



Frequently Asked Questions and Responses from the WIC Council

What is the plan for future full-time staffing?

Instead of a senior pastor model, our future full-time staffing model will have a lead pastor in each WIC location.

- City: Lead Pastor + Children's Ministry Director (Focusing on Children, Playgroup and supporting families) (Full time) + Ministry Worker (TBD)
- Ryde: Lead Pastor + Children/Family Life Pastor
- Youth Pastor across City & Ryde

*We will also continue to have part time administrative staff and interns.

When will these changes take place?

We will be prioritizing recruiting a Ryde Lead Pastor immediately. Once in place, after an appropriate handover period, Cory will transition to lead WIC City (Estimated Mar/Apr 2025).

In the city, we will advertise for Children's Ministry Director immediately.

We will recruit the other vacant full-time roles as timely and appropriately as possible (Estimated Mid 2025).

After the City and Ryde lead pastors are appropriately settled, Andy will transition out of his role to prepare for the Wesley Western Sydney plant (Estimated Mid 2025).

Why aren't we replacing the Senior Pastor role?

As the elders have prayed we have sensed God showing us a different leadership path for WIC. The model of Senior Pastor is one model but not the only model for leadership in churches like WIC.

We believe our proposed model will allow for other changes and directions in pastoral care and leadership that will enable both City and Ryde to flourish into its future.

For example, by not replacing the Senior Pastor Role, WIC Ryde is able to create the role of a Full Time Children/Family Life Pastor at Ryde as well as a Part-Time Admin Worker.

Also, the City are able to appoint full-time ministry workers. There are many reasons why these roles, are important and not possible if we simply replace the Senior Pastor position.

How long has the council known?

At our council meeting on 27 July the elders were made aware of this news.

Since that time there has been significant prayer and discussion to:

1. Identify the best possible structure to fulfill WIC's vision
2. Have relevant discussions within Wesley Mission and the Uniting Church to gain support for the new structure and roles
3. Prayerfully map a practical way forward

What about Jeane's position?

Jeane's position was an Associate Pastor role. It will now be a City Lead Pastor role which Cory will fill. This is part of our broader plan and strategy to meet the needs and plan for the future of WIC in the City and Ryde.

When is Andy leaving?

After the City and Ryde lead pastors are settled, Andy will transition out of his role to prepare for the Wesley Western Sydney plant.



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The timing of this transition will be largely depend on identifying, recruiting and installing the Ryde lead pastor as the health of WIC is paramount to the timing of Andy's transition. We estimate Andy will transition out of WIC in Mid 2025.

When is Cory transitioning into the City?

We will be advertising the Ryde Lead Pastor role immediately. When this role is filled, there will be a four week handover period and then Cory will move to the City. We estimate that this will happen around March- April 2025.

How will we address the gaps that will emerge from these changes?

We believe our proposed model allows for greater support for family ministry, pastoral care and leadership according to the needs of both City and Ryde with the hope of enabling them to flourish into the future.

Is Wesley Western Sydney one of the five hubs we envisioned?

Yes! WWS is a church plant of the broader Wesley Mission church family. As an active part of that family, WIC is committed to the broader church vision of planting new churches and missional communities across Sydney, including this plant in Western Sydney. We are sending Andy in line with our heart to see the city of Sydney transformed for Jesus. We see this as part of the fulfilment of the WIC vision.

What will happen with our Mortdale Church plant plans?

After prayer and discussion with the Mortdale Plant team, we will remove the time pressures of starting the Mortdale Plant in April 2025.

The team will continue to plan, recruit and engage with the Mortdale community towards establishing the plant at the appropriate time when the team and the church are ready.

Why are we employing ministry directors rather than more pastors in the city?

The elders considered the pros and cons of pastors vs ministry directors and we have decided on this after much prayer and discussion.

The pros for this decision are:

- With the new structure, we believe the ministry directors would be able to fulfill their roles and support the lead pastor in the city.
- We are prioritizing the children's ministry director as we feel this is an important ministry in WIC city.
- It will be more expedient to prepare and gain approval for the ministry director position than a pastor position. Hence with a ministry director we would be able to fill this role in a more timely manner.
- If we do find a candidate who is the right fit for this role, over time we could potentially transition them to a pastor role i.e similar to Ronit's role from Youth Director to Youth Pastor.

Does not having a Senior Pastor mean that WIC City and WIC Ryde will be two separate congregations?

No. WIC City and WIC Ryde will continue to have a shared vision, eldership, pastoral team, youth and young adult ministry, preaching plan etc.