



Dear RoGers,

Leadership Expressions of Interest

We need your help to get the word out.

We know that for many of you the Rhythms of Grace (RoG) community has become a spiritual home and a safe space under the guidance and leadership of Mark Pierson. Mark has indicated that his time as Lead Pastor & Curator will conclude later this year.

We ask you to pray for us as we make the transition to something new. We especially ask you to help us find the person or people who might become part of the team to take us on the next stage of our journey.

We are initially looking for Expressions of Interest from anyone who feels a sense of calling to be involved in leadership in our kind of church and want to find out more about us.

Please forward this letter to anyone you think might be interested. Or pass to us details of anyone you think might fit in well.

Below is a brief description of who we are, what we value, and how we want to approach rebuilding our leadership.

Thank you,

Contact:

Paul Johnston: pauljohnston@gmail.com (Chair Next Chapter Group)

Janet Tuck: janet@nztucks.com (Chair Kaitiaki)

23 May 2025

Call for Expressions of Interest – Rhythms of Grace Church Leadership

Who Are We and What We Look Like

Rhythms of Grace (RoG) is a growing, interdenominational community of around 120 people of all ages, about half of whom meet on any one Sunday morning in Auckland's Holy Trinity Cathedral Undercroft, with others joining online.

Our style and ethos is subtly but significantly different to many mainstream churches, in that we are a community who values a more contemplative way of experiencing relationship with God through a slow church approach. We have a strong emphasis on creativity and the arts and are somewhat neo-liturgical in our worship. We are tethered to the great traditions of the Church: following the Church Year (loosely) and sharing weekly Communion. We actively embrace practices that sustain us in our following of Jesus and lead to our flourishing as human beings created in the image of God.

We are 'solid at the core, and soft at the edges' of our community. We welcome all who come through our doors as participants on the journey of life. Thinking is allowed and thinking aloud is allowed and encouraged.

We try to live out of a core set of shared values (see 2. below) and hold ourselves accountable to these.

Who We Are Looking For

We are interested in hearing from people who are excited about being involved in leadership in our style of church, especially in leading from a gracious, open, and mature spiritual perspective. A willingness to have big conversations, without having all the answers will be important, along with being open to sharing their own journey with us.

Alongside providing spiritual oversight and leadership for our community, we are particularly looking for people who might be interested in coordinating and curating services and creative projects, and organising and providing community development and support and pastoral care.

We work in a shared leadership model and already have a strong collaborative team in place so the ability to work well with others is important. We need to fill some specific roles (see list at end of this document) but we don't expect one person will do all of that. We are very open to bright person or people. The most important thing is that we get the right 'fit' in terms of appointing people who value what we value, and who bring specific strengths we need. These roles are likely to be part time.

How We See The Process Working Out

We are initially asking for Expressions of Interest from people who feel a sense of calling to be involved with the RoG community in leadership.

As a first step, you might like to come and sit with us in a service on a Sunday morning and see how we do things. You don't need to make yourself known to us, just spend time with us to see if you fit.

If you'd like to know more, please contact either Paul or Janet (details below) for an initial, confidential chat.

Our timeline is flexible, but we'd ideally like to be moving to fill positions towards the end of 2025.

Contact:

Paul Johnston: pauljohnston@gmail.com (Chair Next Chapter Group)

Janet Tuck: janet@nztucks.com (Chair Kaitiaki)

[Have a look at our website www.rhythmsofgrace.org.nz, (under re-construction) to learn more (but currently not much more) about who we are.]

Below:

1. **What it Means to Be a Core Part of the Rhythms of Grace Church.**
2. **Roles Needed to Carry Rhythms of Grace Church Community Forward**

1. What it Means to Be a Core Part of the Rhythms of Grace Church.¹

A. Background:

Rhythms of Grace was started in 2015 with the hope it would become a community of people with an individual and collective desire to seek a deeper and broader relationship of love with the God who is both creator and redeemer of life, and, with God's people.

This would be done through a form of "slow church" that focussed on spiritual formation, and drew heavily on the arts and the best of liturgical and Christian worship traditions recontextualised for contemporary society.

The words Jesus spoke to the gathered weary crowds, recorded in Matthew 11/28-30 as translated by Eugene Petersen in *The Message Bible* were our reason for being and from where we drew our name.

"Are you tired? Worn out? Burned out on religion? Come to me. Get away with me and you'll recover your life. I'll show you how to take a real rest. Walk with me and work with me—watch how I do it. Learn the unforced rhythms of grace. I won't lay anything heavy or ill-fitting on you. Keep company with me and you'll learn to live freely and lightly."

We described ourselves as

Table gathering – Story sharing – Jesus following

It wasn't important who you were, where you came from, what you brought with you, what you believed, as long as you were open to travelling with others who were at various stages of commitment to a pilgrimage; an arc toward flourishing as a human being. We believed that realising fully-human flourishing was ultimately only possible by entering a deepening relationship with the God of the Bible.

All of those understandings and practices remain part of Rhythms of Grace's reason for being.

While every human being is created in the image of God (*imago dei*) and carries that image, no person is without sin. That's why arcs are important to us. They suggest a direction, an overall movement toward, in this case, flourishing.

Rhythms of Grace understands following Jesus as a pilgrimage where the travelling, being *On the Way*, is important, rather than as a journey that seeks to arrive at a destination.

Over our ten years of shared history that have brought us to this time, we have realised that together we value some aspects of community life and worship that make us who we are. We won't give these values up easily. They are more important to us than our differences. Like Jesus' words to the weary crowd that day, these values describe who we are and what is important to us at Rhythms of Grace.

