

PO Box 3447
Success WA 6964

Jack & Jeannie de Vries
49 Hunter Circuit
Petrie 4502

7/5/2017

Dear Jack & Jeannie

I write to you with a rich sense of thanksgiving for all the Lord has enabled you to do during Jack's term as Ministry development Coach in the CRCA. Coming out of last week's meeting I was again impressed with the level of teamwork and collaboration we have within the TRAIN workgroup. In that meeting we had discussed Jack's contract, and I was very conscious of the level of love, support and goodwill Jack enjoys within our team. We have an excellent working relationship and this is truly a gift of God!

Looking back over recent years, we can see

- Increasing utilisation of NCD and other tools in the churches
- The MDC role catalysing the development of pastors and churches through coaching and training
- Relationships of support and encouragement for pastors and their wives
- ReCharge conferences increasingly appreciated by a substantial majority of CRCA pastors and leaders

For reasons such as these – and many others – we give thanks for your partnership in the Gospel with us, and for the fruit that comes from your diligent labours.

Looking forward, we see there is still much to be done! Our churches need to grow further toward maturity and develop increasing church health. Pastors need encouragement to develop sustainable work and ministry practices. Our nation needs new churches everywhere, so that this nation might know there is a God who loves them. Our Saviour Jesus Christ needs to be honoured for who he is and what he has done. We take great heart that God will sustain us with his grace through Christ and empower us through his Spirit as we shoulder the burden of our shared calling.

With this in mind, we are happy to offer you an additional six year contract so our partnership may continue. We have attached an updated Job description and Salary

Schedule. These documents express the understanding we hold together with you should you see your way clear to accept this new contract. These documents are as they were agreed at the meeting of the TRAIN Workgroup at RTC Melbourne on June 27, 2017. Obviously, any agreement between yourself and TRAIN needs the ongoing ratification of the CRCA Synod. Even so we offer this contract to you so you know you have tenure with TRAIN for the period outlined.

As we make this offer to you, we are conscious of the fact that your family lives on the other side of the world, and that you both feel this separation keenly. We trust the allowances we have made will come some of the way in managing that separation. As you prepare to visit them again, we pray that through your time with them the Lord will refresh you and energise you for all he calls you to here in Australia.

May our wonderful God grant you every wisdom as you prayerfully consider this renewed call together. We commend you both to the grace of God, and eagerly await your response.

On behalf of your team,

Dave Groenenboom

“We always thank God for all of you and continually mention you in our prayers. We remember before our God and Father your work produced by faith, your labor prompted by love, and your endurance inspired by hope in our Lord Jesus Christ.” (1 Thessalonians 1:2–3, NIV)

Ministry & Training Development Coach Job Description	% of Total	Desired Outcomes	Measurement Methods
<p>Established Church Development</p> <ul style="list-style-type: none"> Promote and implement the use of relevant tools and resources: i.e., NCD, NCLS, MAP, SWOB, APA Resource churches for growth, health, and development Coach pastors and church leaders Encourage networks among pastors and churches 	30%	<ul style="list-style-type: none"> Healthy, growing churches Increasing effective ministry development and deployment in local congregations Ministry strategies effectively implemented Church resources made available Pastors being coached Networks established among pastors and churches 	<ul style="list-style-type: none"> Increased number of churches utilising relevant tools & resources: i.e., NCD,NCLS NCD survey results from CRCA congregations indicating overall increased health Congregational uptake of the NCLS National Church Life Survey outcomes (2016) Congregation and Pastor feedback Ministry Formation website statistics indicate an acceptable level of interaction with website, blogs, and resources
<p>New Church Development</p> <ul style="list-style-type: none"> Assist Church Planting Taskforce Assess Church Planters Coach Church Planters Network beyond CRCA with Church Planting specialists, i.e., RTC faculty, <i>The Geneva Push</i> 	20%	<ul style="list-style-type: none"> Potential church planting opportunities explored Implementation of church planting goals Church planters assessed and coached Networks developed for gospel work within Australia and beyond 	<ul style="list-style-type: none"> Increased number of church plants and church planters Church Planting Taskforce feedback Functioning relationships with Church planting specialists and networks
<p>Assisting GROW & TRAIN Initiatives</p> <ul style="list-style-type: none"> Promote intentional utilization of relevant resources: i.e., Discipleship Matrix, Organic Outreach, The Vine Project, the Way Collaborate with TRAIN Workgroup (TW) to deliver discipleship and leadership training throughout CRCA Organise and direct Recharge Ministry Conferences Network with RTC 	30%	<ul style="list-style-type: none"> Clearly defined discipleship and training pathway for the local congregation Developing ministry skills at the local church level In-service training for pastors, elders, deacons and other ministry leaders Encouraging and refreshing Recharge CRCA Ministry Conferences RTC Resources maximised 	<ul style="list-style-type: none"> Increased engagement of the discipleship, outreach, and training pathways by local congregations Local church and pastor feedback Increased number of churches engaged in raising up gospel workers and utilizing the ministry training provided by the RTC, Ministry Internships (MTS), RTC Explore Positive feedback from the Recharge Conferences Positive reports from RTC faculty re: networking

Ministry & Training Development Coach Job Description	% of Total	Desired Outcomes	Measurement Methods
<p>Communication</p> <ul style="list-style-type: none"> • Cultivate and nurture the vision and mission of the CRCA • Oversee combined denominational website to ensure alignment with CRCA vision and goals • Catalyse increased gospel impact in local churches through the Ministry Formation website and other social media • Champion the work of Ministry Formation at Classis meetings (twice each triennium) • Facilitate face-to-face meetings with pastors and/or churches 	20%	<ul style="list-style-type: none"> • Ongoing understanding and positive reception of CRCA Vision, Mission, and Fourfold Task • The combined denominational website remains current and a useful resource for communication, resourcing, and networking • Regular uploads of resources, book reviews, blogs, and inspiring stories on the Ministry Formation website and other social media • Potential established and new church development opportunities are identified 	<ul style="list-style-type: none"> • Increased positive reception rate of the CRCA Vision and Fourfold Task • Positive appreciation and support for the work of Ministry Formation at local, classis, and denominational levels • The CRCA website is current and increasingly utilised • The Ministry Formation website is current and increasingly utilised • Local church and pastor feedback
<p>Relationships</p> <ul style="list-style-type: none"> • Regular, effective, and amenable interaction with TRAIN Workgroup • Smooth execution of the DC job description 	-	<ul style="list-style-type: none"> • Interaction with RTC faculty • Fortnightly accountability meetings with Dave Groenenboom for oversight/encouragement • TRAIN Workgroup bi-annual meetings held at RTC 	<ul style="list-style-type: none"> • Positive TRAIN Workgroup reports and feedback • Fortnightly feedback and reviews by Dave Groenenboom • Annual evaluations by TRAIN Workgroup

Revised June 2017