



**LUTHERAN
CHURCH**

OF AUSTRALIA

*where love
comes to life*

St Pauls Lutheran Church, Caboolture & Bribie Island

Agenda for Half-Yearly General Meeting

23rd August 2026 from 11:00am

*Growing as a Welcoming and Inclusive Community
Deepening Faith and Confidence in Sharing It
Strengthening Intergenerational Connections
Building Bridges Beyond Our Church Walls
Honouring Our Tradition While Embracing Change*

1. Meeting Opening

1. Attendance / Apologies
2. Quorum confirmation
3. Approval of Minutes from 2026 AGM

2. Reports

1. Chairperson's Report
2. Pastor's Report
3. Treasurer's Report
4. Synod report
5. Principal's Report

3. Matters for Decision

1. Budget adjustments incl. District budget increase
2. Coffee ministry
3. New position – Community Outreach & Engagement Co-ordinator
4. Sound & video equipment: Seek approval for purchase - \$4k for sound + \$6k for video/live-streaming + \$2k incidentals/contingency.
5. Mission statement and logo

4. Meeting Closure

ST PAUL'S LUTHERAN CHURCH

CABOOLTURE & BRIBIE ISLAND



Minutes

Meeting Date : 15 February 2026 after 9.00am service at Caboolture

Meeting Name : Annual General Meeting

1. Opened meeting at 10.40am

a) Devotion by Murray Diment

b) Attendees

Garry & Chris Sander, Murray & Ann Diment, David Schrodter, Martin & Rita Simmons, Denis & Glenys Manz, Bernard Schulz, Graeme & Joanne Schache, Robert Huf, David & Grace Kotzur, Laurie & June Zanow, Ross & Lyn Klinge, Maria Mitchell, David & Helen Williams, Graham, Keryn & Phillip Suthers, Stephen & Linda Carrington, Craig & Carissa Klinge, Katrina Valencia, Gwen Horsfield, Tracy Sbresni, Pastor Peter & Mavis Thamm, Neil & Lois Kube, Richard Jericho, Noel & Maria Haverly, Pastor John & Angie Heffernan, John Smith, Narelle Steinhardt, Jean Fischer, Mark Wendt, Steve & Marcelien Hunt, Ros Heywood, Pastor James & Adele Leach, Louise Farr, Warren & Rita Rosendahl, Charlie, Ruth & Cooper Byers, Robert & Jean Keller, Carolyn Schmidt

c) Apologies

Sean & Colleen Giblin, Lyn Smith, Diane & Daryl Kleidon, Len & Jan Maroske

2. Approval of 2025 Half-Yearly meeting held on 31 August 2025

No changes but Craig Klinge highlighted the online worship matter that was mentioned in the last minutes. He noticed that it wasn't on today's agenda. The Chair explained that the Committee looking into this matter had had to deal with various issues, including the fact that a written quote had only been received very recently. The new Council will now be able to deal with this matter. Craig also wants the pros & cons of doing live streaming AND details of how other congregations are doing it.

Moved : Steve Carrington Seconded : Craig Klinge

Carried :

3. Correspondence

IN : Nil.

OUT : Nil.

ST PAUL'S LUTHERAN CHURCH

CABOOLTURE & BRIBIE ISLAND



4. Reports

4.1. Chair's Report

Written Report tabled. No questions asked.

4.2. Child Safety Report

Written Report tabled.

The Chair stated that Carolyn Schmidt does an excellent job as the Child Safe Manager. No questions asked.

4.3. Church/Manse Maintenance Report

Written Report. Steve Hunt is retiring after three years as Maintenance Supervisor. No questions asked.

4.4. Ministry

4.4.1. Pastor's/Ministry Council Report

Written Report. No questions asked.

4.4.2. Bribie Island Report

Written Report. No questions asked.

4.4.3. Women's Fellowship Report

Written Report. No questions asked.

4.4.4. School Report

Written Report. No questions asked.

4.5. Treasurer

4.5.1. Accounts 2025

4.5.1.1. Employment account

Written Report. No questions asked.

Rita Simmons thanked Ros Heywood for auditing the books.

Rita said she had resigned from the position of Assistant Treasurer/Employment Manager. She thanked the congregation for the confidence they had in her over the last eight years.

4.5.1.2. Congregational Account

Written Report. No questions asked.

David Schrodter highlighted various explanatory notes. The Chair said that David had been hoping to retire but decided after much prayer that he couldn't ask the congregation to pay the \$3,500 cost of an outside bookkeeper. David is hoping that another Treasurer will be found by the next AGM.

ST PAUL'S LUTHERAN CHURCH

CABOOLTURE & BRIBIE ISLAND



VOTING ON ALL REPORTS (except 2026 Proposed Budget. This will be done separately).

Moved: Garry Sander

Seconded: Ross Klinge

Carried:

4.5.2. 2026 Proposed Budget

Written Report.

David Schrodter spoke about salaries & wages & other costs.

Pastor will be full-time. Office Worker has been budgeted for 9 hours not 10. The extra ministries amount of \$41,400 (this is not a set figure) will be further investigated during the year.

193K was last year's offering. We are budgeting an extra 3% in 2026 (199K). David encouraged the congregation to continue supporting G&G. CYF & 9am School Services will have a budget of 5K.

Total income \$211,549.

No LCA Synod this year. The next one is in QLD in 2027.

The Treasurer reminded people that the Christmas Eve offerings go to ALWS.

The District asked for 3% increase in our contribution to the LCAQD. The Church Council approved this.

Unspent money, currently \$14,400, will go into a pool

We are hoping to get a 3% increase on our 2025 offering. Then we can work out what we can afford from there.

Proposal – That we adopt the Proposed Budget.

Moved: Steve Hunt

Seconded: Rita Simmons

Carried:

5. General Business

5.1. Draft Constitution of LCAQD (The District)

The District has been working on a draft constitution so we've invited Trevor Ruthenberg (LCAQD DEO) to this meeting & bring us up to date. Trevor thanked the congregation for the invitation.

We are the first Letters Patent organisation in the Commonwealth of Nations to change to a company limited by guarantee.

Four Supreme Court decisions have impacted this & changed what we were doing.

On a side issue, Trevor thanked our congregation for what it was doing in the area of Child Safety. In our society all organisations have to work with the 10 Principles.

ST PAUL'S LUTHERAN CHURCH

CABOOLTURE & BRIBIE ISLAND



For those in office bearer positions, the District is running training sessions on the last Friday of each month.

Let's talk about Governance!

We're changing the structure of LCAQD. The LCAQD is currently unincorporated & is held under Letters Patent.

We've tried to update. We need to release DCB from making minute management decisions.

At the 2022 Synod the decision was made to make Lutheran Services (LS) & Lutheran Education Queensland (LEQ) into separate companies AND for The LCAQD to become an incorporated body. The latter is on hold at this stage.

We are not just doing a restructure. We want to be true to our theology. We have a team of Christian lawyers working for us.

We also have the advantage of working with a lawyer who worked on the Presbyterian Church QLD case.

In 2021 the Presbyterian Church in QLD was placed into receivership.

We, the LCAQD, had assumed that trust law would cover us.

Charitable Trust Law is a "different beast".

The Presbyterian case was in court for three & a half years.

On a side issue, LS was awarded "advancing religion". In the past, ACNC hasn't allowed this.

What exactly is Letters Patent? It's a one page document signed by the Monarch as an authority to operate. Officially, Letters Patent finished in 1986.