These values were articulated, collected and clarified in the crucible of three months of Winter Korero by the congregation between June and August 2023; collated by Kaitiaki; and summarised by an open group from the congregation with the guidance of a facilitator in

¹ Reasons for this document include a desire by Kaitiaki to gently protect the vision that has drawn people to Rhythms of Grace; to have newcomers understand what that vision is; and to meet the legal requirements of a Charitable Trust in New Zealand.

early 2024. These values carry the essence of what we are committing ourselves to as we grow into the Rhythms of Grace community.

It is a commitment to the people of this community and these common values that we make when we say we are “a member of the Rhythms of Grace Church community.” We are committing ourselves to those arcs; to those journeys that make up that pilgrimage. We are standing in the tradition, albeit a relatively short one, that is Rhythms of Grace.

Rhythms of Grace: thinking allowed. thinking aloud allowed.

B. Shared Values:²

We are a community committed to living under the Lordship of Jesus Christ.

Therefore we value:

1. Accepting and Belonging:

Our community is dedicated to creating an environment where everyone feels a deepening sense of belonging.

We are committed to fostering a welcoming and non-judgmental community.

We embrace difference and diversity in thinking and approaches.

We provide pastoral care to each other in a non-hierarchical and equal community.

2. Creativity and Flexibility:

We are building an environment that nurtures self-expression and exploration of innovative ideas and approaches.

Creativity and flexibility are vital to us, especially in relation to church structures and integration of the arts into worship.

3. Authenticity and Openness

We are a community that supports and encourages self-expression and exploration through open dialogue.

Our desire is to create a safe environment for genuine and authentic interactions, allowing individuals to express their stories and beliefs without pretence.

4. Flourishing

We curate spaces to support spiritual journeying. We prioritise “being” over “doing” leading to restoration and holistic wellbeing (Shalom).

We join with each other in our pilgrimage of spiritual growth by engaging with Christian faith practices and values.

C. Community Commitment:

Having read the background to and the shared values of the Rhythms of Grace community, I commit myself to an arc of flourishing as a human being in following Jesus Christ with this community.

² In these statements we have intentionally limited ourselves to what we believe are the values CURRENTLY SHARED AND PRACTICED BROADLY by RoGers. Values that are currently aspirational may be added as they become more widely embedded in our life.

D. Notes:

1. Acknowledging the *Community Commitment* is all that is required to become a member of Rhythms of Grace Church.
2. Becoming a member of Rhythms of Grace Church also makes you a member of the Rhythms of Grace Charitable Trust and allows you to vote and make decisions regarding all aspects of its life.
3. We plan to use this list of values to measure our community life against at each AGM and at the same time will look at what may need altering or adding as we progress.

RSV 18/05/24

Approved by Kaitiaki:

Approved by Church:

2. Roles Needed to Carry Rhythms of Grace Church Community Forward (as discerned by the Next Chapter group and presented to the church on Sunday May 18, 2025)

A. Leadership/Facilitator role

1. Facilitates and takes responsibility along with other leaders, for the RoG community to flourish.
 2. Nurtures a culture where people feel safe , where they can be creative and feel they can contribute.
 3. Networks widely within the RoG community and beyond to keep abreast of issues facing the church, our nation and the world.
 4. Is prepared to speak out on topics/issues and/or engages others to do so.
 5. Demonstrates integrating Christian spirituality into daily life.
 6. Co creates direction and vision with the RoG community.
 7. Encourages initiatives/projects that foster flourishing within or outside of the RoG Community.
- Communicates effectively with the RoG community.

B. Lead Curator role

1. Creates worship spaces and experiences for spiritual formation, leaning on reflective, art-rich environments, and actively exploring innovative ideas.
2. Shapes services creatively by drawing from a repertoire of ideas and resources.
3. Sets theme and direction, for example use of the lectionary and church calendar.
4. Makes space for people to express their giftings, encouraging them to participate and contribute.
5. Develops and mentors curating skills of others.
6. Incorporates guest speakers and curators

C. Spiritual Oversight role

1. Leads the community with spirit-led discernment.
2. Provides gracious leadership on complex and/or controversial topics.
3. Has a mature faith that holds space for different theological views.
4. Senses the spiritual and emotional needs of the church and responds appropriately.
5. Holds together diversity allowing space to explore within “generous orthodoxy” (with broad Biblical fences).
6. Is grounded in a solid theological understanding of the core beliefs of our Christian faith (able to articulate this).

D. Pastoral role

1. Proactively builds relationships with new people, those on the fringe, and those who haven't been here for a while.
2. Takes time to get to know people and their stories.
3. Visits in homes when events occur, identifies and arranges practical help /support for those in need.
4. Shares prayer requests when appropriate, encouraging RoGers to pray for each other.
5. Prays for all RoGers.

E. Speaking role

1. Has theological training that informs meaningful dialogue and provocation, positioned for a thinking congregation.
2. Is a confident speaker holding theological space through stories and themes.
3. Speaking is shared with the RoG community and visiting speakers. Initiates and encourages others to share their stories, and how faith is worked out in everyday life.
4. Speaking is relevant to the current contexts of New Zealand, the church and the world, integrating 'spiritual' and secular' topics.
5. Sensitively leads dialogue, pushback and periods of silence, holding space for unresolved questions.
6. Presents scripture and theological ideas creatively in a way that ensures engagement.

F. Behind the scenes stuff

1. Organises the Sunday environment (e.g. zoom, AV equipment, supplies).
2. Oversees rosters for the community, address list, social media, stuff newsletter, website, etc.
3. Explores ways visual and media communication can be optimised for the worship experience.
4. Holds keys to buildings and storage.
5. Is aware of our practical need for a possible future permanent space.
6. Liaises with cathedral and maintains our unique relationship with them.
7. Oversees the management of finances in conjunction with the Treasurer and Kaitiaki.

23 May 2025.