

Appendix B: Secretary of the Church

RECONCILIATION MINISTRY

The position of Assistant to the Bishop – Reconciliation Ministry (AB-RM) was established to assist the Lutheran Church of Australia (LCA) in building a culture/lifestyle of Biblical Reconciliation in church and community through the application of God's Word and the proclamation of the gospel.

Building culture takes time and this ministry is not a 'quick fix' or 'band aid recipe.' Growing out of the Word and Sacrament ministry of the church, LCA Reconciliation Ministry provides Biblical teaching, equipping and resourcing that assists God's people in living out their faith in everyday relationships and in their roles in the church.

Appreciated as a means of improving the way we work through conflict and encouraging spiritual health in the church, Biblical Reconciliation connects people practically with the church's call to give faithful witness to the Word of hope and forgiveness in Jesus Christ.

This ministry equips God's people to apply God's Word of law in order to speak the gospel, and it assists them in their witness to each other and the community when working through times and places of conflict in a God-pleasing way.

From March 2015, Pastor Paul Kerber has led this ministry with objectives to "indigenise" the ministry in the context of the LCA so that Biblical Reconciliation is embedded in the life and service of God's people.

Over this past synodical term new processes have been developed with a synodical approach, referred to as "Church serving Church." Pastor Kerber will continue working closely with the Bishops. A primary objective continues to be to build the capacity of this ministry as the call for it grows in the LCA. We seek to recognize lay people and pastors to be trained in Biblical Reconciliation skills. These people will be equipped to serve in their home District and we envisage also for service to the wider LCA from time to time. Planned training events and specific Biblical Reconciliation material will carry this objective forward with the cooperation of Districts.

We believe that it is necessary now to seek a second Reconciliation Ministry practitioner to work with Pastor Kerber and part time Support Officer, Kimberley Pfeiffer. This will allow focus on both the "upstream" training and capacity building for local ministry and the "downstream" working through conflict in a Biblical and God-pleasing way. At the time of writing the foundation work to seek approval for a second practitioner position continues.

ACHIEVEMENT AGAINST PLAN

- Specific Biblical Reconciliation workshop for LCA Bishops
- Orientation for newly elected bishops
- Ongoing development for seven advanced practitioners in teaching, coaching, mediation, Congregational Reconciliation Assistance and Interim Ministry
- Biblical Reconciliation Workshops for congregations, ALC, LCA lay workers and laypeople
- First LCA congregation completes two-year journey to embed Biblical Reconciliation
- Intentional Interim Reconciliation Ministry completed at Parkwood, WA
- Extensive collaborative work on complaints handling procedure with Professional Standards Manager
- Provided extensive coaching service
- Provided mediation service

SUCSESSES

- Growth in requests for Reconciliation Ministry to assist in working through conflict in the church.
 - The number of requests has grown substantially from a variety of sources: College of Bishops, District Bishops, pastors and laypeople.
 - Mediation process has improved from new learning gained through experience.
- Redeemer Toowoomba congregation completes a “Two Year Journey” embedding Biblical Reconciliation as a lifestyle. The congregation and pastor continue training and developing the ministry for further service in the congregation and wider community.
- More congregations requesting a “Two Year Journey” to embed Biblical Reconciliation and demand now exceeds our capacity to meet the need.
- Interim Reconciliation Ministry at Parkwood WA completed by Pastor Mike Fulwood, described by members as “God’s gift from the LCA,” giving renewed hope and building up the whole church family.
- Indigenise process and conduct LCA’s inaugural Congregation Reconciliation Assistance in the LCA, resulting in positive cultural change for laypeople, the congregation and leadership.
- Work with LCA International Mission partner churches. In particular, three weeks teaching in Indonesia.
- Inaugural Reconciliation Ministry Short Term Scholarships conducted in partnership with LCA International Mission and granted to Rev Dr Jon Sipayung, Rev Rio Nababan (Indonesia) and Rev Shigeo Sueoka (KINKI ELC, Japan).
- Work collaboratively to produce new Biblical Reconciliation material specific to Africans and Lutheran Youth of Victoria.

CHALLENGES AND LESSONS LEARNED

- Building capacity whilst managing a full workload
- More practitioner support required

RISKS

Description of risk	Likelihood of risk occurring and potential impact for the ministry and LCA	Summary of action to mitigate the risk
Operational and Reputational in delivering Reconciliation Ministry in a timely way in the LCA given the limited capacity	Both in the “upstream” area of training people in the LCA in Biblical Reconciliation and in the “downstream” of providing ministry support to individuals, congregations, and districts in dealing with complex matters of conflict.	Seek a second Churchwide Reconciliation Ministry practitioner to assist the current Assistant to the Bishop – Reconciliation Ministry officer.