Trevor talked about the Property Trust Review. In the past, Lutherans were good at trusting each other. "Handshake arrangements" have now been called into question.

St Paul's Lutheran Primary School is on congregational land.

At the moment the school is on congregational land. The school has no legal right to the land. We need to establish the trust purpose by asking :

Who bought the land?

Why was it bought?

Who has the right to occupy?

District is planning to come out soon. It has been working through our situation. It has also been working with many congregations. There has

ST PAUL'S LUTHERAN CHURCH

CABOOLTURE & BRIBIE ISLAND



been robust conversation but all parties need to respect each other. The District will help us see what right to occupy looks like.

The Presbyterian Church was told by the Supreme Court in October 2025 that they (the court) couldn't clearly establish that the land was purchased by a particular congregation.

The District expects LS to go live sometime within the next 12 months, with LEQ to follow in 2028...unless we get another Supreme Court decision.

Trevor invited questions.

What happens in other states?

They're different. For instance, the NSW District is a Body Corporate. SA is an incorporated body under an Act of Parliament. The LCA itself is a company under guarantee.

Craig Klinge said that our congregational constitution needs to be updated. Should we wait?

Trevor encouraged us not to wait but to start now.

The District has model constitutions that we can use. Trevor himself can come out & help us with the process.

Pastor John asked if it was true to say that the reason for the District changes is to reduce the church's exposure to litigation.

Trevor agreed that she was one reason. The other reason he said was to increase the church's focus on ministry.

Nowadays the Commission for Mission reports to DCB so it can focus more closely on mission.

Trevor stated that we now have a Strategic Charter with Guiding Principles of : One Church, One Purpose, Many Ministries. Behind this are three theologies : Caring, Sharing, Learning. The Charter can be used by any group in the church.

The Chair thanked Trevor for his words.

5.2. Motion for a mission & ministry workshop (from Pastor's Report)

Pastor James said that his report asked what ministries we should concentrate on this year. An option is to hold a workshop on the 01/03/26, a Year 4 School Sunday service. The Workshop would be followed by a pooled lunch.

ST PAUL'S LUTHERAN CHURCH

CABOOLTURE & BRIBIE ISLAND



MOTION:

To hold a Mission & Ministry Workshop led by Pastor David Schmidt on 01/03/26 to explore the future directions of the ministry of St Paul's Caboolture & Bribie Island.

Moved: Pastor James

Seconded: David Williams

Carried:

6. Election of Office Bearers

The Chair declared all positions vacant. He asked Pastor James to take the Chair. Pastor thanked all those who has served during the past year. He also thanked Richard Jericho for manning the sound desk today. It will be his last day in that position.

Glenys Manz thanked Martin Simmons & the Council for guiding the congregation through COVID & other challenges.

During this week Pastor James received an email from Martin Simmons saying that he wouldn't be contesting the Chair's position. Lois Kube is now the sole candidate. Pastor asked if all were in favour. Passed.

Graeme Schache was the only nomination for the position of Vice Chair. All in favour. Passed.

David Schrodter was the only nomination for Treasurer. All in favour. Passed.

The position of Assistant Treasurer is not mentioned in our constitution.

However, the Business Council will find help for David.

Nominated members of Ministry Council are Steve Carrington, Carissa Klinge, Rhonda Donsky, Tracy Sbresni & Louise Farr. All in favour. Passed.

Pastor stated that he received an email from Martin Simmons during the week saying that he would like to continue on Business Council. Pastor also received a phone call this week from Daryl Kleidon saying that he would like to nominate for Business Council. In addition to this, Pastor indicated that Graham Suthers would like to nominate for Maintenance Supervisor. The congregation accepted these three nominations.

This, of course, meant that there had to be a ballot for the two Extra Members' positions on the Business Council (Three candidates – Daryl Kleidon, Martin Simmons & Murray Diment) & also for the position of Maintenance Supervisor (Graham Suthers was the only candidate).

Ballot papers were produced & distributed.

As a neutral person, Trevor Ruthenberg was asked to count the votes.

The successful candidates were Daryl Kleidon, Murray Diment & Graham Suthers.

ST PAUL'S LUTHERAN CHURCH

CABOOLTURE & BRIBIE ISLAND



Trevor Ruthenberg suggested that the ballot papers be destroyed.
This motion was moved by Trevor & seconded by Maria Haverly. Carried.

The following positions don't really have to be voted in every year. The positions are at the pleasure of the congregation.

Seal Holders – Garry Sander, Graham Suthers, Sean Giblin & Robert Huf

Auditor – Roslyn Heywood

Worship Leaders – David Williams, Lois Kube, Garry sander, Murray Diment, Robert Huf (Aged Care only), Steve Carrington (Bribie), Russell Wuerschling (Bribie), Russell Walker (Bribie) & Pastor Michael Braunberger (Bribie)

Child Safe Manager – Carolyn Schmidt

The Safe Church Assessor is not a position that is required each year.

All office bearers and other position holders are listed in the table on the last page of these minutes.

7. Close with prayer

Lois Kube, as the incoming Chair, was asked to close the meeting with prayer.

ST PAUL'S LUTHERAN CHURCH

CABOOLTURE & BRIBIE ISLAND



Office Bearers – Church Council St Pauls Lutheran Church, Caboolture & Bribie Island	
Position	Person
Chair	Lois Kube
Vice Chair	Graeme Schache
Secretary	Neil Kube
Treasurer	David Schrodter
Maintenance Supervisor	Graham Suthers
Extra member	Steve Carrington
Extra member	Carissa Klinge
Extra member	Rhonda Donsky
Extra member	Tracy Sbresni
Extra member	Louise Farr
Extra member	Daryl Kleidon
Extra member	Murray Diment

Other positions	
Worship Leaders – Caboolture	David Williams Lois Kube Garry Sander Murray Diment
Worship Leaders – Bribie Island	Steve Carrington Russell Wuerschling Russell Walker Pastor Michael Braunberger
Worship Leader – St Pauls Aged Care	Robert Huf
Auditor	Roslyn Heywood
Seal Holders	Garry Sander Graham Suthers Sean Giblin Robert Huf
Child Safe Manager	Carolyn Schmidt

Proposed that the St Pauls Congregation of Caboolture & Bribie Island adopt the minutes of the 2026 AGM held on the 15th of February 2026 as a true and correct record of the meeting.

2.01 Chairperson's Report

Firstly, thank you for the trust, love and support you have given me in the role as chair.

It certainly is a privilege to work closely with Pastor James and the Church Council to serve our church.

Over the past six months, many things have happened. I have had members tell me that it feels like our church is coming alive.

We certainly are in a growth phase – an exciting time – a time of innovation and growth.

We are truly blessed to have Pastor James as our shepherd.

The Spiritual Gifts Workshop revealed what gifts we each had and how we can serve our church and do the work of our Lord.

Establishing an intergenerational Visioning Team has seen the development of a vision/mission statement as well as logo designs to show exactly who we are and what we do. [Team members will report on this separately.]

A very exciting development is our Coffee Ministry. The team for this will look at how we can best bring God's love to others through a cup of coffee. [Team members will report on this separately.]

This has meant that we have had people step forward to be a part of these wonderful initiatives, for that we are truly grateful. We thank you along with all our volunteers – no matter how big or small your contribution has been, you have made a difference and we appreciate your work.

