

North Pine Anglican Church

Parish Profile 2025



northpineanglican.org.au

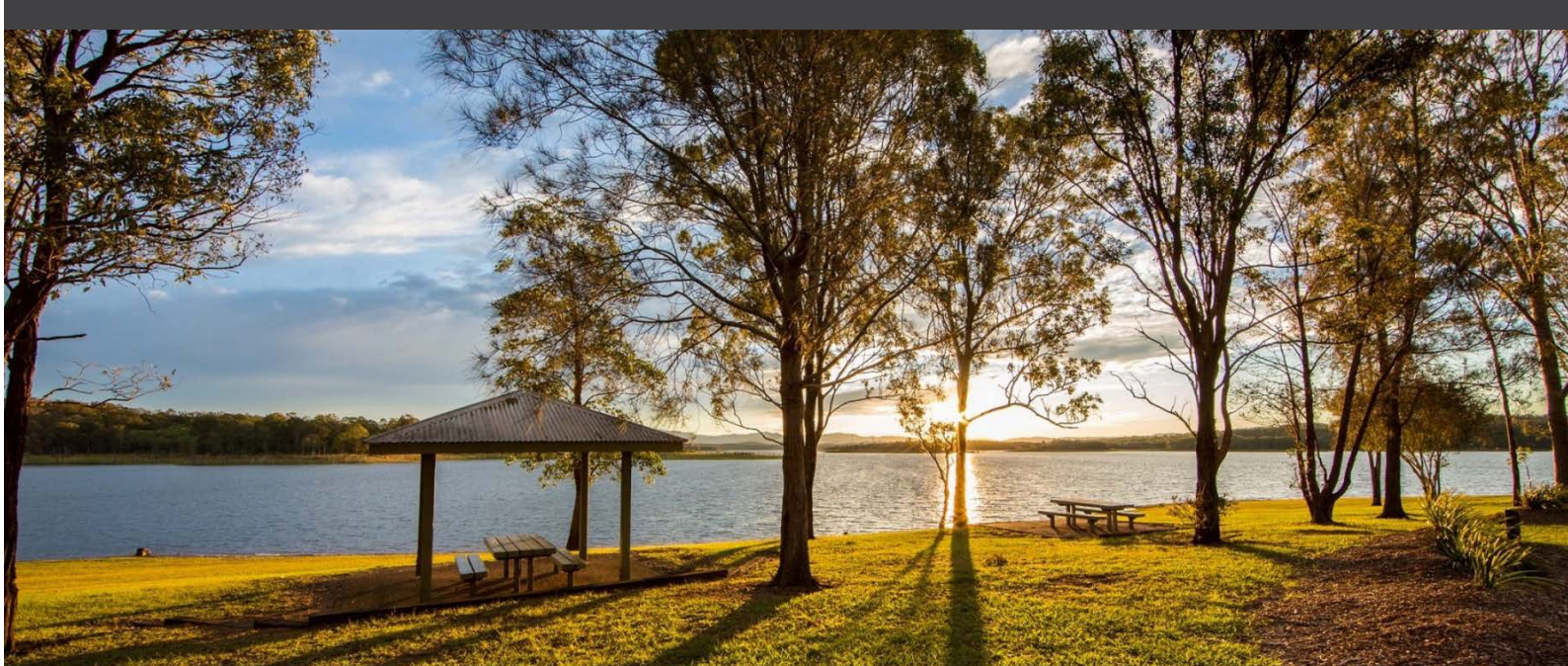
Version 1 : 4th July 2025

North Pine Anglican Church mission is to:

Put Jesus at the centre of lives and communities.

“For God so loved the world that he gave his one and only Son, that whoever believes in him shall not perish, but have eternal life.”

John 3:16





Our prayer for a new Minister

Guiding Father,

You work all things for good for those who love You and are called to Your purpose.

We ask for a faithful pastor who loves You, faithfully speaks Your word, ministers Your sacraments, and shepherds Your people at North Pine.

Grant wisdom, discernment, and patience to those choosing our new leader. May this leader inspire Christian growth and help us fulfil our calling as disciples.

Unite us in love and trust as we await Your plans. By Your Holy Spirit, renew and encourage us to keep Christ at the centre of our lives and communities.

*In Jesus' name, we pray.
Amen.*

About North Pine Anglican Church (NPAC)

North Pine Anglican Church is a Bible-based and Christ-centred church in the Anglican tradition, located in the Diocese of Brisbane. We are a church with a great vision and wonderful people.

In the words of Bishop Jonathan Holland, former Principal of St Francis College, North Pine Anglican Church...

“...believes that Jesus Christ gave his Church a mission to the world and to every generation: to proclaim the Good News that in Jesus everyone can be reconciled with God and with other people.”

Our vision is to: **Put Jesus at the centre of lives and communities.**

Key to this vision is discipleship – at NPAC, every church member is encouraged to take another step towards growing as a disciple of Jesus.

