

Recommendation: That GWUC church council recommend to the congregation that presbytery is requested to extend the position of Alanee Hearnshaw for up to 5 years.

Over the past 2 years GWUC council has spent considerable time contemplating the make up of the ministry team and its workings. It is currently going through a consultation process with the congregation to identify the key positions and can be summarised as follows:

Relationships ministry:	Full time or two half time roles plus 0.3 pastoral care
Faith formation:	Full time or two part time roles
Cross-cultural/external ministry:	half time
Administration:	0.7 role

Over the past 10 years, Alanee Hearnshaw has been providing ministry to the GWUC congregation under the title of 'Ministry to Youth and Young Adults. Her gifts have provided GWUC with the following blessings:-

- An intentional ministry that has actually enabled faith development for youth and young adults (as well as excellent programs)
- An excellent team of people providing ministry for youth and young adults
- Numerous innovative outreach activities including with Glen Waverley Secondary College, Combi Crew, Kenya, etc.
- Capacity to lead worship across all styles at Glen Waverley and foster the faith development of members across the congregation in all age groups

The members of the task group that have considered the renewed ministry team believe Alanee to have the gifts and passion for the Faith formation and Cross-cultural ministry roles. She has already demonstrated the ability to undertake key aspects of both of these roles:-

- **Faith**
 - *beginning and formation of faith journeys.* There are a number of the members of the church who will testify to the importance of Alanee's impact on either themselves or their children's faith that has led them to remain connected with the church and more importantly be involved in mission and acts of discipleship. The youth program actively encourages faith formation and acts of discipleship.
 - *innovative approach to the development of faith communities.* There are new expressions of faith communities at GWUC that have been fostered by Alanee, including innovative approaches to worship at 7pm, the formation of faith communities during the week and the use of social networking. A great sense of belonging has been developed in those who have been affected by Alanee's ministry
- **Cross-cultural/external ministry**
 - *Kingsway ministry.* This is something that Alanee is passionate about. She has been a key part of our engagement with Chinese New Year activities, Christmas Carols in front of our Church, engaging with store holders.
 - *Developing links with agencies and community organisations.* Alanee has developed links with Glen Waverley Secondary College through the breakfast ministry and other activities and is currently reinvigorating these relationships.

She has had involvement with all three of our local public high schools. Over the years we have helped on camps, run workshops, been a part of career day, RUOK day, run weekly programs for guys & girls in year 9 & have supported individual students referred to us - two each from Brentwood, Glen Waverley & Highvale with accommodation. We have volunteered with habitat for humanity since 2008, run support days for young people at the local skate parks and looked for opportunities with Monash City Council.

- It is clear to us that Alanee has the skills, abilities and passion to work across both these ministry portfolios and is currently doing so.

Furthermore, we took into consideration the issues over the last 12 months with the appointment of the Children's and Family Worker, where Alanee has taken on the role of a facilitator of the Children and Families activities for approximately 9 out of 12 months.

She has also been a key initiator of ideas and actions in engaging us with Kingsway through the Chinese New Year festival and Christmas Carols as well as with Christmas activities involving the playgroup children and parents.

Given this, we are proposing the following break-up of Alanee's time:-

- 0.5 Faith formation - facilitating youth and young adults
- 0.2 Faith formation - resourcing of Children and Families ministry
- 0.3 Outreach activities – focusing particularly on Kingsway ministry

Whilst this does cut the ministry team slightly differently than originally proposed (leaving a 0.2 cross-cultural, 0.3 faith formation and a 0.3 pastoral ministry as the fractional roles), it fits in very well with Alanee's gifts and abilities and allows us to be creative with other part time roles.

Furthermore, with the resignation of two Ministers of the Word during 2013, it is clear that GWUC is now benefitting from a more stable, well-functioning ministry team mostly due to the good relationship between the members of the team. It is therefore important for the time being there is a continuing stability in the team. The recommendation for a 5-year extension will mean that the ministry team should be in a good place for Alanee to leave from a position of strength.

Finally, Alanee has been a part of the conversation of putting this proposal together. She is very supportive of GWUC's vision and the discussions on the ministry team make up and is open to extending her position at GWUC. Alanee would like to make it clear that if she was to continue that she would like an inclusion of a covenant with the congregation to enable her to negotiate her role should there be a change in direction within the vision of the church and congregation. Therefore our recommendation for a 5-years term will include ongoing discernment.