A special thank you to other members of the Church Council, who together work and support each other to serve our church and share Christ's love.

The feedback from the monthly Church Council reports has been very welcomed. We hope that you feel connected to your Church Council through these reports. We appreciate all feedback.

In conclusion I would like to finish with Colossians 3:14.

Above all, put on love, which binds everything together in perfect unity.

The image of being bound together is powerful. Think of how many separate threads are woven into a single piece of cloth. On their own, the threads are fragile. Together, they become strong. The church is like that. We are different people, with different stories, gifts, opinions, and experiences. Love is the thread that holds us together— not uniformity, not agreement on everything, but love shaped by Christ. Love calls us to live with awareness and responsibility— for one another and for God's world.

We are invited to put on love. To choose connection over isolation. To choose grace over judgment. To choose hope over fear. When we do, the church becomes a living sign of God's reconciling work in the world. It is a love strong enough to hold a community steady through differences, challenges, and change.

May this love shape us as a Church now and always.

Blessings,
Lois Kube

**Proposed that the St Pauls Congregation of Caboolture & Bribie Island
receive the Chairperson's report to the half-yearly general meeting.**

2.02 Pastor's Report

"Belonging to Christ; We grow, connect, and thrive; To serve others."

As I reflect on the first half of 2026, my overwhelming feeling is one of gratitude. God has continued to bless St Paul's in remarkable ways. Together we have seen people welcomed into God's family, faith strengthened, new ministry opportunities emerge, and exciting foundations laid for the future.

BELONG – Cultivating a Welcoming & Inclusive Community

- Welcomed many new families through School Family Services.
- Celebrated 5 Baptisms and 2 First Communions and 1 Confirmation, welcoming new members into God's family.
- We have had the opportunity of sharing the gospel with the families of 3 members as they said goodbye to their loved one.
- Strengthened connections between Caboolture and Bribie Island through shared fellowship.
- Recorded our highest Holy Week and Easter attendance since 2017.
- Expanded name badge ministry to encourage belonging.
- Continued building a warm culture of hospitality and intentional welcome.
- Planning a Baptism Ministry Team to support new families.
- Received encouraging feedback from school families about the welcome they experienced.

GROW – Fostering Faith Sharing & Spiritual Growth

- Weekly worship, preaching, Bible studies and daily devotions.
- Adult Confirmation ministry continued to bear fruit.
- Continuing to develop a way of doing an intergenerational Confirmation program (hopefully starting in Term 4).
- Held a Spiritual Gifts Workshop equipping members for service.
- Ongoing services and ministry in St Paul's Aged Care.
- Youth Alpha ministry at Grace Lutheran College.
- Prepared future evangelism and discipleship resources (waiting to find a good date to start).
- Faith development and how to teach the faith sessions with St Paul's Kindy staff.

CONNECT – Engaging in Intergenerational Connections

- Multiple School Family Services held.
- Year 3 Bible presentations.
- Continued development of children's ministry spaces.
- Strengthened church-school partnerships.
- Recorded 'Together: Bound in Love' with St Paul's Primary School Choir and Grace College staff and students.
- Supported LYQ ministries and the LIFT Conference.
- Continued planning for Church Camp.

SERVE – Building Bridges with the Broader Community

- Awarded a \$20,000 LLL Mission Outreach Grant for the Coffee Ministry.
- Continued planning for this exciting outreach.
- Strengthened partnerships with Primary School, Kindy, Aged Care, Grace College and Intercept.
- Hosted and participated in Caboolture Lutheran Network gatherings.
- Continued support for the Indonesian congregation.
- Served at school community events and pastoral occasions.

- Developed Community Outreach & Engagement proposals.

THRIVE – Balancing Tradition with Adaptability

- Developing Volunteer Role Descriptions.
- Strengthening Safe Church and Child Safe practices.
- Investigated live streaming and audio improvements.
- Reviewing administration, printing and database systems.
- Aligning our Mission Statement with the Queensland District Strategic Charter.
- Preparing for our 100th Anniversary.
- Continued strategic planning for future ministry.

Looking Ahead I am looking forward to:

- The Launch of our Coffee Ministry.
- Growing volunteer teams through people's Spiritual Gifts.
- Expanding our discipleship and evangelism.
- Developing live streaming capability.
- Celebrating our 100th Anniversary.
- Continuing to help people know that they belong to Christ, and watching them grow, connect, thrive and serve.

Thank You

Thank you to every volunteer, ministry leader, Church Council member and congregation member who has faithfully served this year. None of this is the work of one person—it is God working through His people. There is much to celebrate, and I believe God is only just getting started.

Your servant in Christ,
Pastor James Leach

**Proposed that the St Pauls Congregation of Caboolture & Bribie Island
receive the Pastor's report to the half-yearly general meeting.**

2.03 Treasurer's Report

Caboolture Parish Account						
2026 Half Year Financial Report						
Income			Expenses			
Item	Actual 2026	Budget 2026	Item	Actual 2026	Budget 2026	
St.Pauls Church Caboolture	69,600.60	139,202	Pastor full time, housing supplied, inc allowances + 11.25% SG	54,184.31	108,757	
			Office Worker - Casual +11.25% SG, based on 52 weeks at 9hrs/week admin plus home visitations	12,382.08	22,275	
St Pauls Primary School (20% of Pastor)	12,942.00	25,880	Extra Ministry Opportunities	0.00	41,400	
Bank Interest from LLL General A/C and Term Deposits.	4,907.73	11,600				
			HRS Payroll Fees	430.00	1,000	
			Workers Compensation * 3 staff	0.00	650	
GST Credit		200	Telephone - Internet	631.20	1,300	
			Visiting Ministers - while parish is vacant LCA pays	857.40	1,000	
			Misc		500	
			LLL Term Investments Principals	85,000.00	0	
Total Income	87,450.33	176,882.00	Total Expenses	153,484.99	176,882.00	
1 January, 2026 Credit Balance	174,910.73		30 June, 2026 Credit Balance	\$108,876.07		
Total	262,361.06		Total	262,361.06		

LLL Parish Term Deposits						
LLL Account 101131224 12 month maturity ie 18/03/2026						
Date	Transaction	Amount	Balance	LLL Account 101135408 6 month maturity ie 3/09/2026		
18-Mar-2025	Account Opening	\$25,000.00	\$25,000.00			
18-Mar-2026	Interest earned & transferred to Gen A/C	\$1,150.00				
24-Mar-2026	Extra \$25,000 deposit	\$25,000.00	\$50,000.00			
LLL Account 101132700 12 month maturity ie 30/06/2026						
Date	Transaction	Amount	Balance	LLL Account 101127758 12 month maturity ie 23/12/2025		
30/06/2025	Account Opening	\$40,000.00	\$40,000.00			
30/06/2026	Extra deposit	\$10,000.00	\$50,000.00			
30/06/2026	Interest earned & transferred to Gen A/C	\$1,540.00				
2025 Capital Account Half Year Report						
Income			Expenses			
Particulars			Particulars		Amount	
Balance 1/1/2026			New Piano		\$7,645.54	
Bank Interest			High Armrest Seating		\$1,256.00	
Piano Insurance Payout			Total Expenses		\$8,901.54	
			Credit Balance 30/06/2026		\$1,419.75	
Total			Total		\$10,321.29	