We do this through focusing our corporate ministry and individual discipleship within the framework provided by our nine core values:

- **Biblical:** *We are committed to being a vibrant Bible-based community of faith. We want to help people to think and behave biblically through useful, compelling and applicable content.*
- **Together:** *We are a diverse community made up of people from different ages and cultural backgrounds united in our love of Christ Jesus. We celebrate our diversity and respect one another.*
- **Going Deeper:** *We seek to encounter God daily, and change minds and hearts through respectful honest conversation, authentic relationships, and Biblical exploration.*
- **No Fences:** *We strive to remove the obstacles that stop people from belonging to our community and developing a relationship with Jesus. We are committed to connecting with people and organisations beyond the boundaries of our buildings.*
- **Heritage:** *We value our Anglican heritage and that we are members of a global church with a rich and living tradition.*

- **Youth + Children:** *We intentionally invest in children, young people and families to see them grow in their love of God.*
- **Life Changing:** *We provide people, empowered by the Holy Spirit, with the tools and the opportunities they need to be transformed, to honour Jesus and serve their community.*
- **Adaptive:** *We recognise the dynamic nature of God. We are flexible, open to new opportunities, and responsive to His leading.*
- **Prayerful:** *We believe that God wants his people to pray, and we seek to integrate this into all aspects of our life.*

We are a church that believes the Word of God is living and active and that God has manifestly revealed Himself in the person of Jesus whose birth, life, death and resurrection has enabled all peoples to be reconciled to the Father and be reborn as new creations to act justly, love mercy, and walk humbly with their God. These core values and beliefs are lived out through various ministries across the Parish and in our worship services.

Our formal worship services are conducted in Petrie and the nearby country town of Dayboro. We also conduct regular services at the nearby Residential Aged Care Facilities, Inverpine and Maranatha.

Overall, we are a church family that seeks to enable every member ministry. We believe everyone in our parish can have a thriving personal relationship with Jesus which in turn can transform our local community as we share his love with everyone.

Our vision is to:

**Put Jesus
at the centre
of lives and communities**



Our Worship Services

Our services follow the Anglican tradition and are conducted on Saturdays, Sundays and Wednesdays across the Parish. In Petrie, our worship services are held in the Church of St John the Baptist and in Dayboro at St Aidan's Church.

They are:

- **Saturday 5:00pm – St Aidans, Dayboro**
A traditional Holy Communion service, with an average attendance of 22.
- **Sunday 7:00am - St Johns, Petrie**
A traditional Holy Communion service, with an average attendance of 35.
- **Sunday 9:00am - St Johns, Petrie**
A contemporary, multigenerational service that averages 102 attendees.
- **Wednesday 10:00am - St Johns, Petrie (3rd Wednesday)**
A communion service supported by our local Mothers Union Branch.



Organisational structure and Ministries

The **Parish Council** of North Pine Anglican Church is elected annually and is responsible for the governance of the Parish. They are supported by 3 wardens which together oversee:

- Policy issues
- Parish development
- Strategic outlook
- Oversight and accountability for the church's financial position, administration and maintenance.

The **Leadership Team** is the ministry structure of North Pine Anglican Church. It comprises each Ministry's coordinator/s who are appointed and under the leadership of the Rector, and the Wardens. The aims of the Leadership team are to...:

- Focus on the Biblical vision and pray for ministries.
- Guide changes and lead growth of Ministries in line with our Vision and Core Values.
- Promote unity by finding synergies between each ministry.
- Build Ministry Coordinators' leadership with training.
- Encourage Ministry Coordinators to provide leadership, support and encouragement to their ministry team.

Year 2024 snapshot

- Over the past 10 years NPAC has had an average attendance of 9,870 people with 7,494 acts of Holy Communion administered.
- As a result of COVID, attendance halved from 2019 to 2020 to a low of 5,977 recovering to 8,736 in 2024.
- Additionally, NPAC conducted 19 Baptisms, 4 Admissions to Holy Communion, 8 Confirmations, 1 Marriage and 2 funerals.

- Regular Holy Communion services were conducted at Inverpine and Maranatha Aged Care facilities.
- Pastoral Care is available for all in the Parish with regular contact maintained by the parish liaison person and small group leaders.
- Visiting preachers and presenters have attended services throughout the year to encourage our spiritual growth and nurture our partnerships with our ministry partners.
- The weekly 9am service is televised on Facebook.
- Completion of the project to transform the existing Rectory to a Ministry Centre.
- Both the Care Cupboard and Furniture Ministry continued to assist people in need.
- Over \$30,000 was given to various Missionary organisations.

The Ministries offered at NPAC are:

Lay Ministry at worship services

- Lay leadership is actively practiced in our Parish. We have 10 practicing Liturgical Assistants across three weekly services and a monthly (MU) service. LA's available for each service are shown below: (Note: One LA assists with both St Aidans and St Johns 7am service as needed.)
 - St Aidans, Dayboro (Saturday 5.00pm) - 4 LA's
 - St John's, Petrie 7am - 3 LA's
 - St John's, Petrie 9am - 4 LA's
- 120 lay members assist in the following ministries in our worship services: Bible Readers, Prayer Intercessors, Welcomers, Pastoral Visitors, Music Team, Audio and Visual support, Kids' Church, Morning Tea/Supper, Catering and Church Cleaning.
- We are also currently blessed to have two members of our congregation who are licensed to officiate.



Growth Groups

- We are committed to our Growth Groups providing a nurturing environment of discipleship that grows people in faith, prayer, knowledge, mission and care.
- These groups which represent approx. 25% of our congregation, include a weekly KYB, Senior Moments (a morning of challenging games), a Friday night group and other home groups.
- We aim to have 75% of our congregations in a Growth Group, so that we can all grow in the fellowship, knowledge and love of Jesus. We also want to apply the Bible to the practical issues of life so that members are affirmed and supported in their ministry and mission.

Pastoral Care:

At NPAC, pastoral care flows from Christ's call to love and serve one another as in 2 Corinthians 1.

This ministry is overseen by a volunteer coordinator, who works alongside a parish liaison volunteer to stay connected with those in our community. When needs arise, practical plans are put in place to offer support. Many of our small groups and informal gatherings already play a vital role in providing pastoral care within their circles.

