

LEADERSHIP PROPOSAL

**for Congregational Prayer,
Discussion, Discernment
and Decision**

From “Wait-Trust-Pray” to “Trust-Pray-Act”

Priority Areas from our 2019 Strategy Document ... “Positioning Ourselves to Thrive - Kia Tupu Whakaritorito”

Throughout 2019 we engaged in prayer and a broad consultation which culminated in the roadmap document “Positioning Ourselves to Thrive – Kia Tupu Whakaritorito” being presented to and endorsed by the church in November 2019. This document set out four priority areas:

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- 1. Discipleship & Resourcing**
 - 2. Warm & Welcoming Culture**
 - 3. Community Impact & Involvement**
 - 4. Leadership, Staffing, Communications & Property**

It has been extremely challenging to progress this ‘roadmap’ in 2020 with the continuing disruption caused by Covid-19 and two lockdowns. However, we have been able to make some progress, particularly in the fourth priority area with regard to leadership and staffing.

Fourth Priority Area: Leadership & Staffing Consultation

Under the fourth priority area, 'Leadership and Staffing', the "Positioning Ourselves to Thrive - Kia Tupu Whakaritorito" document stated that the following 'discovery' work needed to be completed in 2020:

"In line with our focus on 'positioning ourselves to thrive' ...

we need to continue to review our current staffing mix and who God has put amongst us ... asking the questions:

- How could our current people function more fully and effectively in this next season, in the areas of gifting and strength God has given them?
- What leadership structure will best empower us to move forward as a church?
- Do we have a good mix of spiritual gifts and practical abilities?
- What structure best serves the cultures/focuses we want to develop?"

As part of doing this 'discovery' work, the Elders have held consultations with the staff throughout June and July this year. A wide range of staff members were interviewed by pairs of Elders, asking them what was on their heart for WBC, what was working well, and what could be improved. In this sensitive and necessarily confidential process, Mike Enright indicated that he felt his season on staff at WBC was coming to an end. Also, Jillian Rutley indicated that with increased family commitments, it was time for her to finish in her WBC staff role. In addition, Wendy Wakerley, while still feeling called to WBC and to be part of the CLG, felt that her season in Children's Ministry was coming to an end. Others, such as Dan Lake, Adam Harris, Mark Powell and Heather Lake, felt increasingly drawn by the Holy Spirit to step into new or expanded leadership roles at WBC. This call of the Spirit was confirmed in discussions with others.

Prayer, Discernment, & Listening to the Holy Spirit

In parallel, throughout 2020, a long process of prayer and discernment has reinforced the sense that WBC needs to be a church that energetically and positively looks to the future, to be a 'Light on the Hill' that brings the truth and love of Jesus to the next generation on the Whangaparaoa Peninsula. During this year, many prophetic insights have come to us. The challenge to "come back to our first love", and, throughout the July/August/September period, to use the teaching of the Alpha videos to "Wait, Trust and Pray", and to hear the heart of the Father, was undoubtedly the prompting of the Spirit.

WBC: Building on our Rich History and Moving to an Exciting Future

This church has always been a pioneering church. Those who established it in the 1950s looked to the future, and we feel called to continue that posture. We want to be a multi-generational community church with this 'future-focus' ...

WBC was one of the first Baptist churches in New Zealand to appoint a Youth Pastor, in faith, at a time when we had only a relatively small number of young people. It was one of the first Baptist Churches in New Zealand to adopt the 'ministry-led' model. And it has been pioneering in the adoption of Team Leadership, bringing together a mix of part-time and full-time staff with diverse gifting, experiences, personalities and strengths. A church with a pioneering approach right from its earliest days.

We have an incredible legacy from the past at WBC, and we stand on that as we lean into the future.

As a result of this recent consultation, and after much prayer and seeking to discern God's voice in this, the Elders believe that in order to move forward as a church into the future, we need to refresh and rejuvenate the leadership team, explicitly cognisant of the fivefold ministry of Apostles, Prophets, Evangelists, Pastors and Teachers proclaimed by Paul in Ephesians 4:11. A CLG (Core Leadership Group), made up of existing pastors Josh Sanford and Wendy Wakerley, with the addition of new CLG members Sandy Potgieter, Dan Lake, Adam Harris, and Mark Powell, is being proposed to the church. With Mike and Jillian finishing, we lose incredibly gifted and faithful servants. At the same time, this new team will bring different and exciting gifting and experience to the CLG. Mark, Wendy and Sandy bring huge experience and a range of gifting, while Josh, Dan and Adam signal a passing to the next generation, with the vitality and energy that brings.

It is also proposed that Heather Lake will become Ministry Leader for Children's Ministry.