Congregation Combined LLL & Westpac General & REG Accounts Report					
Financial Statement for period ending 30 June, 2026					
Income			Expenses		
Particulars	Actual 2026	Budget 2026	Particulars	Actual 2026	Budget 2026
Offerings	92,233.94	199,549	Employment Budget	69,600.60	139,201
YTD offerings \$7,461 below budget.			Ministry	383.38	1,000
			Professional Training	75.00	300
Sunday School Start Up Donation	400.00		Children Youth Family Programs	557.83	5,000
			Syn Del/ Pastors Con	2,059.89	2,500
School Bibles Appeal	30.00		St Pauls School Bibles	2,174.00	2,000
Gift & Giving	2,434.50	6,000	Gift & Giving Don'ts - School Bibles	1,987.50	2,800
			DV Housing Appeal	0.00	1,200
ALWS Appeal	0.00		LYQ Camp Subsidy	0.00	1,000
Other Fundraising	3.00		SPLPS Chaplain	0.00	2,200
			State School Chaplain	0.00	1,900
Funeral/ Baptism Service Donations	0.00		Finke River Mission	0.00	1,000
Church Building Use	700.00	3,000	ALWS Appeal	0.00	0
			LCAQD Budget	10,023.90	20,048
			LCA Levy	3,320.00	6,400
			Building and Grounds Maintenance	2,200.53	7,700
			Office Equipment/Supplies	626.46	2,000
			Water/Sewerage/Gas	756.65	1,750
			Insurance	0.00	7,500
GST Refund - BAS Claims	865.00	1,000			
			Photocopying	450.01	1,000
Bank Interest	529.31	2,000	Altar Supplies	583.11	600
			Offering Envelopes	0.00	30
			Website / Email Host & Antivirus	51.71	600
			Copyright Licences	591.73	1,620
			Bribe Hall Hire	720.00	1,200
Misc Income - See Misc Details	0.00		Misc Expenses - See Misc Details	1,076.38	1,000
Sub Total	97,195.75		Sub Total	97,238.68	
1 January, 2026 credit balance	54,787.05		Credit Balance 30/06/2026	\$ 54,744.12	
Total	151,982.80	211,549	Total	151,982.80	211,549

Offerings	YTD
Plate	\$ 38,045.15
REG	\$ 54,188.79
Total	\$ 92,233.94
Budget YTD	\$ 99,695.00
Short	\$ 7,461.06
% Incr over actual 2025 Target 3%	-4.7

General A/C Balance Break Up	
LLL & Wpac Gen A/C	17,430.58
REG LLL Account	16,344.67
Aged Care Friends of the Village	1,403.50
Wed Night Bible Study	

Misc Income		Missions and Donations		Maintenance Expenses	
		ALWS			
				Office Cleaning	419.60
		ALWS Balance 1/01/2026	248.00	First Aid Kits Update	116.60
				Electrical	1,364.53
		Gideons		Sound System	142.50
		March 2026 Donation	3.00	Fire Ext Testing & new exting	157.30
		School Bibles			
		School Bible Balance 1/01/2026	\$568.65		
		Plus G&G and (Appeal 30) Donations	1,987.50		
		Sub Total	2,556.15		
		Less 2026 School Bible Payment	4,161.50		
		Funds to be drawn from cr/bal.	1,605.35	Total	\$2,200.53
Total	\$0.00				
Misc Expenses		Gift & Giving			
		Jan to Jun 2026 Don's	\$2,434.50		
Jan Council MTG Catering	96.49	Less School Bibles Donation	\$1,957.50		
Googa Camp Deposit	200.00	30 June 2026 Balance	\$477.00		
Maria Mitchell Farewell Gift	103.89				
Damaged Piano Inspection	176.00				
Wed Night Bible Study re Mercy Ships	500.00				
Total	\$1,076.38				

Proposed that the St Pauls Congregation of Caboolture & Bribe Island receive the Treasurer's report to the half-yearly general meeting.

2.04 Synod report



Queensland District Synod 2026 *Open Door to Spiritual Renewal* St Andrew's Lutheran College, Gold Coast

The 2026 Queensland District Synod gathered under the theme **"Open Door to Spiritual Renewal: Reborn in Water, Renewed by the Spirit"** (Titus 3:5), reminding delegates that renewal begins not with new programs or strategies, but with **Christ, baptism, repentance and the work of the Holy Spirit**. Throughout the Convention, worship, Bible study, prayer and discussion centred on listening together for where God is leading His Church.



Renewal Begins with Christ

In his report, **Bishop Dr Mark Vainikka** reminded Synod that Luther understood baptism not simply as something that happened in the past, but as a daily reality shaping Christian life. He challenged delegates: "Renewal does not begin with strategic plans, structures or anxious activity. Renewal begins with Christ."



The Bishop also reflected on:

- the continuing Listening and Learning Tours across Queensland
- ministry in Far North Queensland
- increasing cultural diversity within our communities
- the faithfulness of pastors, volunteers and church workers whose service often goes unseen but is always seen by the Lord.

He also reminded Synod that, despite differences within Australian Lutheranism, those baptised into Christ remain brothers and sisters in Him.

A New Strategic Charter

One of the major milestones of Synod was the official launch of the **Queensland District Strategic Charter 2026–2031**. Rather than functioning as a detailed business plan, the Charter provides a shared mission compass for congregations, schools and ministries through **Five Open Doors**:

- **Open Door to Spiritual Renewal**
- **Open Door to the World**
- **Open Door to the Church**
- **Open Door to Collaboration**
- **Open Door to the Future**

The Charter recognises that while our culture is changing rapidly, people continue searching for hope, and Jesus remains the true door through whom God continues His mission.

For St Paul's Caboolture, this Charter closely reflects our own vision and mission.

Our Five Guiding Principles align naturally:

Strategic Charter	St Paul's Guiding Principles
Open Door to Spiritual Renewal	Faith Sharing & Spiritual Growth
Open Door to the World	Bridges with the Broader Community
Open Door to the Church	Welcoming & Inclusive Community
Open Door to Collaboration	Intergenerational Connections
Open Door to Future	Tradition with Adaptability

Likewise, our new mission statement: **"Belonging to Christ; We grow, connect, and thrive; To serve others."** beautifully reflects the direction of the District as we continue serving our local community.



A Special Moment for St Paul's

This Synod was particularly significant for St Paul's as **Pastor James Leach** was officially welcomed into the Queensland District alongside Pastor Stephen Hibbard (Cleveland Lutheran Parish). It was a joyful reminder that ministry is never undertaken alone, but as part of a wider church family working together in God's mission.



Mission Outreach Grant

Another exciting highlight for our congregation was receiving one of the 2026 LLL Mission Outreach Grants.



St Paul's Caboolture received funding to support our new **Community Coffee Ministry**, joining only three congregations across Queensland recognised this year.

The grant will help us create welcoming spaces where conversations, friendships and opportunities to share Christ can naturally grow.

Congratulations also to:

- St Mark's Caloundra (an intergenerational outreach project)
- Immanuel Buderim (a community playgroup) who also received grants supporting local mission.

Growing Together

Synod celebrated many encouraging signs of God's work across Queensland.

Highlights included:

- welcoming the **Gold Coast Cantonese (Lutheran) Community Church** into the LCAQD
- reports from Lutheran Women Queensland and the Lutheran Laypeople's League
- continued support for congregations, schools and aged care ministries
- new giving initiatives being developed through LLL
- proposals exploring future pathways for ministry, including the development of a diaconal ordination pathway.