The goal moving forward is to strengthen this ministry by forming a more visible and connected pastoral care team. Our vision is that every member of NPAC would reflect Christ's love—through prayer, encouragement, and tangible care.

NPAC's Prayer Circle, though small in number, is strong in commitment. Members respond to requests for prayer with confidentiality and devotion, praying regularly and individually for the people and needs brought to their attention. Together, we form a circle through which God's love quietly flows.

Monthly Prayer Points are shared in various formats to support and enrich individual prayer lives. These points often reflect our liturgical season or highlight one of our core values, offering a meaningful guide for weekly reflection.

• **The Care Cupboard**

- The need remains great within the area. Over 800 litres of milk, almost 4000 tea bags and hundreds of tins of soup, vegetables, baked beans and fruit, along with pasta and pasta sauce were given out. Toiletries and other similar types of goods were also provided.
- Pine Rivers Uniting Church, who organises the delivery of frozen goods, fruit and vegetables from Oz Harvest, also continues to support NPAC.

- **Furniture Ministry** - Referrals, usually from the Pine Rivers Neighbourhood Centre or local churches, saw over 50 families or individuals assisted in 2024 with provisions of beds, lounge suites and similar. Donations are still regularly received.

- **Alpha**, or a similar program, remains on the parish agenda to reimplement. Yearly courses had been previously run but stopped in 2017 due to a variety of reasons. Before 2017, an annual course had been run since 1997.

The **Combined Churches Committee** at Dayboro:

- provide pantry items (collected from congregations and the community) to those in distress in the local community on a fortnightly basis.
- run a Christmas Carols event each year where residents walk through the streets of Dayboro singing carols.

The St Aidans congregation:

- runs a stall annually during Dayboro Day festival, raising over \$2,000 from the 10,000 + people who attend; and
- hosts at least one stall a year at the monthly Dayboro Markets to ensure the presence of the church in the wider community.
- uses raised funds to maintain and develop the church and property at Dayboro as ratified by Parish Council.

269

Regular Services Attendees

7501

In person attendees
through 2024

782

Children (<16yrs)
through 2024

120

Unpaid Parish Volunteers

19

Baptisms through 2024

8

Confirmations in 2024

68

Individuals regularly
attend Growth Groups

54

New attendees
through 2024



Ministry to families and children:

Kids' Church & Little Seeds Creche:

- Run on Sundays at Petrie, inside 9am worship hours.
- Provide children aged 3-12 with fun and educational activities to grow and develop their love for Jesus.
- Average 10-12 children per week, with a total of 10 leaders and helpers in the year.
- Little Seeds Crèche to accommodate our youngest members, ensuring that parents can attend church while their little ones are cared for in a safe space, was recently completed and has been well received

SOUND Youth Group

- Caters for high school students (whether a part of **NPAC** or not) on Friday nights during school term and aims to grow faith in Christ.
- Consists of age-related Bible study, conversations and fun activities.
- Sound leaders are a team of 6, with all attending every week unless they are away, under the leadership of the parishes paid Youth Coordinator.
- Attendance averaged 6 per session, though numbers varied.

Young Adults:

- From Grade 12 to 35 years of age meet twice a week.
- The men of the group meet every Monday night.
- Bible studies, led by the Youth Coordinator and Rector, equip young people to apply the Biblical teaching as they move from school to the next stages of life.
- There are monthly social activities, and a yearly camp.
- Young Adults are a strong group of up to 20.

Anglican Mothers' Union Australia (AMUA) (Mothers Union)

- For the past 71 years there has been a strong and committed AMUA branch in the Parish.
- North Pine hosts the strongest branch of Mothers Union of the Brisbane Diocese with over 35 members.
- Monthly meetings include a Eucharist, morning tea, guest speaker, short meeting, finishing with midday prayers.
- Priorities are prayer, worship and service, participating in Parish activities such as, providing baptismal gifts, first communion and confirmation cards and knitting blankets for children in foster care.

Ladies Fellowship Group

- Meet each month on the third Sunday, in the Hall for an afternoon of craft, reading, chat, etc.

Lazy Sunday Dinners

- Meeting each month on the last Sunday at the local Petrie Hotel

Men's Ministry

- The Men's Ministry is in its fifteenth year and currently has a core group of 16 members.
- The primary focus is to grow the men of North Pine in discipleship, build relationships and friendships within the Parish and reach into the community by using the array of skills and abilities of the men at NPAC.
- Members meet twice a month. One of those meetings is a bible study and the other is an admin meeting to discuss and organise activities with fellowship and a mission focus, both within the church and externally. Most activities are suitable for both church and unchurched men, some are family orientated, some are to fund raise for community groups and some are for mission.
- There is strong fellowship among the group with various social activities and direct involvement with the Furniture Ministry and School Chaplaincy Support.

Maintenance, cleaning, grounds & gardens

- Our volunteer gardeners over the past 12 months have continued to maintain the Petrie and Dayboro churches site as amazing low maintenance space.
- We have a great team of cleaners, who maintain the Petrie and Dayboro facilities weekly.
- Volunteers on the mowing roster keep the grounds tidy at both Petrie and Dayboro.
- General quarterly working bees maintain the Petrie grounds, with additional special ones as required.

Mission

- Each year the Parish Council decides the percentage and recipients of parish tithing, based on general income [other than for specific activities], As of 2024, Parish tithing stood at 5% of offertory (excluding that given with direction).
- NPAC has a long history of support for CMS, school chaplains [in seven local schools], Bible Society, BCA, AFES at the local university campus, ABM and John Nauman in Tanzania, and receive regular updates on their ministries.
- NPAC supports link missionaries both financially and in prayer. They include Australian overseas mission.
- NPAC has also supported our local chaplains in various school activities [e.g. breakfast club, teachers' recognition, sausage sizzles].
- NPAC has a long-standing relationship with the Parish of Gayndah, where twice a year we visit them for worship, fellowship and to restock their community pantry to support and encourage them in their mission to their local community.