The Elders are aware that there are a number of changes being proposed all at once here, and there may be surprises here that are quite unexpected for some ... This is quite understandable ... Mike came back to us seven years ago at a critical time. Jillian has served this church faithfully for over a decade. They will be missed. We will ensure that we suitably thank them for their huge contribution at WBC. Jillian will finish in her role by late October. Mike will continue until the end of March 2021 unless he is called to a new adventure before then.

As we considered these various proposed changes, a prophetic word from our preaching series on Nehemiah earlier in the year has really resonated – the encouragement to 'build the whole wall at once'! We strongly believe that we are called to move from "waiting, trusting and praying" to a time of "trusting, praying and acting". We are excited about this proposal, believing strongly that it is Spirit-led, and we commend it wholeheartedly to the church.

Introducing the Proposed CLG Team

Current CLG Members ...



Josh Sanford: Josh is married to Anna and they have two young children, Lace and Willow. Josh is a gifted leader who has a degree in Applied Theology from Carey Baptist Theological College. He is Chair of the Northern Baptist Easter Camp Board, and leads our CYC (Coast Youth Community) Trust. He is passionate about outreach in this community, helping people come to know Jesus, and exploring new ways of 'being church' and connecting with our wider Whangaparaoa community. He is also a talented Worship Leader. Josh is our current Team Leader, and will continue in this role, with oversight for Worship, and Community Ministries, as well as continuing to lead our CLG. Between this role and his role as Director of CYC Trust, he is full-time,



Wendy Wakerley: If there is a job to be done in the church, Wendy has done it! Wendy is married to Lance and they have two adult children, Madison and Josh. She has an incredible passion for WBC and its people and has served here for a number of years in different roles. Wendy will continue as one of our called Pastors and a member of the CLG, and will have oversight of ministry support, church administration, and communications and technology. Covid-19 has shown that this communications and technology area is critical in this digital age, so one of the first projects Wendy will take on is to review our future needs in this space. This role is part-time (25 hours per week).

Proposed new CLG Members ...

Sandy Potgieter: Sandy is married to Dirk, with two children, Lana and Durandt. Her spiritual gifts are pastoral, encouragement, and leadership. She is passionate about caring for people of all ages in our church, and helping them to integrate into our church community and to connect with fellow followers of Jesus. Sandy has had careers in teaching and marketing. She especially loves to facilitate small groups where she can encourage people to realise their potential in Jesus. And she is a great organiser of church events. Sandy is already a called Pastor, and we are proposing that she joins the CLG, with oversight of Care and Integration, and Life Groups, for those connected with the morning services. This role is full-time.





Adam Harris: Adam is currently our Young Adults Ministry Leader. He is married to Debbie and they have three children, Caleb, Talia and Levi. Adam studied theology at Faith Bible College as part of His internship at WBC in the early 2000s. Adam has a deep prophetic gift and is passionate about helping people experience the reality of Jesus in their lives. We are proposing that he becomes a called Pastor, still with oversight of Young Adult ministry, and also now overseeing prayer and prophetic ministries across the whole church, and that he joins the CLG. This role is part-time (24 hours per week).



Dan Lake: Dan is married to Heather and they have two daughters, Sadie and Elsie. They have been part of our church family for many years, sent out by WBC as financially supported missionaries with YWAM, in S-E Asia and then Montana. They both felt called back to New Zealand, and specifically to WBC, a few years ago, and have patiently waited on God's direction. Dan has a Master's degree in Leadership from Trinity Western University, with specific focus on younger generations and the challenges understanding and ministering to them bring to contemporary Christian leadership. He loves the Bible and is a gifted teacher and preacher. At this time, Dan is committed to his current role with Open Doors N.Z. (a mission organisation supporting the persecuted church throughout the world), but they have kindly agreed to reduce his hours so that Dan can become a part-time called Pastor at WBC, and a member of the CLG. He will bring his leadership training and energy and his gift of teaching to the church, and will contribute to our preaching and discipleship. This role is part-time (15 hours per week).



Mark Powell: Mark is married to Maria, with two married daughters, Hannah and Bethan, and now an energetic young grandson, Billy. Mark has extensive leadership experience in many contexts. He has a Bachelor of Applied Theology from Carey Baptist Theological College and a Master's degree in Christian Apologetics from Biola University in Los Angeles. Mark is an Adjunct Lecturer in Apologetics at Carey, and also teaches there on the Pastoral Leadership programme. We are proposing that Mark becomes a called Pastor, and a member of the CLG, with overall leadership of preaching and discipleship. This role is part-time (20 hours per week).