Throughout every report there was a consistent emphasis on partnership, collaboration and sharing the Gospel together.



Remembering Faithful Servants

During the moving **In Memoriam** service, Synod paused to give thanks for pastors and other faithful servants who have entered their eternal rest.

Their witness reminds us that Christ continues to build His Church across generations and that we now carry forward the Gospel they faithfully proclaimed.



Worship at the Centre

Perhaps the greatest reminder throughout Synod was that the Convention is far more than meetings and reports. Daily worship continually drew delegates back to God's promises. In the closing service Bishop Mark preached from **Titus 3**, reminding us that:

- God's mercy—not our achievements—builds His Church.



- The Holy Spirit continues to renew His people.
- Jesus Himself is the true Open Door.
- Even in uncertain times, God is already preparing new opportunities for mission.

The Church's future ultimately rests not in our plans, but in the faithfulness of Christ.

Looking Ahead

Queensland District Synod 2026 left delegates encouraged and hopeful.



As St Paul's continues living out our mission—

Belonging to Christ; We grow, connect, and thrive; To serve others

—we do so knowing that our local vision is deeply connected with the wider mission of the Queensland District.

May God continue opening doors for spiritual renewal in our congregation, our community and throughout His Church.

Link to LCAQD popular report: <https://lca.app.box.com/v/2026-Synod-Popular-Report>



Proposed that the St Pauls Congregation of Caboolture & Bribie Island receive the LCAQD Popular Synod report and synod delegate's report to the half-yearly general meeting.

St Paul's Lutheran Primary School: Half-Yearly Report to St Paul's Lutheran Church

August 2026 | Katrina Valencia, Principal

Enrolments

Since the start of the year, enrolments have grown from 398 (February) to 403 currently. Interest in 2027 remains strong, with Prep applications rising from 83 in February to 140+ by mid-July, alongside 78 Prep bonds now paid. Triple-streamed Prep, introduced this year, has been a strong success and is now rolling into Year 1 for 2027, continuing to build the case for our ongoing campus investment. We have received in excess of 90+ applications for Prep 2028, with 18 months to go before this cohort starts with us. St Paul's has already received applications out to 2031. All year levels now have a waitlist.

Building & Capital Works

Our Multi-Purpose Centre (MPC) project is progressing well: the pad is raised and retained, the termite barrier is in place, and the slab is complete. Steel work installation has commenced, and we look forward to seeing this take shape. The school has begun the pre-lodgement process with MBR Council for a new Year 1/2 building, with construction anticipated in 2028, and have applied for a second round of Master Plan funding. We expect to be building a new building every year for the next 5 years.

New Initiatives

- From 2027, St Paul's will introduce a 1:1 School-Owned iPad Program, replacing the current parent-supplied device model, rolling out to Years 1 and 4 first and expanding through to 2029.
- A new partnership with Adelaide University is strengthening student and staff wellbeing practices. It is called Living Ripples and has commenced with a well-being survey.
- St Paul's has commissioned an independent Whole of School Review (MMG Education) this year, benchmarking parent, student and staff satisfaction against our 2022 baseline.

Strategic Imperatives 2026

Council has endorsed six strategic imperatives for the year: Expansion (growing to three streams and investing in campus facilities), Pathways (strengthening early learning and secondary transition partnerships), Staff (building our talent pipeline), Community (deepening engagement across the region), Pedagogy (data-informed teaching practice) and Formation (strengthening pastoral care and wellbeing). This document is available on our school website.

Staffing

Our Kindergarten team experienced significant turnover early in the year and is now fully staffed and extremely settled under our Director and Assistant Director. We have welcomed a new part-time Marketing Officer. The Executive team is currently planning and budgeting for 2027 staffing needs. All staff have completed professional development on the new Reportable Conduct Scheme as part of our ongoing child safety commitments.

Church & School Relationship

Pastor James remains a warm and welcome presence in our classrooms and at staff and student installations. Our Prep families joined St Paul's Church on Sunday 14 June for a service of music, sharing and craft, with a wonderful turnout. On 27 August, Church members and School Executive/Council will join together to hear an update on the LCAQD Property Trust review and discuss this matter in greater detail.

On Thursday 25 June, staff from Grace Lutheran College, St Paul's, Living Faith Lutheran Primary School and Prince of Peace Lutheran College came together at GLC Caboolture for our first-ever LENS Mega-Worship — more than 600 Lutheran staff gathered for worship, fellowship and food. The event was the culmination

of two years of planning by the LENS (Lutheran Education Northside) principals and a meaningful celebration of our shared Lutheran identity and mission. During the gathering, we also recognised David Radke's remarkable 40 years of service to Lutheran education as he prepares to retire from leadership; the Principal will attend his retirement dinner in early August.

Finally, it is with sadness, that the school farewelled Mr Kel Martin on 15 May 2026, aged 86. A veteran and long-time friend of St Paul's, Kel blessed our community with a life of service and a heart for our school, and his memory and impact will not be forgotten. We will miss his genuine heart at our ANZAC Services and his face across the crowd as we remember those who served and continue to serve.

Principal's Appraisal & Contract Renewal

Earlier this year, the Principal completed a five-yearly leadership appraisal with an independent external reviewer, Steve Scott of Ethiclead. The process affirmed the Principal's leadership of St Paul's and provided valuable insight to guide development goals for the years ahead. Following this appraisal, School Council has renewed the Principal's contract for a further five years. This is a wonderful vote of confidence in the school's direction, which was received with gratitude. The principal looks forward to continuing to serve the St Paul's community in the years to come.

Principal's Sabbatical Leave

Throughout 2027, the Principal is taking a period of sabbatical leave, approved by School Council in line with Lutheran Education Queensland's guidelines for principals. This time of sabbatical will focus on leadership, staffing and culture in growing schools. This time will include periods of research and engagement with high-performing school communities. The goal is to support St Paul's as it continues its transition to a triple-stream model. Findings from the sabbatical will directly inform the school's Strategic Imperatives for 2027, with a Sabbatical Findings and Recommendations Report to be presented to School Council later this year.

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A school of the Lutheran Church of Australia Queensland District | ABN 30 085 586 784 | ARBN 051 602 996

**Proposed that the St Pauls Congregation of Caboolture & Bribie Island
receive the Principal's report to the half-yearly general meeting.**

3.01 Budget adjustments incl. District budget increase

The following correspondence has been received from LCA Queensland District:

Dear Pastors, Chairpersons, Treasurers and Congregational Leaders,
Grace and peace to you in Christ.

As congregations begin planning and budgeting for 2027, I would like to provide a brief update on the Office of the Bishop and District budget and the priorities it will support in the coming year.

Key Budget Highlights for 2027

- **4% requested increase** in congregational contributions to support the ministry and operations of the Office of the Bishop and District. (QLD government budget inflation forecasts headline inflation to rise to 4.75% in 25/26 then ease in 26/27 to 3.75%, Our 4% request is slightly lower than middle ground of the forecast)
- Continued funding for **Legal Claims Management** and the District's response to historical abuse claims and associated obligations.
- **\$150,000 allocated to the Open Doors Strategic project**, as presented at the 2026 District Synod, to help position the District for future ministry opportunities.
- Continued support for the **Commission for Mission**, which is fully funded through congregational contributions.
- Ongoing commitment to sound financial stewardship through fully funded depreciation, improved debt management, and strengthened long-term financial resilience.
- Slightly increased contribution of **\$220,000 from \$200,000 to the LCA budget**.