Other

- **Table Tennis:** weekly at Petrie hall provides opportunity for fellowship and community connection.
- **LinC** – a transport service that caters for those in need. Ten members of our congregation volunteer with LinC, a local Christian-based incorporated association.
- **Senior Moments** meeting each month on the third Monday of the month in the hall. A group for senior members of NPAC and friends and neighbours, for fellowship while playing board or card games.



Facilities and assets

St John the Baptist, Petrie.

The Anglican Church has had a presence in this district since 1843 when the Rev. John Gregor, Brisbane's first Church of England minister, travelled through the Pine Rivers District as an itinerant. From the 1870s North Pine was part of the Bald Hills parish District. It wasn't until 4 February 1937 that a Church of England service was held at Kallangur at Mr. and Mrs. Hansford's residence.

From July 1937, two services were held each month at the Masonic Hall in Petrie. then in 1939 services were held in the lounge of the North Pine hotel. Soon after a branch of the Mothers Union and a church guild were founded. The mother's union will be holding an anniversary service this July.

In 1952 an old army hut was purchased to become the first John the Baptist Church, Petrie. Land on the corner of Wyllie Street and Dayboro Road was donated by the Baldwins. In August 1953 John the Baptist Church, Petrie was dedicated by Archdeacon Birch. The first Rector was the Rev. Michael Paxton-Hall. This church was consecrated by Bishop Ralph Wicks on 24th of September 1953. On 3rd March 1976 the parish of Pine Rivers split into North Pine and South Pine. A second John the Baptist Church, Petrie was built in 1977. The architect was Mr. JP Deshon. The builder was Jeff Acworth. Many women of the parish helped with painting. The Church opened free of debt. The dedication of John the Baptist Church, Petrie took place on 24 September 1978 by Reverend Ralph E. Wicks. The Rector was the Rev. Matthew Wetherley.

The Rt Rev. John Noble broke ground for a new parish Church of St John the Baptist on 8 October 1994 and in December that year the Rev. Richard Edwards was instituted as the Rector. The first service took place on Christmas Eve and a dedication service took place on 23 March 1995. Since then, there has been two Rectors, the Rev. Chris Johnson (with Rev. Lynda Johnson) and the Rev. David Ruthven. St John the Baptist Church, Petrie was consecrated on 3 December 2000 by Most Rev. Peter Hollingworth, Archbishop of Brisbane. This coming December will mark 25 years.

The church of St John the Baptist in Petrie has a hexagonal worship space which caters for up to 170 worshippers, a vestry, a cry- room, and an external cleaning storage room. It has an internal AV system, is air conditioned, and is used for baptisms, funerals, weddings, special services (such as Police Remembrance Services) and our regular weekly worship services.

With the advent of Covid, NPAC, like many churches around the world, sought new ways of maintaining community and sharing in worship. The use of technology was central to achieving this goal. From small beginnings we strode out in faith and undertook an audio-visual overhaul to enhance our "in-house" and online experience serving both our local and new online congregation.

The addition of live-streamed and recorded services and Parish events to our Facebook page and web site provides an insight for people searching for a new church community as well as an opportunity for existing members to watch and engage if unable to attend in person. Our dedicated sound booth is the hub of our AV capability which includes the following equipment:

- Wall-mounted PTZ (pan/tilt/zoom) camera and controller.
- Behringer X32 mixing console
- Live-stream mixing console.
- Ceiling mounted projectors.
- Rear wall mounted 75" LED "confidence" monitor
- Matrix switcher sending data to the projectors, rear monitor and live-stream.
- Amplifier and ceiling hung front of house speakers and sub-woofer.
- Stage box for singers' mics, instruments and floor monitor speakers.
- 2 x Mac Mini's running the Ecamm live-stream and Proclaim presentation software.
- Blackmagic Design Atem Mini streaming switcher.
- 3 x ceiling mounted wash lights for the Sanctuary.
- 2 x ceiling mounted wash lights for special services/events.

Instruments available in the church are:

- Roland upright digital piano.
- Roland portable performance keyboard.
- Roland digital drum kit
- Bass guitar.

Hall: Built in 1977 as the 2nd parish church, and attached to St Johns by a short walkway, the Hall is a gathering space for post church functions and other parish events (such as, dinners, conferences, Alpha and MU meetings). It connects to a large green space with a shade sail, has a generous kitchen including two serving spaces, a commercial coffee machine and dishwasher, and a large storeroom.

St Aidan's, Dayboro

On 17th March, St Aidan's Anglican Church celebrated 114 years of service to the township of Dayboro, a township 18klm West of Petrie, with a population of around 7,500. The church is fortunate to still have worshipping there a third generation of the family who donated the land the church was first built on in 1911 – the Heathwood family. Meryll Cahill remembers being baptised, confirmed and attending Sunday school at the church. Her mother, Jean was also baptised, confirmed and married in St Aidan's. It was Meryll's grandmother, Agnes Heathwood, who donated the land, though the building was moved from that site after it was destroyed by a cyclone in 1929. Sadly, the church lost another longtime member, Judith Wilson, who passed away in early 2025.

Why the church was named after St Aidan is lost in time, though perhaps some record still exists in the Caboolture Parish of which St Aidan's was originally a part. It may be that St Aidan is usually depicted holding a torch, so the church was seen as a light to the people of Dayboro, especially since it was built on a hill overlooking the town. St Aidan was also known for tirelessly travelling throughout the countryside spreading the gospel. Given the remoteness of Dayboro at the time, that later reference would be appropriate.