INTERIM MINISTRY

There are a number of reasons that mainline churches including the LCA find themselves in a state of transition. Rapid changes in society around us, and the ageing/changing nature of many congregations are some of these reasons. Congregations can struggle to understand and negotiate the challenges brought by factors within and without. Intentional/Transitional ministry pastors provide the skills, tools and resources to assist congregations in critical times of transition.

The initial position of LCA Interim Pastor was established in 2002 to help congregations transition from one pastorate to the next so that the congregation is healthy and ready for mission and ministry in the next pastorate. Pastor Rodney Beh was the first pastor called to serve as the LCA Interim Pastor and Pastor Rob Erickson succeeded him and continued in the role until his retirement in January 2017.

A second Interim Pastor call was approved by the College of Bishops in late 2013. This second Interim Pastor role had a special focus on Reconciliation Ministry and the call was taken up by Pastor Mike Fulwood until he was elected as WA District Bishop and concluded his interim ministry call in April 2017.

Since then, the two interim pastor calls have been vacant.

The LCA College of Bishops (CoB) under its delegated authority from the General Church Council has been undertaking a process to recommend a pastor to call in the general interim pastor role (previously undertaken by Pastor Rob Erickson). Thus far a call has not been issued due to a number of factors, most notably the difficulty to find a pastor who is prepared to undertake the transitory nature of full time interim ministry.

Pastor Erickson has served in the Call of LCA Interim Pastor since 2011. He had recently completed an Interim Assignment at Geelong Victoria and has also completed assignments at Kingaroy, Qld and Morley WA. Since Pastor Erickson's retirement there has been one further interim ministry assignment which was carried out by a North American Lutheran pastor Richard Vonesh at Upper Moutere, New Zealand. At the time of writing the Secretary of the Church is also in discussion with another trained interim pastor from North America to serve in the LCA from late 2018.

Also, during the past synodical period, Pastor Mike Fulwood completed his role as Interim Pastor specialising in Reconciliation Ministry. Pastor Mike is now serving as Bishop in WA. Pastor Mike completed an assignment at Parkwood in WA in this past term.

At the time of writing, consideration is being given as to where the focus of resourcing Reconciliation Ministry best serves the LCA. A number of other (retired or nearing retirement) pastors have been trained over the years in the basic skills of interim ministry and these pastors have been called upon from time to time for locum ministry.

At the time of writing, consideration is being given to discontinuing the Interim pastor specialising in Reconciliation Ministry role to allow the creation of a new Reconciliation Ministry role to assist Pastor Paul Kerber.

CHALLENGES AND LESSONS LEARNED

The Interim Ministry Call is very transient in nature and not easy for spouses and families of the Interim Pastor. It is a very specific Call as it is currently structured and is difficult to find pastors who are able to commit to a full-time call.

RISKS

Description of risk	Likelihood of risk occurring and potential impact for the ministry and LCA	Summary of action to mitigate the risk
Meeting the needs for transitional ministry while there is a vacancy	The full time Interim Ministry call is unique insofar as the Interim Pastor is required to change place of ministry regularly. Also it is not always possible to arrange a suitable interim pastor from overseas to serve an assignment in the LCA.	The College of Bishops will continue the call process. The LCA can foster closer working relationship (especially at this time of vacancy) with the North American Lutheran Interim Pastors Association to source interim pastors for assignments in the LCA.

50.500

Under the delegation of the Synod which launched 50.500 and the LCA Bishop, the 50.500 Committee has overseen the major projects and celebrations associated with the 50th anniversary of the LCA which occurred in 2016, the 500th anniversary of the Reformation in 2017 and a future focus looking toward the 2018 Convention of Synod and beyond.

The 50.500 Planning Team were Larissa Helbig, Bishop Mark Whitfield, Robert Hoff, Linda Macqueen, Neville Otto (Chair), Stephen Rudolph, Peter Schirmer, Bishop John Henderson. Minute-takers were Chelsea Bellamy and Melissa Juergensen.