Over recent years, significant work has been undertaken to strengthen the financial sustainability of the Office of the Bishop and District. While much of this work occurs behind the scenes, it is essential to ensuring the long-term health and resilience of the District and its ministries.

At the same time, we continue to invest in the future mission and ministry of the church. Guided by the District's Strategic Charter, the 2027 budget supports ministry development across the Church (significantly focused on mission and ministry development into the community in congregations), leadership and governance initiatives, existential threat mitigation (including for example legal and abuse claims management), with the implementation of the Strategic Charter via the Open Doors project. These investments reflect our commitment to faithfully stewarding the resources God has entrusted to us while seeking to better prepare the church to serve future generations with our Lord's guidance.

Congregational contributions remain vital to this work and fully fund the vital work of the ministry of the Commission for Mission. We are deeply grateful for the faithful support of congregations across the District and the partnership we share in the Gospel.

For budgeting purposes, we are asking congregations to prayerfully consider a **4% increase in their contribution to the Office of the Bishop and District for 2027**. We recognise that each congregation's circumstances are unique and encourage you to discern together what level of support God is calling your congregation to provide.

Once your congregation has made its decision, please advise us by **reply email and provide a copy of the relevant Church Council or Congregational General Meeting minutes confirming the approved contribution**. This documentation is required for audit and governance purposes and authorises any amendments to invoicing arrangements.

To allow sufficient time for discussion and decision-making, particularly for congregations whose councils meet only a few times each year, we are commencing this process early. We ask that contribution decisions be confirmed by **15 November 2026**, enabling the District to finalise budgeting, update financial records and invoicing arrangements, and complete year-end administration prior to the Christmas closure period. Please send your response to **Annelie Maritz, Finance Manager** and **Sandra Russell, Bookkeeper email** (copied in) at your earliest opportunity.

Thank you for your ongoing partnership in the Gospel and your faithful support of our Lord's Church. Your faithfulness enables us to serve and support member congregations, support mission development, provide leadership and governance, respond to emerging challenges, and invest in opportunities that will help share Christ's love with future generations. As we look ahead to 2027, we do so with confidence in God's faithfulness. Together, as God's people walking in synod, we continue to seek His guidance and participate in His mission across Queensland.

"May the God of hope fill you with all joy and peace as you trust in Him, so that you may overflow with hope by the power of the Holy Spirit." **Romans 15:13**

May God richly bless your congregation, its leaders, and its ministry in the year ahead.

The following proposal has come from the Church Council:

Proposed that the St Pauls Congregation of Caboolture & Bribie Island agree to the request from LCA Queensland District Office to increase in their contribution to the Office of the Bishop and District by 4% for 2027.

3.02 Coffee ministry

As previously reported, the congregation's application for a Mission Outreach Grant to establish a community coffee ministry was successful, with a grant of \$20,000 awarded.

It is anticipated that ...

- the grant funds will be used to purchase the equipment required
- the coffee ministry will involve employment of an "Evangelbrista", and that funding for that person would be fully supported by sales. A job description for that role may be found in Appendix I.

We recognise that more research and planning is required to determine how best to implement this.

A team, comprising Lois Kube, Tracey Sbrezni, Joanne Schache and Kelsey Grimes has been established to work on this. Volunteers are welcome to join this team.

Church Council seeks approval from the congregation to continue this process.

Proposed that the St Pauls Congregation of Caboolture & Bribie Island approve the continuation of planning for our community coffee ministry.

3.03 New position – Community Outreach & Engagement Co-ordinator

A document "Rationale for Establishing a Community Outreach & Engagement Officer", together with a job description for the role, may be found in Appendix II and Appendix III.

Church Council seeks approval from the congregation to continue the process of seeking and appointing a suitable person.

Proposed that the St Pauls Congregation of Caboolture & Bribie Island approve the continuation of the process to seek and appoint a suitable person to the Community Outreach & Engagement Co-ordinator role.

3.04 Sound & video equipment

Council has sought the advice of Mark Matuschka and Jack Grimes regarding suitable equipment to upgrade our sound system and provide the ability to livestream our worship services. Mark has extensive experience in this area, and regularly provides audio and video equipment and his expertise for Queensland District Synods. Jack is also very experienced in this area, and has first-hand knowledge of our needs and current equipment and the challenges which that presents.

The recommended equipment should, together with training for operators, provide an easy-to-use system to consistently deliver clear, high-quality sound and video capabilities.

Church Council seeks approval from the congregation to purchase audio and video equipment.

Proposed that the St Pauls Congregation of Caboolture & Bribie Island approve the purchase of audio equipment for approximately \$4k, video/live-streaming equipment for approximately \$6k, with a further \$2k for incidentals/contingency.

3.05 Mission statement and logo

After working alongside Pastor David Schmidt (Assistant Bishop for Mission LCAQD) at our Mission and Ministry Workshop in March, an intergenerational team of members has been meeting to come up with a Mission Statement for our congregation, based on and building on the already existing five **Guiding Principles**:

- Growing as a Welcoming and Inclusive Community
- Deepening Faith and Confidence in Sharing It
- Strengthening Intergenerational Connections
- Building Bridges Beyond Our Church Walls
- Honouring Our Tradition While Embracing Change

The proposed **Mission Statement** is:

“Belonging to Christ; We grow, connect, and thrive; To serve others.”

As well as working on a Mission Statement, the team brainstormed and came up with multiple ideas for logos, which have been refined as shown below:



Please [follow this link](#) to see bigger and higher resolution images for each design along with an explanation of each of the elements in the image, to how it relates to the Mission Statement.

**Proposed that the St Pauls Congregation of Caboolture & Bribie Island adopt
“Belonging to Christ; We grow, connect, and thrive; To serve others.”
as their Mission Statement.**

Each member will be given 3 coloured stickers to attach to their 3 favourite logos to help us narrow in on the design and implementation of the Mission and Vision Statements as well as the Logo for St Paul's Lutheran Church by next years AGM.

Location: St Paul's Lutheran Church Caboolture

Reports To: Church Council

Employment Type: Part-Time (approximately 15 hours per week)

Location: St Paul's Lutheran Church, School and Kindy Precinct, Caboolture

Position Purpose: The Evangelbrista serves as the welcoming face of St Paul's Coffee Ministry, creating a safe, welcoming, and relational environment where people can experience genuine Christian hospitality, meaningful conversation, and community connection.

This role combines excellent coffee service with intentional relationship-building, helping create opportunities for fellowship, pastoral care, spiritual conversations, and engagement with the wider St Paul's community.

The Evangelbrista understands that coffee is not the primary product—community, connection, care, and the love of Christ are.

Mission Alignment: The Evangelbrista supports the mission and ministry of St Paul's by:

- Cultivating a welcoming and inclusive community.
- Encouraging meaningful relationships and spiritual conversations.
- Building bridges between church, school, kindy, aged care, and the wider community.
- Supporting intergenerational connections.
- Demonstrating Christian hospitality through service, care, and presence.
- Creating opportunities for people to connect with the life and ministry of St Paul's Lutheran Church.

Key Responsibilities

Hospitality & Coffee Service

- Prepare and serve high-quality coffee and beverages.
- Maintain consistent product quality and customer service standards.
- Ensure efficient service during busy periods.
- Maintain cleanliness and presentation of the coffee van and surrounding area.
- Manage daily setup and pack-down procedures.
- Assist with stock monitoring and ordering requirements.