According to records, St Aidan's has had up to 80 active worshippers attending Sunday services. While those days of a full church have passed, we now welcome between ten and twenty dedicated worshippers each Saturday evening, but we are slowly growing as new people move into the town. The service is somewhat traditional in nature, but with a relaxed and friendly atmosphere that comes, in part, with being a small and loving church family. Nonetheless, the members are actively promoting St Aidan's to the people of Dayboro so that it might continue to follow in the footsteps of its namesake, St Aidan, to be a light of hope and faith, for another 100+ years.

St Aidan's is now air conditioned and equipped with a data projector. The church building has recently been re-roofed and repainted, thanks to the Men's Ministry. The church was also blessed to recently receive a stained-glass window.

- **Parish Office + Ministry Centre:** Located adjacent to St John's, the former high- set brick veneer Rectory was built in 1982. After being identified in the parish's 2008 visioning document as being a future ministry centre, this vision was completed in 2024. It incorporates:

- Reception
- 3 x Parish offices
- Meeting room
- Conference Room
- Kitchen
- Care Cupboard + Food Pantry
- Kids Church
- Creche
- a 6.0Kw Solar panel array on the roof.

- **Hope Cottage:** a modest 3-bedroom, 2-bathroom residence built in the 1960's across the road from St Johns in Petrie, was originally purchased in 2008 to be the parish administration office. Hope cottage underwent a facelift in 2022 after the parish offices relocated the current ministry centre. It too has a 6.0Kw Solar panel array on the roof.

The property is currently rented through a headlease agreement with the Queensland Government, Helping Hands Headlease program, and is managed by a local real estate office. The current tenants are offered discounted rental, with NPAC currently receiving \$580/week gross.

The current debt on Hope Cottage is \$63,767.52, with monthly repayments at \$1,781.74/month.

- **Rector's vehicle:** currently the parish has a 2018, fully owned, Toyota Camry Hybrid vehicle. Future transport arrangements will be discussed with the new minister.
- Apart from Hope Cottage the parish is debt free, and achieves a balanced budget, without fundraising. For more detail, please refer to the 2024 Financial Papers which will be provided upon request.



About Petrie

Petrie is one of the major suburban centres of the Moreton Bay Regional Council, the third largest-growing council in Australia, set between Brisbane City Council and Sunshine Coast Council.

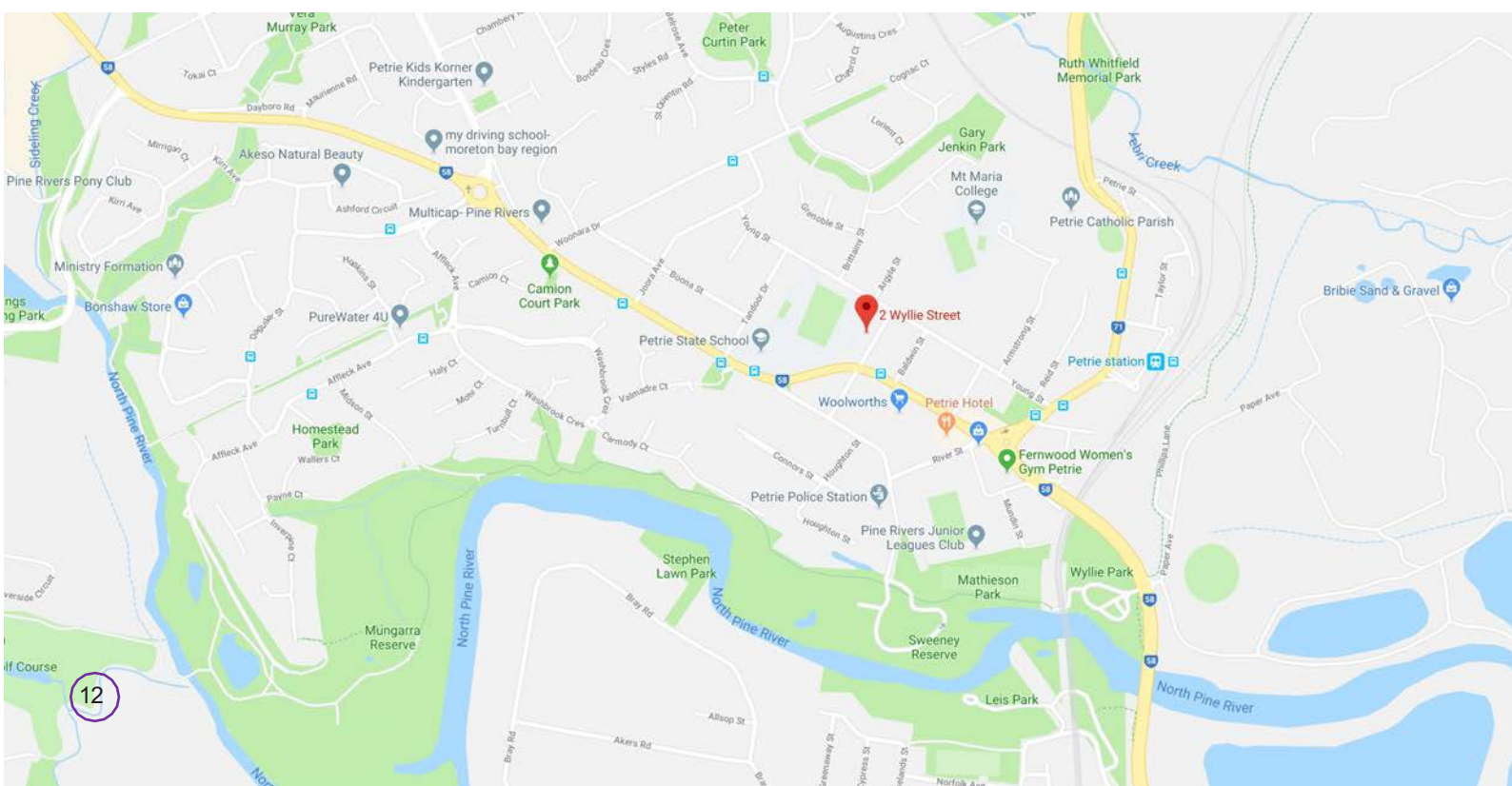
Petrie, with a population of about 9,000, is located around 25 kilometres north of Brisbane's CBD and 10 minutes west of North Lakes and represents a blend of urban and regional living. With all the major amenities close by (commercial areas, light industry, schools etc.) it also has a cosmopolitan streak with cafes and restaurants.

