

MINISTRY PURPOSE ROLES

Briefing Paper

PURPOSE

To explain the proposed Ministry Purpose Leader and Ministry Purpose Worker roles, their fit with PCQ polity, and their place within Living Church's ministry philosophy and structures

EXECUTIVE SUMMARY

Living Church has developed two related role descriptions: Ministry Purpose Leader (MPL) and Ministry Purpose Worker (MPW). Both are intended to sit within the PCQ category of Specialised Ministry Worker. The titles distinguish functions inside one regulatory category.

- **MPL:** A leader-of-leaders role providing leadership, oversight and strategic direction across one or more ministry purpose areas.
- **MPW:** A ministry-team development role combining direct ministry with the development, support and oversight of volunteer leaders, ministry team leaders and ministry team members.
- **Reporting:** The MPL reports directly to the Senior Minister. The MPW reports to both the relevant Ministry Purpose Leader and the Senior Minister.
- **Living Church** intends to propose MPL appointments for Chris Pine and Andrea Pryde and recruit for the MPW roles as soon as possible.

WHY THESE ROLES HAVE BEEN DEVELOPED

Living Church's ministry model requires clarity about purpose-area responsibility, leader development, ministry-team accountability and the way each ministry contributes to one discipleship pathway. The roles provide for clear ownership of different parts of our church ecosystem and are tied to annual plans, the equipping of leaders, healthy teams and coordinated activity.

VISION, MISSION AND MINISTRY PHILOSOPHY

VISION	To be an ever-growing community of people who love the Lord and one another.
MISSION	To make Christlike disciples in south-east Brisbane and beyond.

These commitments rest on Living Church's values of being biblical, Christ-centred and loving and are expressed in a culture that is authentic, intentional, welcoming, encouraging and grace-filled.

Living Church describes its ministries as a discipleship ecosystem. Evangelism, Belong, Maturity, Serve, Worship, Adults, Young Adults, Youth and Kids make distinct but interconnected contributions as people move from awareness and welcome through conversion and establishment into growth, service and life on mission.

THE TWO ROLES

Feature	Ministry Purpose Leader	Ministry Purpose Worker
Emphasis	Leadership, oversight and strategic direction	Leadership contribution, team development and effectiveness
Posture	Leads leaders rather than delivering every programme	Combines direct ministry with supporting and overseeing leaders
Scope	One or more ministry purpose areas	A ministry team, function, programme, congregation or sub-department
Planning	Establishes priorities with the Senior Minister	Assists in achieving the goals and outcomes for the purpose area
Reporting	Reports to the Senior Minister	Reports to the relevant MPL and the Senior Minister
Responsible for	Volunteer leaders, ministry team leaders and delegated staff	Volunteer leaders, ministry team leaders and ministry team members in assigned areas
PCQ category	Specialised Ministry Worker	Specialised Ministry Worker

The updated reporting arrangement allows the relevant MPL to provide close purpose-area direction while retaining direct accountability to the Senior Minister for whole-church alignment and formal staff supervision

Regulation 160.5 defines a Specialised Ministry Worker as an accredited ministry worker undertaking a designated specialised pastoral ministry within a charge or other sphere of ministry for which the person is specifically gifted and appointed. It permits a title associated with the specialised ministry. MPL and MPW are therefore proposed as descriptive titles within the existing framework.

Figure 1. Accountability and reporting flow



GOVERNANCE SAFEGUARDS

Defined scope: Each appointee's assigned areas are recorded in the annual Ministry Purpose Area Plan.

Shared reporting: The relevant MPL gives close purpose-area leadership while the Senior Minister retains direct reporting and whole-church alignment.

Annual plan: Responsibilities, priorities, projects, measures and goals are agreed and reviewed by the Senior Minister, MPL and Session.

Safe ministry: The role requires a current Blue Card or ability to obtain one and completion of applicable Safe Ministry requirements.

Annual review: Review uses the role description, annual plan and PCQ policies and procedures.