Community Building

- Foster a welcoming atmosphere for all customers and visitors.
- Build genuine relationships with regular customers, school and kindy families, church members, and community visitors.
- Create opportunities for connection and conversation.
- Encourage community participation in church and community events.
- Support the development of a strong community culture centred around belonging and care.
- Support special events, markets, community gatherings, and ministry initiatives.
- Promote a culture of welcome and belonging across the St Paul's community.

Evangelism & Ministry

- Demonstrate Christian faith through words, actions, hospitality, and service.
- Engage naturally in faith conversations when appropriate.
- Pray with individuals when requested and appropriate.
- Connect people with pastoral care and church ministries where beneficial.
- Help create pathways for people to become involved in the life of the church.

Volunteer Leadership

- Recruit, train, encourage, and support volunteers.

- Foster a positive team culture among volunteers.
- Assist volunteers in developing confidence in hospitality and relationship-building.
- Coordinate volunteer rosters in conjunction with church administration.

Administration

- Assist with daily cash handling and reporting procedures.
- Maintain food safety and workplace health requirements.
- Keep basic operational records as required.
- Contribute ideas that improve ministry effectiveness and community engagement.

Essential Qualities: The successful applicant will:

- Be an active Christian who supports the mission and values of St Paul's Lutheran Church.
- Demonstrate a heart for evangelism, hospitality, and community engagement.
- Have excellent interpersonal and communication skills.
- Enjoy meeting new people and building relationships.
- Be approachable, welcoming, and compassionate.
- Be self-motivated and able to work independently.
- Demonstrate initiative and flexibility.
- Be able to work effectively with volunteers of all ages.

Desired Skills & Experience:

- Experience in hospitality, cafés, or customer service.
- Barista training and coffee-making experience (or willingness to undertake training).
- Experience working with volunteers.
- Experience in community engagement, ministry, youth work, pastoral care, or similar fields.
- Current Food Safety certification (or willingness to obtain).
- Current Blue Card and ability to meet church safeguarding requirements.

Key Success Indicators:

Success in this role will be measured not only by sales and operational effectiveness but also by:

- Positive community engagement.
- Growth in relationships across church, school, and community.
- Development and retention of volunteers.
- Evidence of meaningful conversations and pastoral connections.
- Increased participation in church and community activities.
- Creation of a welcoming and inclusive culture consistent with the mission of St Paul's.

Guided by our mission, **"Belonging to Christ, we grow, connect, and thrive to serve others,"** we seek to cultivate a welcoming community hub where people can gather, belong, and flourish. It will be a place of fellowship, peace, meaningful conversation, and excellent coffee—a place where hospitality is an expression of Christ's love, relationships foster care and connection, and every person is welcomed as a valued member of God's community. Through this space, we hope to strengthen relationships, nurture wellbeing, deepen faith, and create opportunities to serve our neighbours with grace and generosity.

Rationale for Establishing a Community Outreach & Engagement Officer

Over the past several years, St Paul's has prayerfully discerned God's direction for our congregation by developing our Five Guiding Principles that shape how we seek to live out God's mission in our congregation and community. This year we have narrowed our focus by developing the clear mission statement of:

"Belonging to Christ; We grow, connect, and thrive; To serve others."

As we look to the future, we recognise that our mission field is larger than Sunday worship alone. God has blessed St Paul's with a unique ministry network that includes our congregation, St Paul's Lutheran Primary School, St Paul's Aged Care, Grace Lutheran College, Intercept Youth Services, community ministries, and the many families connected to these ministries. While these ministries provide tremendous opportunities for mission, they also require intentional relationship-building, coordination, and engagement if we are to realise their full potential. For this reason, it is proposed that St Paul's establish a **Community Outreach & Family Engagement Officer** position.

This role is not intended to replace existing ministries or volunteer efforts. Rather, it exists to strengthen connections, support volunteers, create pathways for engagement, and help us more effectively live out our mission.

Why Is This Role Needed? We Have a Growing Mission Field

Every week St Paul's connects with hundreds of people through:

- Church worship and ministries
- St Paul's Lutheran Primary School
- St Paul's Aged Care
- Grace Lutheran College
- Intercept Youth Services
- Other Community groups, small groups and other outreach activities

Many of these people have little or no regular connection with congregational life.

At present, much of this engagement happens through the goodwill and efforts of individuals made up of: volunteers, teachers, chaplains, pastors, and ministry leaders. While these efforts are valuable, there is limited capacity to intentionally nurture relationships and create pathways that help people move from occasional contact to deeper participation in faith and community. This role would provide dedicated leadership to help bridge those gaps.

Alignment with Our Mission Statement

Belonging to Christ

One of the greatest needs in contemporary society is belonging. Many people experience loneliness, isolation, and disconnection. Families are increasingly busy and fragmented. Young people often struggle to find places where they feel accepted and valued. This role would intentionally create opportunities for people to encounter the love of Christ and find a place within God's family. By welcoming new people, following up families, connecting generations, and building relationships across ministries, this position helps people move from being visitors or observers to becoming part of a Christ-centred community.

We Grow

Faith grows best through relationships. Children, youth, parents, and adults need opportunities to learn, ask questions, serve, and grow alongside others. This role would support faith formation through children's ministry, youth engagement, family activities, intergenerational programs, and connections between church and school ministries.

By helping coordinate and strengthen these ministries, the role contributes to the spiritual growth of individuals and the congregation as a whole.

We Connect

Our mission statement recognises that healthy Christian community is built on meaningful relationships.

St Paul's is uniquely positioned to connect people across generations and ministry settings.

This role would help strengthen connections between:

- Church and school
- Church and aged care
- Children and seniors
- Families and congregation
- Youth and mentors
- Community and church

Rather than operating as separate ministries, we have an opportunity to become an increasingly connected community centred on Christ.

We Thrive

People thrive when they are known, supported, encouraged, and able to contribute.

Congregations also thrive when people are equipped to use their gifts in service.

This role would help identify, encourage, and support volunteers, ministry leaders, young leaders, and families so that more people are actively involved in the life and mission of St Paul's.

A thriving church is not one where staff do all the ministry. It is one where staff equip God's people for ministry.

To Serve Others

The church exists not only for itself but for the sake of God's mission in the world.

This role would help coordinate opportunities for service, outreach, hospitality, and community engagement.

It would assist St Paul's in moving beyond a maintenance mindset toward a mission mindset that actively seeks to serve our neighbours with the love of Christ.

Alignment with Our Five Guiding Principles

1. Cultivating a Welcoming, Inclusive Community

This role directly supports our commitment to hospitality and belonging.

The officer would help create welcoming environments, connect newcomers, support families, and strengthen community life throughout the parish.

2. Fostering Faith Sharing and Spiritual Growth

By supporting children's ministry, youth ministry, family faith formation, and volunteer development, this role helps create opportunities for people to grow in faith and confidence as followers of Jesus.

3. Engaging in Intergenerational Connections

One of the greatest strengths of St Paul's is the diversity of ages represented across our ministries. This role would intentionally create opportunities for children, youth, adults, and seniors to learn from, support, and serve alongside one another. This principle sits at the heart of the proposed role.

4. Building Bridges with the Broader Community

This role would help us move beyond simply providing ministry opportunities toward intentionally building relationships with the wider community. By working alongside the school, aged care community, youth organisations, and local families, this position strengthens the bridges between St Paul's and the people God has placed around us.