The local railway station (located a 10-minute walk from North Pine Anglican Church) is a major epicentre of transport in the region with regular express services connecting to the CBD in just 30 minutes and Redcliffe in just 20 minutes. Petrie is only a few minutes' drive from entries and exits to the Gateway Motorway and Bruce Highway, so that travel north to the Sunshine Coast takes one hour and south to the Gold Coast takes 80 minutes.

Petrie is also close to country living with Dayboro 15 minutes away, Mt Mee (a popular getaway for families) 30 minutes and Glasshouse Mountains 45 mins away by car.

There are lots of local walks and cycling on Petrie's doorstep meaning those in search of an active lifestyle are well served by the local area.

The local university opened in 2020 and includes an on-site innovation precinct, adjacent residential developments and a number of cafes and restaurants. The coming of the university has already bought another dimension of growth and diversity to the Petrie area and surrounds and continues to present our parish with further opportunities for community engagement.



Location and demographics

The parish currently draws its members from a wide catchment area.

Approximately 195,000 people, with a median age of 35.6, live within the primary catchment area, described by a 10-to-15-minute drive from either the Petrie or Dayboro churches. Families with children in the primary catchment area total 65.6%, and there were 49,609 families counted at the 2021 Census. Over 45% of people in the catchment changed address in the five years between 2016 and 2021, indicating a highly mobile population.

Ethnicity: The catchment is not particularly multicultural with the vast majority of residents born in Australia but in the ten years (2011 to 2021) the number of residents from a non-English speaking country trebled to just over 8% of the population in 2021. There is a sharp discrepancy of social disadvantage with some catchment suburbs having significant numbers of disadvantaged people groups while other catchment suburbs are among the wealthiest in Brisbane.

Employment: The working age population of the local region is split between blue- and white-collar workers, with the largest sectors of employment being healthcare, retail, construction, education, administration, manufacturing, accommodation and food services. The median family income for the catchment is around \$101,500 per annum.

Religious affiliation: The number of residents in the catchment professing to follow Christianity plateaued in 2011-2016 and declined numerically and as a percentage of the population in 2016-2021. While the population increased by roughly 39% over the 10 years from 2011-2021, the percentage of residents following Christianity declined -4%. More residents are less likely to follow the faith of their parents and while not being 'anti religion' simply don't see it as being important in their lives.

Approximate number of people

195,000

Median age

35.6

Families with children

65.6%

Couples and/or families

49,600

People that have moved address
in the last five years

45%

Median family income p/a

\$101,500



An Abbreviated History of the North Pine Anglican Parish and area

1909 Land purchased for St Aidan's Church, Dayboro.

1911 St Aidan's Church, Dayboro, opened and dedicated.

1929 St Aidan's Church, Dayboro, destroyed by cyclone.

1930 Special funds secured for construction of new church on new land in Dayboro.

1952 An old army hut purchased and commissioned as first St John the Baptist Church, Petrie.
The land (corner of Wyllie St and Dayboro Rd) was donated by the Baldwin family.

1953 Dedication and consecration of St John the Baptist Church, Petrie.

1977 Building of new (2nd) St John the Baptist Church, Petrie.

1978 Dedication and consecration of new St John the Baptist Church.

1982 Building of new Rectory adjacent to the church.

1994 Building of new (3rd) St John the Baptist Church, Petrie.

1995 Dedication of new St John the Baptist Church, Petrie.

2000 Consecration of St John the Baptist Church, Petrie.

2008 Purchase of Hope Cottage as an administration building for the Parish.

2023 Rectory converted to Parish Administration (2023) and Ministry Centre (2024).

Congregational feedback

A survey was conducted across all congregations to identify common perspectives on the strengths, weaknesses and needs of the parish, future plans, and qualities of a new Rector. The key findings of the survey indicated the major themes as outlined below.