These foci are reflected in the three major funded Project Areas:

- a. 'Sowing the Seeds' for the future (nationally initiated) through:
 - i) Leadership Development
 - ii) 'Hearing the Indigenous Voice'
 - iii) Resourcing the Church

\$225,000 in total was available for the three project areas outlined above from the total LLL grant of \$550,000.
- b. Inviting congregations/grassroots ministries to 'Have a Go' through seeking grants of up to \$25,000 for local, innovative, mission focused projects.

A total of \$225,000 was initially allocated for 'Have a Go' grants from the total LLL grant of \$550,000.
- c. Celebrations: Allocation of \$45,000 for national joint celebration/commemoration with Roman Catholic Church held in Adelaide on 31 October 2017 and tree-planting in Canberra on 18 September 2017.

The major celebrations for both the 50th and 500th anniversaries was locally focused on resourcing the Longest Lutheran Lunch in 2016 and 2017.

Ten percent (\$55,000) of total LLL Funding grant of \$550,000 was budgeted for Longest Lutheran Lunch personnel and resource costs, communications, administration, travel and meeting costs.

ACHIEVEMENT AGAINST PLAN

Objectives	Planned Annual Activities/Outcomes	Achievement of Annual Activities/Outcomes
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Sow a seed for growing leaders in the LCA	Seed funding granted to Grow Ministries to assist with the development of the Cultivating Young Leaders program for 2017 and 2018	<p>The first Cultivating Young Leaders year long program involving 13 young adults from the LCA and South East Asian partner churches was successfully conducted.</p> <p>The program in 2019 has been budgeted and GROW is hoping for thirty participants.</p> <p>Grow Ministries will be seeking the support of Synod to continue this important program growing a new generation of Christian leaders.</p>
Sow a seed for providing a helpful and appropriate resource to serve the LCA in its ministry and mission	Seed funding granted to LCA Communications to produce series of videos on 'What Lutherans Believe' for broad use in the LCA	The question of resourcing the church with a one-off funding grant from the provided 50.500 funding pool was a difficult one to decide upon. However after much exploration of options the 50.500 Planning Team approved a grant for LCA Communications in September 2017 to produce a series of videos on 'What Lutherans Believe' for teaching and evangelism purposes. A part time project officer has been engaged and we hope to see the first fruits of this project at Synod.
Sow a Seed to hear the voices of Aboriginal people in the church	Thus far funding has been allocated to gather a Project Team and to commence consultations with LCA and community leaders and commence listening to Aboriginal people in the LCA. Consultations continue at the time of writing and throughout 2018.	<p>As we have done this, we have also considered the long term goal to hear Aboriginal people in the LCA, to empower them for leadership and service and to raise awareness across the LCA. Initial consultations with Aboriginal people have occurred in 2017/18 in communities on the West Coast of SA and in Central Australia. Plans are also in motion to consult with people in Far North Qld later in 2018.</p> <p>Ongoing listening and development of projects is vital. To this end, we believe a helpful framework for sustained focus exists through the preparation of a Reconciliation Action Plan for the LCA. Such a churchwide plan provides for healthy accountability and for local congregations, schools, agencies and ministries to implement plans appropriate to their context. The Project Team has prepared a project plan which will be presented to Synod with a request to resource it.</p>
Providing grants of up to \$25,000 for local congregations and ministries to 'Have a Go'	A pool of \$225,000 was allocated from the 50.500 funding pool to provide one off grants designed to assist congregations and ministries to undertake	<p>\$223,000 in grants were made to 14 congregations and ministry groups.</p> <p>Grant monies were available to successful applicants in early 2018. Each congregation/ ministry provides six monthly reports in order for us to learn and support. At the time of writing one round of six monthly reports</p>