5. Balancing Tradition with Adaptability

Our congregation values its Lutheran heritage while recognising the need to engage future generations in meaningful ways. This role would help us honour our traditions while exploring new opportunities for connection, outreach, communication, and ministry.

The goal is not to change who we are but to help more people experience who we are.

Expected Outcomes

While ministry outcomes cannot be measured solely by numbers, we would expect to see:

- Stronger connections between church, school, aged care, and community ministries.
- Increased engagement of children, youth, and families.
- Improved pathways for newcomers into congregational life.
- Greater volunteer participation and leadership development.
- More intergenerational ministry opportunities.
- Increased community awareness of St Paul's and its ministries.
- Stronger pastoral and relational support for families.
- Greater alignment across the ministries of the parish.

Growing the Role Over Time

The responsibilities outlined in this document describe the long-term vision for the Community Outreach & Engagement Officer rather than the expectation that every aspect of the role will be undertaken from the outset. Recognising that this is a part-time position (0.4–0.6 FTE), the role will be developed progressively in consultation with the Pastor and Church Council. During the initial stages, the Officer will focus on one or two agreed priority areas that align with the current mission needs of St Paul's. As relationships are established, ministry structures are strengthened, and capacity grows, additional areas of responsibility may gradually be incorporated. This staged approach allows the role to develop sustainably, ensures that priorities remain responsive to the needs of the congregation and community, and provides flexibility as new opportunities for ministry emerge. The intention is not that one person will "do everything," but rather that they will help strengthen, coordinate, and empower the many volunteers and ministry leaders already serving across St Paul's. Success in this role will be measured not by how many tasks the Officer personally undertakes, but by how effectively they help others flourish in ministry and build stronger connections throughout the life of the parish.

Conclusion

The proposal to establish a Community Outreach & Family Engagement Officer is not primarily about adding another staff member. It is about intentionally investing in the mission God has already placed before us. God has blessed St Paul's with remarkable opportunities for ministry through our congregation, school, aged care community, youth partnerships, and local relationships. The challenge before us is not a lack of mission opportunities but having the capacity to nurture and coordinate them effectively. This role represents an investment in people, relationships, discipleship, and community. Most importantly, it represents a commitment to living out our mission: Belonging to Christ; We grow, connect, and thrive; To serve others.

Through this role, we seek to help more people encounter Christ, find belonging in His family, grow in faith, connect with others, thrive in community, and serve God's world with joy and purpose.

Community Outreach & Engagement Coordinator

Location: St Paul's Lutheran Church Caboolture

Employment Type: FTE 0.4 - 0.6 (15 - 20hours per week).

Reports To: Pastor and Church Council

Position Purpose:

The Community Outreach & Engagement Officer exists to strengthen connections between the ministries of St Paul's Lutheran Church Caboolture and the wider community, creating pathways for people of all ages to belong, grow in faith, connect with others, and thrive in Christ.

This role provides leadership and coordination for ministry among children, youth, and families while developing meaningful relationships with the wider community through partnerships with the church, school, aged care community, Grace Lutheran College, Intercept Youth Services, and other already established ministries within the parish.

Through hospitality, relationship-building, faith formation, and community engagement, this role seeks to help people encounter the love of Christ and become active participants in the life and mission of St Paul's.

Potential Areas of Responsibility (Implemented Progressively)

The following responsibilities represent the intended long-term scope of the position. They are not expected to be implemented simultaneously but will be introduced progressively as priorities are identified, ministry capacity grows, and the role develops.

Community Outreach & Engagement

- Develop and implement strategies that build connections between St Paul's ministries and the wider Caboolture community.
- Foster relationships with local schools, community groups, service organisations, and ministry partners.
- Create welcoming pathways for new families, visitors, and community members to engage with church life.
- Coordinate outreach initiatives, community events, family programs, and mission opportunities.
- Encourage volunteer involvement in outreach and community engagement activities.
- Promote a culture of hospitality, invitation, and belonging throughout the parish.

Communication & Administration

- Assist with communication and promotion of ministry opportunities and events.
- Maintain appropriate records, reports, and ministry plans.

- Participate in parish staff meetings, planning processes, and ministry reviews.
- Ensure ministry activities comply with safeguarding and child-safety requirements.

Examples of areas that may be included in the role over time:

Volunteer Leadership & Development

- Recruit, train, encourage, and support ministry volunteers.
- Foster a culture where members are equipped and empowered to use their gifts in service.
- Assist ministry teams in planning and delivering effective programs and events.
- Encourage leadership development among young people and emerging leaders.

Children, Youth & Family Ministry

- Provide leadership and oversight for ministry to children, youth, young adults and families.
- Coordinate programs, events, and faith formation opportunities for children, youth and young adults (18-35).
- Support and equip volunteers involved in children's, youth, young adults and family ministry.
- Develop opportunities for intergenerational connection and discipleship.
- Assist families in nurturing faith at home and connecting with the life of the church.
- Work collaboratively with St Paul's Lutheran Primary School, Grace Lutheran College chaplains, and other ministry partners to support young people in their faith journey.

School & Ministry Partnerships

- Strengthen relationships between St Paul's Lutheran Church, St Paul's Lutheran Primary School, Grace Lutheran College, St Paul's Aged Care, Intercept Youth Services, and other parish ministries.
- Identify opportunities for collaborative ministry, shared events, and community engagement.
- Support transition pathways between school, youth, family, and congregational ministries.
- Assist in developing mission opportunities that engage multiple generations and ministry contexts.

Alignment with Our Mission and Five Guiding Principles

The Community Outreach & Engagement Officer will actively support the mission of St Paul's:

Belonging to Christ/ Engaging in Intergenerational Connections

Creating welcoming environments where people encounter Jesus and find their place within God's family. Builds bridges between generations and encourages mutual learning and belonging.

We Grow/ Fostering Faith Sharing and Spiritual Growth.

Supporting spiritual growth and discipleship for children, youth, families, and the wider community. Supports discipleship, faith conversations, and spiritual development for all ages.

We Connect/ Cultivating a Welcoming, Inclusive Community

Building meaningful relationships across generations, ministries, and the broader community. Creates spaces where people feel valued, welcomed, and connected.

We Thrive/ Balancing Tradition with Adaptability

Helping individuals and families flourish in faith, community, and service. Respects the Lutheran heritage of St Paul's while exploring innovative and relevant ministry opportunities.

To Serve Others/ Building Bridges with the Broader Community

Encouraging a life of mission, compassion, hospitality, and service in Christ's name. Develops partnerships and opportunities that connect church life with the wider community.

Desired Qualities and Experience

The successful applicant will demonstrate:

- A committed and active Christian faith.
- A passion for sharing the love of Christ with children, youth, families, and the wider community.
- Strong relationship-building and communication skills.
- Experience in ministry, education, community development, youth work, family support, or a related field.
- The ability to work collaboratively with staff, volunteers, and ministry partners.
- Initiative, creativity, and organisational skills.
- A commitment to safeguarding and child-safe practices.
- Hold or willing to obtain a WCC (Blue Card)
- An understanding of, or willingness to work within, the mission and ministry of the Lutheran Church of Australia.

Vision for the Role

This role exists to help St Paul's become an increasingly connected, welcoming, and mission-focused community where people of all ages can belong to Christ, grow in faith, connect across generations, thrive in community, and serve others in His name.