Other Ministry Proposals



Heather Lake

As already stated, Heather is married to Dan and is mother to two daughters, Sadie and Elsie. With Dan, she has felt God's call to this place. She is a gifted and energetic teacher, with a deep love for children and a desire for them to know Jesus and to develop a love for His revelation in Scripture. Heather has a degree in Elementary (Primary) Education, is a trained Bible Teacher, and spent 10 years doing children's ministry with Youth with a Mission. She currently serves at 'Kin-da-Groove' at WBC, a Friday morning music programme for Mums with small children. The role of '**Children's Ministry Leader**' is part-time (15 hours per week).

What are the Financial Implications of these proposals?

The great news is ... these proposals will actually cost us slightly less than our current staffing mix, but will make little difference to our total staffing hours. Excitingly, this creates some space for us, as we move forward into next year, to dream about some other future possibilities for growth and investment...

*A full proposed budget for 2021 will be presented on
'Vision Sunday' (December 6th)
for discussion, prayer, discernment and decision.*

The 'nuts and bolts' ...

Current budgeted staff remuneration costs (in our approved budget for 2020):

\$491,000 (6.94 full-time equivalent staff)

New proposal:

\$471,000 (6.84 full-time equivalent staff)

The Proposed Changes 'at a glance' ...

Current CLG	Proposed New CLG
<p>Josh: Team Leader Pastor Wendy: Children & Families Pastor Mike: Teacher Pastor Jillian: Church Administrator</p>	<p>Current CLG Members Josh: Pastor—Team Leader Wendy: Pastor—Operations & Support</p> <p>Proposed New CLG members Sandy: Pastor—Care & Integration Mark: Pastor—Discipleship Dan: Pastor—Teaching Adam: Pastor—Young Adults, Prayer & Prophetic Ministries</p>

Current Ministry Leadership	Proposed Ministry Leadership
<p>Sandy – Connection & Care Pastor Sam – Youth Pastor Naomi – Worship Director Adam – Young Adult Pastor Kerry – Community Development</p>	<p>Heather – Children's Ministry Leader Sam – Youth Pastor Naomi – Worship Director Kerry – Community Development</p>



Congregational Prayer, Discernment and Decision Process

Our Elders prayerfully commend these proposals to you.

But now it's time for all of us to seek to hear what God is saying to us ...

Following the presentation in our services on October 4th (also available on-line), there will be three forums, as part of our customary 'extended church meeting' process ...

Wednesday 7th October at 7.00pm

Sunday 11th October at 1.30pm

Sunday 18th October at 1.30pm

These will be times when:

- everyone in our church community will have opportunity to ask questions of the Elders and the proposed team (including times when you can ask questions about each of the proposed individuals without them being present);*
- we will unite in prayer, asking God for His clear guidance;*
- we will seek to discern together what God is saying to us.*

Please take seriously the responsibility to fully engage in this process. As a Baptist church, we believe in the importance of discerning the mind of Christ together ... discussing, listening, and praying together, aiming to hear the Spirit's voice through one another and in our united prayer. As well as participating in one (or more) of the forums, please also spend time in personal and/or small group prayer, and reflecting on the proposals outlined in this booklet. Our aim is to be able to say together, as the early believers said (Acts 15:28), 'It seems good to the Holy Spirit and to us ...'



Some questions you may have...

Question: Why isn't there a vote on Josh and Wendy's roles?

Answer: Josh and Wendy have already been called by the church to be pastors of WBC and members of the CLG – so there is no need for another vote for them.

Question: Will we get a chance to ask the individuals and Elders questions?

Answer: Yes, at our three forums—**Wednesday October 7th at 7pm, Sunday October 11th at 1.30pm, and Sunday October 18th at 1.30pm.** (This will include opportunity to ask about each person being proposed without them present.)

Question: Will there be time to pray together about this?

Answer: Yes, a significant part of these forums will be praying together. (And remember – a key focus for us over recent weeks has been God's word to us to 'Wait, Trust and Pray'.)

Question: When and how will we make a decision on this proposal?

Answer: The decision will be made by each person voting to express their sense of God's leading. **Voting starts on October 11th, and can be done directly after our services on the 11th and 18th, and after the forums on the 11th and 18th. Voting will close at 7pm on Sunday October 18th.**

NOTE: If you weren't able to be at the presentation on October 4th, we urge you to watch it on-line, and, if possible, attend one of our forums before you vote.

Question: We said we would review the trial of the combined single morning service. Will this still happen?

Answer: Yes. Unfortunately, this has been an extremely disrupted year and we've hardly had a chance to properly trial either the combined service or the chapel space, Huia Mai. One of the first tasks to be picked up by the new CLG team, if appointed, will be to consult with the congregation and discern options regarding Sunday services, with an open mind about possibilities moving forward.