly, while not requiring hasty decisions. The necessary change management processes will be led by the Senior Leadership Implementation Group comprising of Murray England, James Conner, John Vargo, Steve Talbot and David Dally.



This new structure, (as seen above) will have elements you are familiar with; a Core leadership team made up of the:

- **Site Pastor** at each site reporting to and supported by the Site Elders and working closely with the other Site Pastors. They will be supported through the leadership of the:
- **Lead Pastor.** The key change here is the Lead Pastor will focus on developing and growing the ministry team in a spirit of servant leadership, including supporting teaching in all of its facets in the church. As a result, they will no longer double up in the role of Site Pastor. The Elders have decided that the title “Lead” pastor better represents the interdependence model rather than the previous title of “Senior” Pastor. Our Associate Pastors (Esther Sabey and Jess Dreadon) will report to their respective Site Pastor.
- In addition, a redefined role of **Executive Pastor (or General Manager)** has been created that will replace the current Parish Manager role. This will enhance and strengthen the leadership, systems and processes already in place that support all of our sites so that we are run on sound biblical principles and as efficiently as possible.
- Site Elderships and Pastors will work together in a spirit of servant leadership, on common issues and with common systems. Each Site Pastor will have the freedom to tailor ministry approaches to the needs of each local congregation while collaborating on a common Mission and supporting one another in the financial area.

We believe this model strengthens who God wants us to be as a church, sharpens our focus, and provides for future growth and expansion into new areas of ministry and locations. We embrace the Holy Spirit’s call to Arise and Shine, and we thank the various site pastors and the interim lead pastor for their immense efforts during this time of change, and their servant attitude.

Key first steps in implementing the new Leadership Structure, in line with normal Presbyterian process, include:

- formation of a MSB (Ministry Settlement Board) for the purpose of discernment and selection of the Lead Pastor. Site Pastor roles are expected to be filled by existing site pastors, wherever possible (recognizing that each site has different current arrangements).
- Given that the MSB includes a congregational member representative from each site, we are now calling for nominations using the form available from each site today.
- Nominations will close on 19 December 2021.
- The vote for site representatives will be on 6 February 2022. Note there will be the opportunity for on-line, email and other alternative means of voting to take account of the holiday weekend and possible COVID restrictions.
- Finally, we are also progressing the permanent appointment of the Hornby Site pastor. For the sake of rigour and transparency, all our pastors have been invited to submit an Expression of Interest for the role. The final appointment process will be determined and conducted by the Hornby Site Elders.