

1. How can the church move forward with the limited time available from a ‘tentmaking’ or ‘bivocational’ Pastor?

Everything we do is a walk of faith. If this next step is from God, then we believe that he will accomplish His purposes. A lot depends on (a) what we expect from the Pastor, (b) what everyone else does, and (c) what we understand is the focus of the church.

The pastor would need to focus on what’s important, which includes empowering others. He cannot be expected primarily to ‘run’ the church, but to ‘lead’ or ‘coach’ the church. That is a different way of thinking than the traditional model, but it can be done, if we are all willing.

In future it would be good to explore different leadership models. E.g Instead of simply increasing the days per week for ‘The Pastor’, we may consider hiring specialists (or other Pastors), say for children’s and families ministry, or community engagement, or general ministry coaching or leadership development. It’s good to have that freedom as we sense the Lord’s leading.

2. Not everyone sees you as a strong leader – how is this going to change?

I have deliberately maintained a low profile (a) because that worked best with the previous pastor (b) my focus has been to develop leadership teams and (c) to allow the transition process to take its course.

People have different ideas as to what makes a ‘good’ leader. As a disciple-maker, my preferred style is to encourage people to develop, rather than simply giving directions.

Once we transition into the next chapter, my leadership activity will be more visible, but the empowering, discipling style will continue, as I believe it is very much needed for our church.

3. What was the point of the IIM process, given that you were an obvious candidate?

We are a different church compared to 3 years ago. It would have been unwise to move straight into a new pastorate then. Having fresh eyes, and strong conversations has enabled us to deal with our history, hear from God together, model teamwork, and involved the congregation in conversations about our future. We are in a much better position now to enter a new chapter.

Naturally we are all very familiar with each other. What we don’t know is what things will be like with me as the Pastor. That is why we are going through this process. It has been good for me to think and pray this through. And it would be good for you to do the same.

4. How will you manage your workload?

I keep to my priorities, delegate as much as possible, have my breaks, and have stopped worrying about disappointing people.

5. What will be your first distinctive action as new Pastor?

Flesh out new vision and values together and to enable these to influence every aspect of our church. Develop our corporate intimacy with God – at a Retreat, and then ongoing.

6. Have you had a word from God about taking the role?

Yes. God has clearly indicated that I should make myself available.

7. Are you planning to keep working full time after this contract?

If appointed, it is my intent to reduce my outside work hours as the opportunity arises. Naturally the specific details are yet uncertain so it is best to keep a flexible approach. Also, my vision is to see multiple staff, rather than just aiming to have one full-time pastor.

8. Will the preaching team still function?

Yes. I would expect the pastor to have a greater share of the preaching responsibilities as the pulpit is a good place from where to lead publically. I would also seek to develop the preaching team further as this is a good way to build the church.

9. Will you teach the Word of God?

Of course. God works through His Word to transform lives. All teaching messages should allow the Word to speak for itself, and be grounded on good exposition and in accord with sound doctrine. Having said that, the goal of Sunday morning preaching is to encourage life change, which is best done with a range of methods and style that connects with the diverse attendees. In-depth teaching is best done in smaller groups at other times.

10. If you are working outside the church how will you manage urgent requests for pastoral help?

My personal gifting does not cover intense personal or acute counselling, so it will be necessary to empower the relevant people to respond.

11. How have your previous pastoral experiences prepared you for this role?

My previous 5 year pastorate in Adelaide was an incredible opportunity and wonderful learning experience. The intervening 10 year break has been useful for Libby and I to process and grow. The key lessons for me have been:

- Don't own too much
- Share leadership responsibilities with others
- Love people where they are at
- Keep having breaks to stay refreshed

12. What is the church's financial capacity?

The church is in a position to offer a 2 to 3 day a week engagement. However since Aman has a fulltime work contract for 3 months, the current proposal is to engage him as a bivocational (tentmaking) pastor. Another option would have been to continue searching for another candidate (outside the C&MA), however the Pastoral Search Team has not pursued this. If I would be encouraging the church to set aside unused allocated Pastoral Package funds for future use.

13. What are your top gifts?

According to the <http://www.kodachrome.org/spiritgift/> instrument:

- Teaching (41)
- Administration (38)
- Pastoring (38)

Closely followed by:

- Missionary (37)
- Discernment (36)
- Leadership (35)
- Exhortation (35)
- Wisdom (34)
- Apostle (34)
- Hospitality (33)
- Knowledge (33)