Strengths of the Parish are (124)

1. **Bible-based Teaching and Preaching**, [47] Using the Bible as the word of God [17]; being Christ-centred [3] and including use of liturgy and the sacraments regularly in all services, including online. The preparation of the church for special celebrations such as Christmas and Easter was also celebrated.
2. **Welcoming and Fellowship** (41), with specific references to being inclusive, hospitable, and encouraging of lay ministry.
3. **Resourcing and Encouraging** segments of our congregation (36), with an emphasis on children and youth [27] while continuing other ministries to men, women and studies, and intergenerational activities [9], empowering people to use their gifts [3].
4. **Community Outreach** (34) including Care Cupboard, Furniture Ministry, Chaplain support, LinC, and Gayndah.
5. **Music and Worship** (28), with mention of reverent, worshipful music by many musicians and singers [17], a diversity of styles of worship, and the variety of LAs in worship [11]

Weaknesses of the Parish (79)

1. **Congregational Interaction and Growth** (44), with the need for stronger and deeper relationships between congregations, across age groups, with social events, bible studies and courses, with more and varied small groups, including building women's ministry.
2. **Church Ministry** (34) with calls for more volunteers [9]; preserving Anglicanism by maintaining all bible readings, using traditional hymns, more use of the Prayer book; and continuing regular services, including at Dayboro, and combined services at 8am [9]; to offer more services [e.g. mid-week, Christingle; daily access to church; worship nights]; Increasing the use of media and music in the service.
3. **Communication, Administration and Facilities** (24) with a desire to: Increase communication by more use of online platforms and social media [including Elvanto]; improve signage; organise procedures and processes for ministries; provide clearer information and more advertising e.g. for small groups; train volunteers, LAs, readers; and consider financial options to support some groups and prioritise parish projects [such as improving amenities at Dayboro and improving the hall at St. John's].
4. **Local Outreach, Care for Others and Evangelism** (20) with specific requests for: more local outreach [and evangelism] to build connections to specific demographic groups, local schools and businesses; increased Pastoral Care including to people who no longer attend church; extended welcoming including into our lives and homes; and more follow up including offering groups for those on the edge of church life e.g. Alpha.



Whilst this image is from 2022, and not reflective of current worship practices, this image is included to convey the adaptability and care of the NPAC community.



A new Rector

The parish has been blessed with strong, biblical leadership over multiple decades. There is now an opportunity for new leadership and fresh thinking as we seek God's will and advancement of the strong biblical foundations laid in our Parish.

We seek a new Rector who is:

A Preacher and Teacher (75)

- Knowledgeable, bible-based [12] expository [3] preaching [30] and teaching [10].
- Evangelical, willing to tackle controversial topics, calling out injustice and inequality [9].
- Based on traditional Anglican values [7].
- With a preference for a leader as described by 1 Timothy 3, 2-5 [6].

A Leader (41)

- One who identifies with and is able to build on current NPAC vision and plans to draw people together in Christ and grow the impact of our parish [14].
- A team leader who develops the gifts of the congregation and builds up ministry leaders by guidance and delegation [14].
- One who can help develop a clear, relatable future vision with creativity, adaptability, and proactive thinking [8].
- One who leads all styles of worship, congregations and cultures and stimulates us to learn more [5].

Pastoral (42)

- Strong pastoral skills, empathetic and caring [24].
- Relating to all ages, members and leaders, but also family oriented and with a heart for young people [14].
- Humble and wise [8].
- Accessible, approachable, welcoming and friendly.

An Administrator and Communicator (19)

- A capable administrator and a strong communicator.
- Who listens and discerns [4].
- Follows through with actions and strategies [5].
- Has a steady approach to change and achieving core values.

Our Parish Needs (124):

1. **To Know and Love God in All Things** (47), through bible-based preaching, teaching and bible study; through small groups and discipleship; by knowing our gifts and talents, so we can live confidently and with hope in a society of compromise.
2. **To Grow our Congregations** (47): to build up specific church-based ministries, such as young people and young families, whilst not neglecting our Men's, Women's and Ministries for all ages, so that our congregation grows spiritually deeper and stronger, more integrated, welcoming and caring, and growing in number and commitment.
3. **To Improve Church Structure and Finances** (39) by building on our current foundations; revisit and embed our vision, mission and strategies; improve communication and guidance from our leaders [including the use of social media]; increase finances and review resources to fund church activities and improve and maintain amenities across all properties, and to maintain 3 services weekly across the parish and to continue with sacramental, spirit-filled music and worship
4. **Outreach** [24]: to be the light of Jesus in our community, with an evangelical ethos; to continue, and begin, relevant outreach activities and programs including the Care Cupboard and Furniture Ministries; to support wider community missions, and to continue to develop our welcoming programs so newcomers feel encouraged to stay.

Hopes and Dreams for NPAC (79)

1. **Growth both in numbers of people and in our love for Jesus** (58), with a strong emphasis on growing numbers and opportunities for Youth [18], as well as across congregations and age groups [14], for our worship to be based on our Anglican tradition and the faithful service of earlier members, including in Dayboro, in mission, ministry and in other fields of leadership.
2. **Ministry, Worship and Development** (44); with calls to continue and further develop stable, collaborative ministry and leadership; to continue to develop a cohesive and united community across all ages; to increase in warmth, care, and welcoming as an example of Christ's love in the district and diocese; and to develop a clear, achievable plan to maintain, develop or redevelop all of our buildings and properties.
3. **Growth in Biblical Understanding and Spiritual Practice** (22) by continuing to build solid biblical foundations, centred on Christ and empowered by the Holy Spirit; to increase in spiritual depth and growth; to build a faithful Christian community, confident in our purpose and in the Holy Spirit.
4. **Outreach** (16): to strengthen present outreach activities; to increase outreach, including service to local needs, to other parishes, and specific local groups; to include outreach in our Strategic Vision; and to spread the Good News and invite decisions for Christ.