	innovative mission and ministry projects which they could not otherwise undertake and which could serve to inform the wider church.	(due at the end of 2017) has been provided.
Celebrations of anniversaries: National	National Tree Planting of a Luther Oak on grounds of St Mark's Theological College/Australian Centre for Christianity and Culture. The tree is a sister tree to the LCA tree planted in the Lutheran Garden in Wittenberg, Germany.	The tree planting event occurred on September 18, 2017 and was an ecumenical event attended by leaders of St Mark's Theological College, the Centre for Christianity and Culture and other church leaders. Bishop John Henderson planted the Luther Oak. The event was preceded by an ecumenical service commemorating the 500 th anniversary of the Reformation at St Peter's Lutheran Church, Canberra. Costs totalled \$6,728 for the event including travel, accommodation and afternoon tea for approximately 50 invited guests. Many thanks to the local Canberra Lutherans who assisted with the day.
	A joint national commemoration of the 500 th anniversary with the Roman Catholic Church in Adelaide on 31 October 2017	A full day of activities commencing with Lutheran worship service at St Stephen's Lutheran Church at 7:00 am and concluding with Roman Catholic worship service at St Francis Xavier's cathedral. LCA Costs: \$35,000
Numerous LCNZ events held throughout 2017	These were both of a national and local nature	These have given impetus and encouragement to the following: <ul style="list-style-type: none"> • Establishment of a Think Tank to look forward • Visioning Workshop <ul style="list-style-type: none"> • Church Worker Conference • Council of Synod • Congregational Chair • Roman Catholic – Lutheran Dialogue <ul style="list-style-type: none"> • Well underway • Using LCA Dialogue material • Reformation Vespers <ul style="list-style-type: none"> • An attempt to offer this to the ABC for broadcast in Australia was turned down • Lutheran Communications will now make it available • Luther's Small Catechism <ul style="list-style-type: none"> • In English and Maori • For every Lutheran home in NZ
Celebrations of Anniversaries: Local via Com-	Provide promotion, resources and support for 2016 and 2017 anniversaries of	The major costs were for employing a part-time Longest Lutheran Lunch coordinator and resources.

mission on Worship resources being prepared and community gatherings at Longest Lutheran Lunch	50 th LCA and 500 th Reformation by way of worship resources from the LCA Commission on Worship and the Longest Lutheran Lunch (with the view to encourage congregations to reach out into their local communities).
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50.500 BUDGET 2016-2017

	2016	2017	Total
Total Income:	\$ 30,353	\$ 533,718	\$ 564,071
Total Expenditure:	\$ 30,353	\$ 350,236	\$ 380,589

Project	Budget	Actual	Balance
Sowing the Seeds			
1. Leadership Development	73,471	73,471	0
2. Resourcing the Church	79,962	7,554	72,408
3. Hearing the Indigenous Voice	75,000	6,895	68,105
Sowing the Seeds, Sub total	\$ 228,433	\$ 87,920	\$ 140,513
Have a Go	\$ 223,000	\$ 223,000	\$ 0
Longest Lutheran Lunch plus Local	\$ 46,429	\$ 27,891	\$ 18,538
National Celebrations	\$ 41,728	\$ 27,909	\$ 13,817
Communications, Personnel, Admin	\$ 20,409	\$ 16,441	\$ 3,968
Total	\$ 560,000	\$ 380,589	\$ 179,411

SUCSESSES

- Cultivating Young Leaders Program. First group of 13 young leaders (from both the LCA and our partner churches in South East Asia) undertook the year-long Cultivating Young Leaders program culminating in the Graduation Event in December 2017. A number of these fine young people continue their journeys of development and service in the LCA and beyond.
- Consulting Aboriginal People. Initial consultations in SA on the West Coast and in Central Australia have been well received and provided much input as we consider a sustained approach via preparation of a Reconciliation Plan for the LCA.
- A number of 'Have a Go' projects bearing fruit.
- Shared commemorations of Reformation anniversary an excellent witness to the public.
- The preparation of a joint statement of LCA and Catholic Bishops.
- Some growth in numbers of congregations participating in Longest Lutheran Lunch events.

CHALLENGES AND LESSONS LEARNED

Ensuring seed projects such as Cultivating Young Leaders and Hearing the Indigenous Voice /Reconciliation Plan are resourced for the future.

RISKS

Description of risk	Likelihood of risk occurring and potential impact for the ministry and LCA	Summary of action to mitigate the risk
Not sustaining 50.500 seed initiatives especially in the areas of “Leadership Development” and “Hearing the Indigenous Voice”	Without adequate long-term planning and resourcing, good seed work will not bear fruit.	Planning already being detailed and Synod support being sought.

ALIGNMENT TO LCA STRATEGIC DIRECTION 2013–2018

All activities help the LCA to grow and to go.

COOPERATING LCA BOARDS AND AGENCIES

Reconciliation Ministry and Interim Ministry: LCA Bishop, College of Bishops, Districts, Australian Lutheran College, Professional Standards Department	Reconciliation Ministry and Interim Ministry serve people in local congregation/parish settings and the church Wide workers seek to work supportively with local and District leaders and in collaboration with Assistant to the Bishop – International Mission in serving our overseas partner churches.
50.500: Office of the Bishop, General Church Council, LCA Communications, Grow Ministries, College of Bishops	50.500 is an initiative of the LCA Bishop and Synod launched at the 2015 LCA Convention of Synod.