Nominators' notes

- A. The 62 responses received represent 72 people or around 25% of the parish.
- B. Only results with more than 3 alike responses have been included in these points. Other relevant and noteworthy points have not been included for space limitations.
- C. The number of responses varied across questions. For each dot point, the total number of responses is noted in brackets. The number of responses associated with each identified theme, such as church theology, internal relationships, or ministry and outreach structure – is indicated in brackets at the end of each thematic heading.
- D. Responses are numbered with the highest responses for each question at number one and reduce until all responses numbering 3 or above are listed.
- E. Some strengths are also listed as weaknesses; however, the number of responses reflect the amount to which this response is identified in the results. The nominators suggest that this be a result of separate congregations having varying needs and satisfactions, or perhaps that, that whilst we may do something well, we still want to do it better!
- F. The parish survey results regarding our desires for a new minister are reflected in the section called a "A New Rector"



2024 Rectors Report

“As we reflect on the past year, we give thanks to God for His faithfulness and provision. It has been a year of remarkable growth, deepening faith, and new challenges as we continue to seek to put Jesus at the centre of all we do.”

Strengths + Blessings

One of the greatest joys this year has been the strong growth in the number of young adults in our parish. Their enthusiasm for studying God’s Word, commitment to building authentic community, and willingness to serve have been an incredible blessing. This generation is deeply engaged, eager to grow in their faith, and dedicated to making Christ known.

We have also seen a continual influx of new people and families into our church community, a sign that God is drawing people into fellowship with us. Our 9am service has been particularly blessed, with attendance regularly exceeding 100 people. Likewise, our 5pm St Aidan’s service on Saturdays has steadily grown, often exceeding 20 attendees, a testimony to the hunger for worship and fellowship in Dayboro.

The commitment of our congregation to financially support church projects has been heartening. The development of the Ministry Centre’s crèche and Sunday School space has provided much-needed facilities for our growing children’s ministry. Likewise, our ongoing support for the ministry in Gayndah is a reflection of our church’s generosity and commitment to mission beyond our immediate community.

We continue to be blessed with the raising up of new leaders in our church, including Lay Assistants, welcomers, and musicians. Under the able guidance of Coralie, the quality of our worship music remains high, enhancing our services and drawing us into deeper worship. Additionally, the number of baptisms continues to grow, with 19 baptisms last year — a clear sign of God at work among us!

Challenges + Areas for Growth

While we celebrate the many strengths of our parish, we also acknowledge the challenges we face.

Financial Sustainability: *To ensure the long-term sustainability of our ministry and to enable us to secure an assistant minister or curate, we need to see a significant increase in giving — ideally exceeding \$400,000 annually. This increase would enable us to provide greater pastoral care, expand mission opportunities, and support the continued growth of our church family.*

Investing in Youth and Children’s Ministry: *Our Youth and Children’s ministry funds have been depleting, and there is an urgent need to rebuild these funds to adequately support this vital area of our church life. Given the enthusiasm and growth in our young adults, it would also be wonderful to financially support those currently training for ministry within our community.*

Strengthening Home Groups and Community Integration: *Our home groups remain an area in need of strengthening, with inconsistent attendance across the board. In the coming year, we will work to revitalise home groups as spaces where people find belonging, grow in faith, and are encouraged in their walk with Christ. We are grateful for Margaret’s leadership in Dayboro in this area, but there is still much work to be done in fostering deeper small-group connections.*

Similarly, while our welcoming and community-building efforts have improved, we must be more intentional in tracking and integrating newcomers into the life of the church, ensuring that everyone finds a place to belong.



Challenges + Areas for Growth (cont...)

Facilities and Infrastructure: Our church hall, though well-used and cherished, requires renovation to better serve the needs of our growing congregation. Likewise, the lack of a dedicated foyer presents challenges for welcoming and fellowship, impacting how we connect as a church family. As we look ahead, we need to prayerfully consider how best to upgrade and develop our facilities to serve our mission.

Community Transience and Administrative Stability: Another significant challenge we face is the high turnover of people within our broader community, with approximately 50% of residents relocating every five years. This transience affects our church, requiring us to be intentional in connecting and retaining members. Additionally, administrative staff changes have been difficult, with the appointment of our third Office Administrator in three years. Stability in this area is essential to maintaining smooth operations and supporting our ministry effectively.

Future of the 7am Service: Our 7am service has remained a faithful and steadfast gathering, with Sundays averaging around 35 attendees. This service holds a rich heritage of worship, prayer, and deep fellowship. While it is true that the congregation is aging, we celebrate the faithfulness and wisdom of those who gather week by week. As we look to the future, we want to ensure that this service continues to thrive as a place of meaningful worship and connection. We encourage everyone in the 7am congregation to continue in prayer, seeking how God might use this service to welcome new people, disciple believers, and glorify Christ in the years ahead.

Looking Ahead

Despite these challenges, we step into the future with confidence and faith, knowing that God is at work among us.

As a church family, we are committed to:

- Strengthening financial giving to ensure long-term ministry sustainability.
- Rebuilding our Youth and Children's ministry funds to invest in the next generation.
- Raising up new leaders and supporting those training for ministry.
- Revitalising home groups and strengthening our welcoming efforts.
- Developing plans for necessary building renovations and improved facilities.
- Establishing stronger administrative systems to enhance stability and efficiency.

Through it all, we remain steadfast in our mission: Putting Jesus at the Centre, leading people to worship, being transformed by God's Word, building deep community, and being compelled to go out into the world to share the Gospel.

As Paul reminds us in 1 Corinthians 15:58, Always give yourselves fully to the work of the Lord, because you know that your labor in the Lord is not in vain." May we continue to labor joyfully together, confident in God's faithfulness and the fruit He is bringing forth among us.

I am deeply grateful for each and every member of our church family—for your prayers, your generosity, and your commitment to God's work here at North Pine. May we continue to walk faithfully together, seeking to glorify Christ in all we do.

Yours in Christ,
The Reverend David Ruthven
(Former) Rector, Anglican Parish of North Pine



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